



LeadersHIP GUIDE

And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers.

Acts 2:42

VISION STATEMENT

We exist to know God personally, act on our faith, grow together and bring others along.

THEME VERSE

And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. Acts 2:42

F - Fellowship (Grow Together)

A - Apostles' Teaching (Bible Intake)

C - Communion (Breaking of Bread Together)

T - Talking with God (Prayer)

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At SSBC, Connect Group Leaders are considered disciple-makers. The goal of a Connect Group Leader is not just leading, it's raising up disciples who make disciples.

VISION STATEMENT PATHWAY

We want you to know God personally - It's talking with God - intentional prayer. As a Connect Group/Ministry leader, there is the expectation that you will prioritize the Presence of God through personal Bible study, daily scripture reading and your devotion to a personal relationship with God.

Collectively, we know God personally through faithful Sunday Service attendance and being a part of a Connect Group.

We want you to act on your faith - It's devotion to the Apostles' teaching - Bible intake. As a Group/Ministry leader, there is the expectation that you are devoted to reading God's Word daily for personal growth that moves you to action - to using your gifts and talents to serve. This is where you build the Kingdom of God with your personal community.

Collectively, to be "doers of the Word, not just hearers", acting on your faith can be done by serving at SSBC. For example, serving in Welcome Team, Kids' Ministry, Youth Ministry, Leading a Connect Group/Ministry, Clothes Closet, Praise & Worship, etc.

We want you to grow together - It's intentional Fellowship - doing life together. Life change happens in the context of relationships; we want our groups/ministries to be relational. For personal growth, there is the expectation of having an accountability partner/group, because as the Proverb goes, "Iron sharpens iron".

Collectively, we can grow together by actively engaging in a Connect Group/Ministry; it's your opportunity to get to people in a relaxed, low-intimidation manner.

We want you to bring others along - It's Communion - the breaking of bread together. As a Group leader, there is the expectation that we have a "full table" vision, that we bring others to the table.

Personally, we do this by inviting others, by using our sphere of influence to influence the Kingdom. Think of this as "Church on the go".

Collectively, we do this through missions, such as praying, giving, going.

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CULTURAL VALUES OF LEADERSHIP

Below is an enumerated list of guiding Biblical principles along with self-assessing questions by which we can measure ourselves and thus, grow in our leadership.

It's the 4 Ps: Prioritize, Practice, Pray and Participate.

1. PRIORITIZE

We set our priorities by God's Word; therefore, we prioritize time with Him, time with our family and time with our church.

2 Corinthians 13:5 ESV

Examine yourselves, to see whether you are in the faith. Test yourselves. Or do you not realize this about yourselves, that Jesus Christ is in you?—unless indeed you fail to meet the test!

Lamentations 3:40 ESV

Let us test and examine our ways, and return to the LORD!

James 1:23-25 ESV

For if anyone is a hearer of the word and not a doer, he is like a man who looks intently at his natural face in a mirror. For he looks at himself and goes away and at once forgets what he was like. But the one who looks into the perfect law, the law of liberty, and perseveres, being no hearer who forgets but a doer who acts, he will be blessed in his doing.

SPIRITUAL DISCIPLINES

Bible Intake
Prayer
Worship
Evangelism
Serving
Stewardship
Fasting
Silence + Solitude
Journaling + Learning

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“The Spiritual Disciplines are those practices found in Scripture that promote spiritual growth among believers in the gospel of Jesus Christ. They are the habits of devotion and experiential Christianity that have been practiced by the people of God since biblical times.” according to the book, *Spiritual Disciplines for the Christian Life*, by Donald S. Whitney. (Whitney, Pg.4)

“...all who come to God trusting in the person and work of Jesus to make them right with God are given the Holy Spirit (see Ephesians 1:13-14). The presence of the Holy Spirit causes all those in whom He resides to have new holy hungers they didn't have before. They hunger, for example, for the Holy Word of God—the Bible—that they used to find boring or irrelevant. They have new holy longings, such as the longing to live in a body without sin and to have a mind no longer tempted by sin. They yearn to live in a holy and perfect world with holy and perfect people, and to see at last the One the angels perpetually praise as “holy, holy, holy” (Revelation 4:8). These are some of the holy heartbeats in all those in whom the Holy Spirit resides. Consequently, when the Holy Spirit indwells someone, that person begins to prize and pursue holiness. Thus, as we have seen in Hebrews 12:14, anyone who is not striving for holiness will not see the Lord. And the reason he or she will not see the Lord in eternity is because he or she does not know the Lord now, for those who know Him are given His Holy Spirit, and all those indwelt by the Holy Spirit are compelled to pursue holiness.

And so, the urgent question every Christian should ask is, “How then shall I pursue holiness, the holiness without which I will not see the Lord? How can I become more like Jesus Christ?” We find a clear answer in 1 Timothy 4:7: “Discipline yourself for the purpose of godliness” (NASB). In other words, if your purpose is godliness—and godliness is your purpose if you are indwelt by the Holy Spirit, for He makes godliness your purpose—then how do you pursue that purpose? According to this verse, you “discipline yourself for the purpose of godliness.” (*Spiritual Disciplines...*, Whitney, Pgs3-4)

“...Spiritual Disciplines are activities, not attitudes. Disciplines are practices, not character qualities, graces, or “fruit of the Spirit” (Galatians 5:22-23). Disciplines are things you do— such as read, meditate, pray, fast, worship, serve, learn, and so on. The goal of practicing a given Discipline, of course, is not about doing as much as it is about being, that is, being like Jesus. But the biblical way to grow in being more like Jesus is through the rightly motivated doing of the biblical Spiritual Disciplines. Note it again—“Discipline yourself for the purpose of godliness.” Godliness—being like Jesus—is the purpose, but the God-given path to that purpose is through certain activities found in Scripture known as the Spiritual Disciplines.” (Whitney, Pg.6)

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BIBLE INTAKE

1. Am I consistently reading and studying God's Word?
2. Am I truly meditating and applying scripture?
3. Am I helping others engage in scripture?

Prayer

1. Is prayer a daily rhythm?
2. Do I go to prayer first or is it a last resort?
3. Do I pray with expectation?

WORSHIP

1. Is my worship limited to Sunday mornings or part of my daily life?
2. Do I live with a posture of surrender and position myself to receive the blessing during worship?

EVANGELISM

1. Am I sharing my faith?
2. Have I shared my testimony?
3. Am I equipping others to confidently share the gospel?

SERVING

1. Do I have a servant's heart?
2. Am I using my gifts to build others up?
3. Can I create opportunities for my group to serve together?

STEWARDSHIP

1. Am I honoring God with my time, resources and energy?
2. What has God entrusted me to steward better? *connect group
3. What is biblical stewardship?

FASTING

1. Is fasting a spiritual practice in my life?
2. What am I asking God to do or reveal through fasting?

SILENCE + SOLITUDE

1. Do I intentionally create quiet space? Where is that space?
2. Am I constantly busy or do I practice stillness?
3. When is the last time I sat with the Lord without distraction?

JOURNALING + LEARNING

1. Do I reflect and journal my thoughts to God?
2. Do I write down prayers, scriptures or what God is teaching me?
3. Am I growing in knowledge and wisdom?

Self Reflection:

1. Which discipline is strongest in my life?
2. What is one discipline I will intentionally put time into for growth?

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CULTURAL VALUES OF LEADERSHIP

2. PRACTICE

We don't try; we train. Think apprenticeship - an apprentice practices what he/she is learning. We value a high feedback culture for the purpose of getting better.

Spiritual growth occurs when we consistently practice the aforementioned disciplines. Spiritual growth must be intentional and ongoing. A leader cannot lead others where they are not going themselves.

1 Corinthians 11:1

Be imitators of me, as I am of Christ.

2 Peter 1:5-11

For this very reason, make every effort to supplement your faith with virtue, and virtue with knowledge, and knowledge with self-control, and self-control with steadfastness, and steadfastness with godliness, and godliness with brotherly affection, and brotherly affection with love. For if these qualities are yours and are increasing, they keep you from being ineffective or unfruitful in the knowledge of our Lord Jesus Christ. For whoever lacks these qualities is so nearsighted that he is blind, having forgotten that he was cleansed from his former sins. Therefore, brothers, be all the more diligent to confirm your calling and election, for if you practice these qualities you will never fall. For in this way there will be richly provided for you an entrance into the eternal kingdom of our Lord and Savior Jesus Christ.

Personal walk with God questions:

1. Am I spending consistent, intentional time with the Lord?
2. Which qualities from 2 Peter 1:5-11 are growing in me right now? Which are lacking?
3. Who is discipling me and speaking life into me?
4. If everyone in my group or who I am leading, followed my example, what kind of disciple would they become?

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CULTURAL VALUES OF LEADERSHIP

3. Pray

We make prayer our first response not our last resort.

Ephesians 1:15-23

For this reason, because I have heard of your faith in the Lord Jesus and your love toward all the saints, I do not cease to give thanks for you, remembering you in my prayers, that the God of our Lord Jesus Christ, the Father of glory, may give you the Spirit of wisdom and of revelation in the knowledge of him, having the eyes of your hearts enlightened, that you may know what is the hope to which he has called you, what are the riches of his glorious inheritance in the saints, and what is the immeasurable greatness of his power toward us who believe, according to the working of his great might that he worked in Christ when he raised him from the dead and seated him at his right hand in the heavenly places, far above all rule and authority and power and dominion, and above every name that is named, not only in this age but also in the one to come. And he put all things under his feet and gave him as head over all things to the church, which is his body, the fullness of him who fills all in all.

Ephesians 3:14-21

For this reason I bow my knees before the Father, from whom every family in heaven and on earth is named, that according to the riches of his glory he may grant you to be strengthened with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith—that you, being rooted and grounded in love, may have strength to comprehend with all the saints what is the breadth and length and height and depth, and to know the love of Christ that surpasses knowledge, that you may be filled with all the fullness of God. Now to him who is able to do far more abundantly than all that we ask or think, according to the power at work within us, to him be glory in the church and in Christ Jesus throughout all generations, forever and ever. Amen.

Prayer questions:

1. Am I praying regularly for my group?
2. Do I know their specific prayer needs?
3. When was the last time I prayed with someone in my group?
4. Do they know I am praying for them? Do they pray for each other?

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CULTURAL VALUES OF LEADERSHIP

4. PARTICIPATE

We are active participants in the Great Commission; therefore, sharing our faith and building disciples is our priority.

Building intentional relationships:

Mindset of “doing life together”, the environment of “we”

- Get to know who you are leading on a deep, personal level
- Their name, family, career or season of life, interests, gifts, talents, prayer needs
- The people aspect - it's not just a task it's an opportunity

Be intentional on building your relationship

- meet for coffee or lunch (one on one time)
- send texts, check ins, calls (depending on preference of who you are leading)
- speak life and truth into them

Recruitment:

Actively look for and personally invite people in our church who are not currently in a Connect Group. Grow your group with likeminded people.

End goal is for them to take what they learned from you and turn around to disciple someone else (Be a disciple, make a disciple)

- Look for leadership qualities in the person you're leading/discipling
- Create opportunities for them to pray out loud, read scripture, share their testimony
 - *Use discernment
 - *The appropriate time
 - *Don't call them out or make them uncomfortable

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What Not To Do as a Leader:

As leaders, our goal is to create a welcoming, safe, and engaging environment where people can grow in their faith and feel valued.

Be aware of the following behaviors that can result in a negative response from those you are leading:

- Being overly intense or awkward in interactions that make others feel uncomfortable.
- Invading personal space or boundaries through excessive communication, attention, or follow-up.
- Being overbearing or controlling rather than empowering others to participate and grow.
- Speaking in a condescending manner or making others feel less knowledgeable or important.
- Dominating conversations instead of listening and encouraging discussion.
- Putting people on the spot by calling on them unexpectedly or requiring them to speak without their permission.
- Publicly correcting, criticizing, or embarrassing individuals in front of the group.
- Making assumptions about a person's spiritual journey, knowledge, or circumstances.

Remember: Effective leaders create environments where people feel respected, heard, encouraged, and welcomed.

Leadership Questions:

1. What excites you most about leading?
2. What feels challenging?

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CORE PRINCIPLE

“Leaders touch a heart before they ask for a hand.”
“The heart comes before the head.”

Teaching Point: People don’t care how much you know until they know how much you care. Connection is the foundation of influence.

EMOTIONAL CONNECTION

“You can’t move people to action unless you first move them with emotion.”

Teaching Point: Logic makes people think, but emotion makes people act.
Great leaders connect at a heart level first.

John 11:35 “Jesus wept.” Jesus connected emotionally before performing a miracle.

KNOW AND VALUE PEOPLE

Teaching Point: Connection requires knowing and understanding your audience—their names, family, career, struggles, goals, and prayer needs.

Philippians 2:4 “Let each of you look not only to his own interests, but also to the interests of others.”

FIND COMMON GROUND

Teaching Point: People connect best when they feel understood. Shared experiences build trust.

1 Corinthians 9:22 – “I have become all things to all people...”

CLARITY + SIMPLICITY

Teaching Point: Simple, clear communication increases connection and retention.

Habakkuk 2:2 "Write the vision; make it plain..."

ADD VALUE FIRST

Teaching Point: Connection grows when people feel helped, encouraged, and valued.

Mark 10:45 "For even the Son of Man came not to be served but to serve..."

LIVE YOUR MESSAGE

Teaching Point: Credibility comes from practicing what you preach or teach. Those who say one thing and do another will not be able to build the trust needed to build relationships.

Matthew 5:16 "In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven."

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APPLICATION QUESTIONS

1. Am I just teaching or actively discipling?
2. Do I listen well, or dominate conversations?
3. Am I allowing discussion to happen?
4. Am I approachable and easy to talk to?
5. Am I creating a welcoming environment?
6. Who am I trying to connect with right now?
7. Do they feel understood by me?
8. Am I leading with care or just instruction?
9. Do I truly know the people in my group beyond a surface level?
10. Who have I spent one on one time with?
11. Is there anyone I have unintentionally overlooked?
12. Am I helping create connection outside of group time?
13. Do I encourage and build others up within the group?

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Layers of Leadership

Psalms 145:4 One generation shall commend your works to another...

Staff

SSBC staff member that oversees all Hubs - Children's, Youth, Young-Adults, Women's, Men's and Co-ed Connect Groups.

Coordinators

Coordinators are volunteers who are Hub leaders overseeing the specific areas of ministry/groups listed above. Hub leaders intentionally care for the leaders in the specific area he/she is overseeing.

The following is a flow of leadership for one specific area of ministry: Gen. Pastor, Hub Leader for Women, Leaders of specific areas of Women's Ministry, i.e., WOW, CIA, Soul-Sisters Connect Group.

Coaches

Currently SSBC does not have this level of leadership in place; however, it is written in to accommodate future growth and thus, need.

Leaders

Leaders are the heart and soul of the Connect Group Ministries, Women's Ministries, Men's Ministries, Children's groups, Youth and Y-As groups/ministries. Group Leaders will care for and lead specific areas of ministry by building relationships, communicating regularly with those in your group and leading them to take next steps in their spiritual journey.

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LEADERSHIP COMPETENCIES

Cast Vision: You thoughtfully and prayerfully plan and communicate your words, responses, direction for the group and next steps for individuals you are leading. Your words inspire, guide, tell truth and articulate the “why” of words given.

Communicate Clearly, Often and Honestly: Announce, remind and respond to communication timely, truthfully and easily understood. Leaders regularly communicate with Coordinators, Coordinators regularly communicate with Generations Pastor.

Cultivate an Environment of “We”: Possess a heart for building community; be a “gatherer of people”. Make people feel seen, heard and cared for, give equal attention to others in a group. Don’t do it alone, bring others along with you.

Create Opportunities for Others: Be on the lookout for ways to empower others you lead. Maintain the mindset of “setting up others to win”. Share and teach what you know to others. Lead through other people, rather than doing everything yourself.

Convey an Attitude of Hunger: Seek to be a learner, continuing to grow in your own faith. Take the initiative to create, offer to help, be prepared, be on time - lead expectantly.

- Know God and are actively in pursuit of a close relationship with Jesus

- Faithful attender to Sunday service, member of a Connect Group or leading one

Maintain Godly Character & Integrity:

Love God - And he said to him, “You shall love the Lord your God with all your heart and with all your soul and with all your mind.” Matthew 22:37

Love People - “By this all people will know that you are my disciples, if you have love for one another.” John 13:35

Strive for Excellence - “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.” Colossians 3:23-24

Exhibit a Positive Attitude - “Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. And above all these put on love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful. Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God.” Colossians 3:12-16

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on-BOARDING PROCESS

Phone Call / Meet + Greet

Leader Orientation / Training

Shadowing

Interview

Placement

Leadership isn't about a title, it's about showing up, serving well, and leading with purpose. It just means more. People matter more, the impact matters more. The calling matters more. Leadership is choosing integrity when no one else is watching, encouraging others when they're weary, and creating space for people to grow. It's carrying responsibility with humility and loving people the way Jesus did.

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