



DISCOVERING, DEVELOPING, AND DEPLOYING LEADERS



theCHURCH LEADERSHIP DEVELOPMENT

LEADER

Calling

Our leadership comes from God. Its scope is controlled by gifts and temperament given by the Holy Spirit. (Romans 12, 1 Corinthians 12, Ephesians 4).

Called leaders have:

- The ability to **define** the current reality.
- The passion to **dream** of a desired future.
- The conviction to **design** pathways to get there.



**The total of the
combined C's
represents a
person's overall
leadership impact!**

Character

A leader at the CHURCH leads from a life firmly rooted in Christ, allowing this identity and integrity to shape every decision and relationship. Character is seen in a leader's ongoing spiritual maturity—continually growing in wisdom, humility, and obedience to God's Word. A leader models what it means to lead themselves well, serving with authenticity and compassion, working with people rather than merely for or above them. This kind of character makes a leader truly worth following.

Commitment

A leader at theCHURCH commits to full alignment with our Vision, Mission, DNA, and strategies—living out our partnership covenant and personal calling with faithfulness. Leaders advance the Mission by growing their generosity, giving their time, talent, and treasure, serving where God has called, and leading in unity with theCHURCH.

**GOD EQUIPS
THE CALLED
AND CALLS THE
EQUIPPED!**

Competency

A leader at theCHURCH demonstrates wisdom in working with people and skill in leading with purpose. Competent leaders model the way by setting the example in faith and practice, inspiring a shared vision that aligns with the mission of Jesus and the heart of theCHURCH. They courageously challenge the process when growth or change is needed, empowering others to act and encouraging hearts along the way. Competency also includes the development of ministry-specific skills, teamwork, and a lifelong commitment to learning and growing as a servant leader.



➤ **WHY C4?**

C4 is a resource to help create a consistent definition of leadership at theCHURCH. It is also a tool to help DISCOVER, DEVELOP, and DEPLOY leaders.



➤ **DEFINITION OF A LEADER IN theCHURCH**

A Jesus follower called by God who is fully committed to leveraging their character and competencies to making disciples of Jesus Christ.



➤ **WHAT TO LOOK FOR IN LEADERS at theCHURCH:**

Leaders are not appointed as much as they are simply identified, acknowledged, and empowered. In our experience, leaders emerge from the volunteer base as well as being identified among the people of theCHURCH. Once a leader has been identified, our goal is to help confirm their calling and then walk alongside them to further develop their leadership skills. theCHURCH's experience has taught us not to seek leaders based solely on an individual's exceptional gifts or abilities. Skills in a particular area are not necessarily an indication of a person's leadership potential. Rather, theCHURCH has learned to rely on four leadership foundations: **Calling, Character, Commitment, and Competency**. We work diligently to assess these foundational leadership qualities as we go about the important work of **discovering, developing, and deploying** leaders in our church.



➤ What's at stake if we don't?

If we fail to be leaders of **character** who are **called, committed, and competent**, we risk missing the very opportunities God has placed before us.

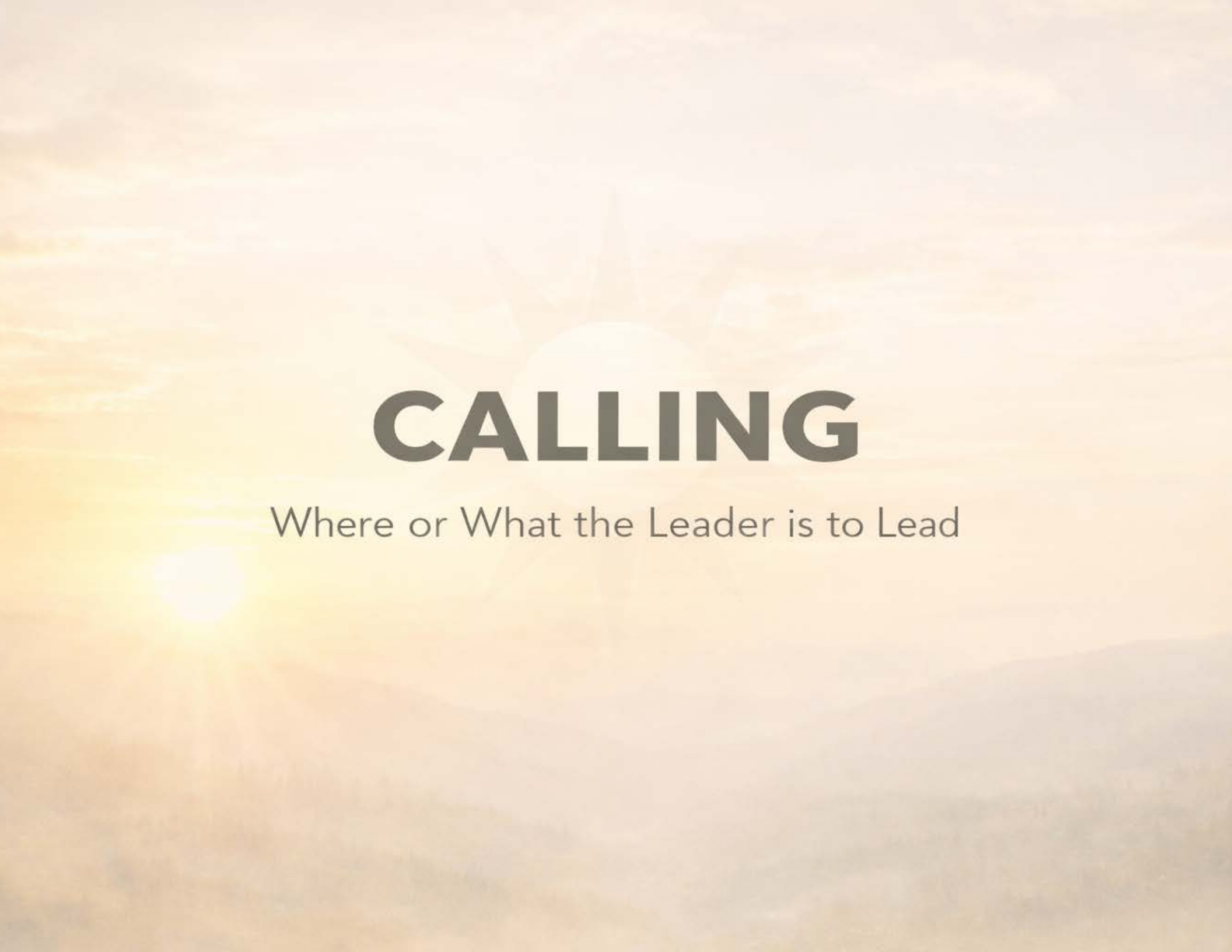
We believe God has entrusted **theCHURCH** with a unique calling to grow His Kingdom—right here in the White Mountains and beyond. Our impact for Christ is directly tied to the number of leaders we intentionally **develop and empower**.

When every level of leadership grows together—with shared **vision and unity**—our capacity expands, our influence multiplies, and God receives the glory. Simply put: **greater leadership creates greater Kingdom impact**.

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love."

- Ephesians 4:11-16

EPHESIANS 4:11-16



CALLING

Where or What the Leader is to Lead

THE FOUR C'S TO DISCOVERING, DEVELOPING, AND DEPLOYING LEADERS



CALLING

Where or What the Leader is to Lead

Leadership begins with calling. Before we can talk about how a leader lives, serves, or grows, we have to start with *why* they lead. Every true leader starts with a personal call from God — a divine invitation to join Him in His mission.

Our leadership comes from God. Its scope is controlled by gifts and temperament given by the Holy Spirit. (Romans 12, 1 Corinthians 12, Ephesians 4)

Called leaders have:

- The ability to **define** the current reality
- The passion to **dream** of a desired future
- The conviction to **design** pathways to get there.

CALLING

A person's leadership calling must come from God. God will use situations in life to call out a leader, and those that answer His call will be equipped to truly lead. Calling requires a unique combination of PASSION and SPIRITUAL GIFTEDNESS that are fueled by God alone. It is the God-given passion to serve, and the unique spiritual gifting that will enable the leader to:

1. **Define Current Reality.** Every leader will have the desire to evaluate the current situation, otherwise, they will be unable to move toward a future goal. A good leader asks and answers: "Where are we right now?"
2. **Dream a Desired Future.** A leader must be able to visualize where their ministry needs to be and have the passion to guide it to that future state. A good leader asks and answers: "Where are we going?"
3. **Design Pathways.** A leader will be able to envision the pathway or strategic process necessary to move the ministry from its current reality to the desired future. A good leader asks and answers: "How do we get there?"

"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them."

- Ephesians 2:10

"In the month of Nisan, in the twentieth year of King Artaxerxes, when wine was before him, I took up the wine and gave it to the king. Now I had not been sad in his presence. And the king said to me, 'Why is your face sad, seeing you are not sick? This is nothing but sadness of the heart.' Then I was very much afraid. I said to the king, 'Let the king live forever! Why should not my face be sad, when the city, the place of my fathers' graves, lies in ruins, and its gates have been destroyed by fire?' Then the king said to me, 'What are you requesting?' So I prayed to the God of heaven. And I said to the king, 'If it pleases the king, and if your servant has found favor in your sight, that you send me to Judah, to the city of my fathers' graves, that I may rebuild it.'"

- Nehemiah 2:1-5

A person's leadership calling is a permanent, on-going process of being drawn to God Himself and also drawn to an increasing desire to lead, serve, and share Jesus and the goodness of God with others in accordance with that calling. The leading of people toward God, His Word, and His salvation will not simply go away unless a person consciously rejects it (Mark 3:13-15).

A leadership calling comes to a person who, through humility, is:

- Actively pursuing Jesus (Character): they have a heart who seeks God, a desire to KNOW Him personally, and to GROW in biblical community and maturity (1 Samuel 13:14, 16:7; Acts 13:22; Proverbs 4:23, 2 Chronicles 16:9).
- Doing what they can, where they can, when they can (Commitment): they desire to GO live intentionally with their time, talent, treasure, and testimony. (Abraham - Genesis 12:1-4; Timothy - Acts 16:1-5; Moses - Exodus 3:1-10; David, Joseph, Samuel, etc.)

Leadership in ministry is two-fold: service to others as well as the exercising of authority (Luke 22:27; John 13:1-15). Leadership authority does not operate by the will of man which is controlling, directing, and manipulating. Rather, leadership authority in ministry is accomplished through servanthood to one another in love, as they are led, anointed and empowered by the Holy Spirit. If we humble ourselves to serve God and others, God will increase our authority in Him (Matt 20:25-28; James 4:10).

The call, in its early stages, is accompanied by opportunities to serve in ministry. These are usually small, initially appearing insignificant. However, if they are faithfully fulfilled in Christ, and these ministry opportunities are done with reliability, sacrifice, hard effort, determination, faith, joy, thanksgiving, and praise, then fruitfulness and increase in scope or responsibility will generally be granted (Luke 16:10,12). Verse 12 expresses the thought best: "If you have not been faithful in that which is another's, who will give you that which is your own?"

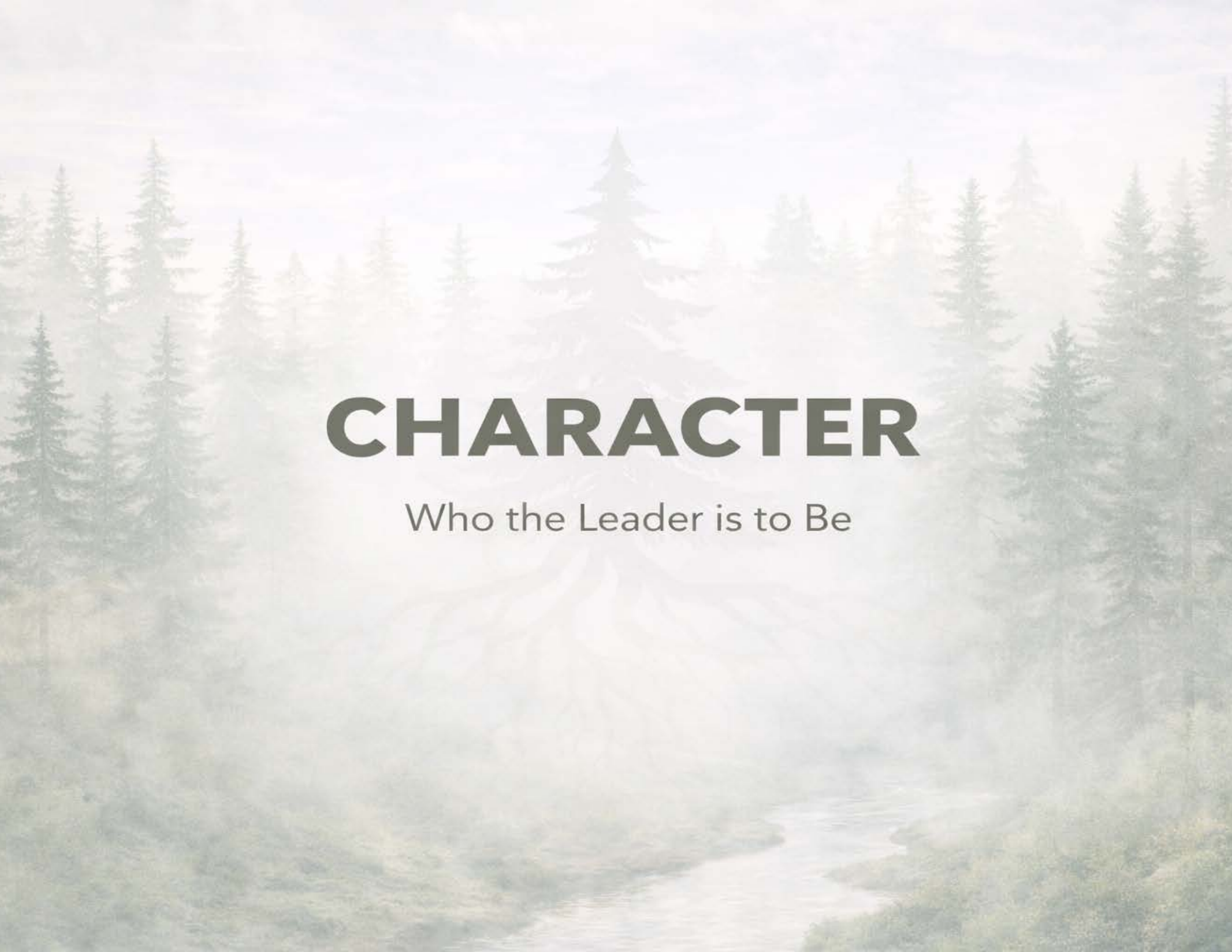
A leadership calling grows to maturity after a time of preparation, proving, and equipping.

It is important to also recognize that theCHURCH confirms the calling so there is no doubt that it has been given. Confirmation will then come through the current leadership of the body of Christ who will be led by the Holy Spirit to commission the prospective leader into the call of God.

HOW DOES theCHURCH DISCOVER AND CONFIRM CALLING?

1. Identify a person who is willing to serve humbly anywhere they are needed.
2. Identify a person who has the ability to define, dream, and design.
3. Identify a person who is able to articulate God's calling.
4. Lead them through "My Part" process

In this way, theCHURCH provides the environment for someone's leadership calling to be discovered, developed, deployed, and evaluated to the glory of God.

A misty forest scene with a large tree in the center and a river in the foreground. The text "CHARACTER" is overlaid in the center.

CHARACTER

Who the Leader is to Be

CHARACTER

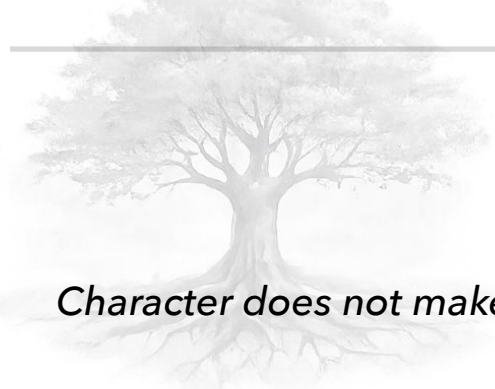
Once a leader understands *what God has called them to do*, the next question is *who they must become* in order to carry that calling well. Calling gives direction; **character gives it credibility**. Without Christ-shaped character, even the clearest calling can lose its impact.

A leader at the CHURCH leads from a life firmly rooted in Christ, allowing Christ-like identity and integrity to shape every decision and relationship. Character is seen in a leader's ongoing spiritual maturity—continually growing in humility, wisdom, and obedience to God's Word. A leader models what it means to lead themselves well, serving with authenticity and compassion, working with people rather than merely for or above them. This kind of character makes a leader truly worth following.

"I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace."

- Ephesians 4:1-3

THE FOUR C'S TO DISCOVERING, DEVELOPING, AND DEPLOYING LEADERS



CHARACTER

Who the Leader is to Be

*Character does not make you a leader... it makes you a **LEADER WORTH FOLLOWING!***

The character of a leader must be strong enough and humble enough that they are able to lead their own life (1 Timothy 3:1-13; 1 Corinthians 9:27). They do this by remaining committed to:

Know

Know Jesus in a deep, abiding, and personal way by engaging in PUBLIC WORSHIP and PRIVATE PRACTICES.

Grow

Grow in biblical community where they are truly KNOWN, ACCEPTED, SUPPORTED, and DEVELOPED!

Go

Go live INTENTIONALLY with their time, talent, treasure, and testimony; making more and better disciples of Jesus Christ.



No matter how gifted, trained, or spiritually mature a person is, the true usefulness of those attributes will be determined by character.

This cannot be compromised! Spiritual intensity or raw ability may appear more important, but at the CHURCH we have learned the hard way that they are not. If a person is not leading themselves well and engaging in spiritual disciplines, they cannot provide good spiritual leadership to others.

You cannot lead people to a place that you yourself are not going.

There are three top indicators to consider when assessing a person's character:

1. THEIR IDENTITY IN CHRIST

A leader in the CHURCH must have their identity firmly rooted in Christ in order to have a proper view of themselves which leads to confidence in who God has created them to be. To a degree, all of us, because of sin, remain somewhat insecure. While that kind of universal insecurity should not necessarily hinder ministry, more pronounced insecurity definitely has a destructive effect. An insecure person is unable to rally strong people because they fear one of them may be stronger, and thus, a threat. A healthy identity in Christ is the foundation upon which to build ministry.

To evaluate someone's identity in Christ, the leader should ask: Have they made a mature, consistent commitment to Christ? Does the Word of God impact their daily life? Do they pray? Are they in submission to the Holy Spirit? Specific questions to detect this quality are "What are you reading and how is it leading you and others? Can you share some recent answers to prayer? What are the temptations you struggle with most? How did you come to know Christ? Are you being discipled? Are you discipling someone else?" These questions get at the heart of a person's Identity in Christ more than a general "How is your spiritual life?"

WHY IS A LEADER'S IDENTITY IN CHRIST SO IMPORTANT?

Because people who carry the weight of leadership need to practice the fundamentals. A soccer player who says, "I don't need to practice all week. I can go out on game day and play" is headed for trouble. Eventually, their lack of preparation will catch up with them. It is the same with ministry leaders. To effectively promote identity in Christ, one must have their identity firmly rooted in Christ.

2. HOW THEY LEAD THEIR PERSONAL LIFE

A prerequisite to leading others is the ability to lead one's own life and family effectively. A leader's first responsibility is to have their own life in order. Those who lead their lives well will be disciplined personally and professionally, on time and able to meet deadlines, while living an upright and moral life (see ministry leader qualification in 1 Timothy 3:8-13).

By contrast, weak character will manifest itself in a lack of self-management: poor self-discipline, tardiness with appointments, incomplete work, being controlled by outside circumstances, or even moral lapses. Often manifestations of character weakness are not readily apparent. This is why it is so important to observe prospective leaders over time and to be in close proximity to them (1 Timothy 3:10).

"Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. And let them also be tested first; then let them serve as deacons if they prove themselves blameless. Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. Let deacons each be the husband of one wife, managing their children and their own households well. For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus."

- 1 Timothy 3:8-13

1 TIMOTHY 3:8-13

3. HOW THEY WORK WITH OTHERS

The third indicator of character is **interpersonal skills**. Some people can relate only in a hierarchy; up and down a chain of authority. They can work for people and/or over people, but they are unable to effectively work **with** people. If the essence of leadership is to get close enough to people to equip them for ministry, a key ingredient for success is the ability to work with people. Effective interpersonal skills involve humility, courtesy, patience, and self-control—all of our DNA qualities. Someone who exhibits these qualities likely has a healthy character and is eligible for leadership responsibility. Conversely, if a person is unable to relate warmly to others, their readiness to lead must be questioned.

Humility is the first and most important quality of a leader. Without humility, a leader cannot grow; they cannot learn from those around them. In order to be “teachable,” humility must come first. The best leaders surround themselves with proven and capable people (subject matter experts), and listen to them. Additionally, they are the type of people who are lifelong learners; always seeking current best practices to improve their ministry and thus the CHURCH.

HOW DOES theCHURCH DEVELOP CHARACTER?

By providing encouragement and accountability for the leader to:

- **Know:** Engage in PUBLIC WORSHIP and PRIVATE PRACTICES.
- **Grow:** Participate in biblical community where they are truly KNOWN, ACCEPTED, SUPPORTED, and DEVELOPED!
- **Go:** Live INTENTIONALLY with their TIME. TALENT, TREASURE, and TESTIMONY; making more and better disciples of Jesus Christ.

IN SUMMARY:

Character is a critical component of leadership - while it does not make you a leader, it does make you a leader worth following. Character is indicated by one's identity in Christ, by how they lead their personal life, and how well they work with others. Character is developed through knowing (public worship and private practices), growing (in biblical community), and going (giving generously of their time, talent, treasure, and testimony).



COMMITMENT

How the Leader is to Lead

COMMITMENT

Character alone isn't enough — it must be lived out through *consistent commitment*. A leader's integrity is tested not just in belief but in follow-through. This is where conviction becomes action and personal formation turns into faithful partnership with the Mission of theCHURCH.

A leader at theCHURCH commits to full alignment with our Vision, Mission, DNA, and strategies—living out our partnership covenant and personal calling with faithfulness. Leaders advance the Mission by growing their generosity, giving their time, talent, and treasure, serving where God has called, and leading in unity with theCHURCH.

"Now it happened that as he was praying alone, the disciples were with him. And he asked them, 'Who do the crowds say that I am?' And they answered, 'John the Baptist. But others say, Elijah, and others, that one of the prophets of old has risen.'" Then he said to them, 'But who do you say that I am?' And Peter answered, 'The Christ of God.'" And he strictly charged and commanded them to tell this to no one, saying, 'The Son of Man must suffer many things and be rejected by the elders and chief priests and scribes, and be killed, and on the third day be raised.'" And he said to all, 'If anyone would come after me, let him deny himself and take up his cross daily and follow me. For whoever would save his life will lose it, but whoever loses his life for my sake will save it. For what does it profit a man if he gains the whole world and loses or forfeits himself? For whoever is ashamed of me and of my words, of him will the Son of Man be ashamed when he comes in his glory and the glory of the Father and of the holy angels.'"

- Luke 9:18-26

"I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. [2] Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect."

- Romans 12:1-2

THE FOUR C'S TO DISCOVERING, DEVELOPING, AND DEPLOYING LEADERS

COMMITMENT

How the Leader is to Lead

Many churches make the mistake of putting people in leadership based on spiritual intensity and raw ability alone. It does not matter how strong the calling, character, and competency of a leader is if they are not also committed to living out their calling. As a church partner, we highlight four specific areas of commitment: (1) to theCHURCH Vision and Mission, (2) to theCHURCH culture (DNA), (3) to fulfill “your part” in theCHURCH, (4) to trust church leadership.

1. theCHURCH VISION/MISSION

A leader must be called to the particular vision God has for a specific church. If a leader is to get involved, they must be on the same page as theCHURCH. Too often, a leader with great character and competency will cause significant damage to a team simply by having a different agenda or doctrine. For example, they might be trying to recreate their last church. Although it was probably a great church, theCHURCH needs to remain true to all God has called us to be. We need leaders who are committed to OUR Mission, Vision, essential beliefs, and strategy BEFORE they lead.

OUR VISION

We exist to make it easier for people to know Jesus Christ.

OUR MISSION

To lead people into a growing relationship with Jesus Christ.

2. theCHURCH CULTURE/DNA

At theCHURCH, commitment isn't just about showing up—it's about showing *up* for each other. We call that *culture*. A thriving, mission-minded team doesn't just happen by tossing people into a room and hoping for chemistry. We believe leaders need teammates who *fit*. We strive to have the greatest amount of DNA alignment as possible. That alignment can be a combination of sharing or aspiring to the DNA qualities of theCHURCH.

Yes, we're called to love everyone—Jesus made that clear. But let's be honest: not everyone is meant to be shoulder-to-shoulder in the daily grind of ministry leadership. We don't build strong teams by ignoring chemistry. We build them by honoring it.

At theCHURCH, our DNA includes laughter, trust, genuineness, and communication. If someone steps into a team with a "my way or the highway" approach, it will not align with our culture of collaboration and humility. It wouldn't be fair to that leader, or to the team, to empower someone who does not align with our culture and DNA; it will only result in frustration on both parts.

We're not looking for clones—we're looking for *fit*. The kind of fit that says: "We dream together, grow together, and sometimes laugh until our stomachs hurt together." That kind of relational alignment doesn't just make ministry more enjoyable—it makes it more *effective*.

So the bottom line is this: yes, love everyone. But when it comes to building teams, choose people who you will enjoy spending time with as well as working with. Because ministry is too important (and let's be real, too exhausting) to do it without joy, trust, and a little laughter along the way.

These 15 expressions are the DNA of our church.

This is the genetic code of who God has made us to be. These are the attributes that define our church.
When we are at our best our Pastors, our staff, our leaders, our volunteers, and our partners exude these qualities in love.

BELIEFS.

We honor and submit to the Word of God.

TRUST.

We go all out to build relationships, trust, and optimism. In humility, we always assume the best in others.

VISION.

We prayerfully seek and clearly define intentional direction in all things.

GENEROSITY.

We intentionally seek ways to be irrationally generous.

GENUINENESS.

We are authentic and transparent.

LAUGHTER.

We celebrate and encourage joy and laughing hard.

INNOVATION.

We dream, we create. We are not afraid to fail.

GROWTH.

We celebrate and encourage self development.
We challenge processes and create scalable and repeatable systems.

EXCELLENCE.

We commit our absolute best to God.

COMMUNICATION.

We encourage clarity and healthy input from anywhere in our organization.
We are private critics and public cheerleaders.

EMPOWERMENT.

We value others, the "yes" will go deep into our organization.
We trust God's calling in us and in others and we seek to align personal and organizational values.

STEWARDSHIP.

We do not waste our time, talents, or treasure.

OWNERSHIP.

We are invested. We are accountable.
Regardless of title, we embody whatever it takes to reach any goal within proximity.

FOCUS.

We are disciplined and decisive. We will not be distracted from our vision.

EXPECTANCY.

We have faith that God will do BIG things in and through us, our church, and the lives of others.
We celebrate stories and make them known.

3. YOUR PART IN theCHURCH

At theCHURCH we believe that you have been saved from the consequences of your sin, but you have also been saved for a purpose in God's kingdom. Your part in the body of Christ is the work that God has specifically gifted you for, and called you too. This is why we use the term "Partner." We do not have "members" at theCHURCH, we have "Partners." A partner is someone who is actively involved in the *movement* of the Vision and Mission of theCHURCH.

Partners are leaders who are committed to active ministry, either *in* and/or *from* theCHURCH. They are committed to generously giving their time, talents, treasure, and testimony to advance the Kingdom of God in our community. They see their part as integral to the effectiveness of theCHURCH's Vision and Mission.

It is not sufficient to be "called" if you are not "committed" to do your part. "Here I am LORD, send me." – Isaiah 6:8

4. TRUSTING theCHURCH LEADERSHIP

Since the beginning of theCHURCH we have sought to pursue God's direction in all things. God has appointed leaders here who are filled with the Holy Spirit and committed to follow wherever He leads. We need leaders who are committed to the same, and who recognize the Spirit's leading from the very beginning of our church. Partnership requires mutual trust and a shared respect for each other's calling. A person who has no regard for, or trust in, the leaders who have brought us to where we are, is not likely to want to partner in leadership with theCHURCH.

We are a pastorally led church with a team structure that ensures accountability at all levels. Our Lead Pastors Team prayerfully pursues God's vision for our church. The Integrity Team provides accountability and acts as a hedge of protection for theCHURCH. Our Pastoral Team serves as the ecclesiastical authority of our church. Finally, the Directional Team makes the vision a reality, or executes the vision of theCHURCH. Every ministry of theCHURCH reports to one of the leaders on our Directional Team.

All of our leaders are committed and accountable to partnership with theCHURCH, to one another, to our Vision/Mission/DNA, and to C4 leadership. As a leader grows into C4, know that the pastors, staff and ministry leaders are also living this out. We humbly submit to one another and invite accountability in our relationships and our leadership.

"Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you."

- Hebrews 13-17

HEBREWS 13:17

HOW DOES theCHURCH GROW COMMITMENT?

We grow commitment to our Vision/Mission/culture/DNA in all our leadership environments by:

1. Modeling commitment at the highest levels of leadership.
2. Going all out, building trust and inviting loving accountability.
3. Helping leaders discover their part in the body and encourage them to commit.
4. Evaluating the current level of leadership.
5. Growing leadership through progressive leadership opportunities.
 - Tier 1 leadership - Lead yourself and your family well.
 - Tier 2 leadership - Lead followers; another person or small group/team.
 - Tier 3 leadership - Leader of leaders and of teams.
 - Tier 4 leadership - Organizational level leadership.

IN SUMMARY:

Leaders at theCHURCH are devoted to aligning with our Vision, Mission, values, DNA, and strategy. They honor their partnership covenant and personal calling by serving faithfully, growing in generosity, and investing their time, talent, and treasure to advance God's work in unity with theCHURCH.

A misty mountain landscape with a dense forest in the foreground and jagged peaks in the background. The text "COMPETENCY" is centered in the middle of the image.

COMPETENCY

What the Leader Does

COMPETENCY

When calling is embraced, character is cultivated, and commitment is proven, what naturally follows is **competency** — the skill and wisdom to lead effectively. Commitment fuels growth; competency refines it. This is where leaders learn to model the way, empower others, and multiply impact for God's Kingdom.

"As each has received a gift, use it to serve one another, as good stewards of God's varied grace: [11] whoever speaks, as one who speaks oracles of God; whoever serves, as one who serves by the strength that God supplies—in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen."

- 1 Peter 4:10-11

THE FOUR C'S TO DISCOVERING, DEVELOPING, AND DEPLOYING LEADERS



COMPETENCY

What the Leader Does

A leader at theCHURCH demonstrates wisdom in working with people and skill in leading with purpose. Competent leaders model the way by setting the example in faith and practice, inspiring a shared vision that aligns with the mission of Jesus and the heart of theCHURCH. They courageously challenge the process when growth or change is needed, they build strong teams and encourage hearts along the way. Competency also includes the development of ministry-specific skills, teamwork, and a lifelong commitment to learning and growing as a servant leader.

Competency is all about the *core skills* a leader uses and develops to be more effective in their calling. Though God calls and gifts each of us uniquely, He also calls us to steward and strengthen those gifts. Leaders at theCHURCH embrace this stewardship by continually refining their leadership through learning, practice, and accountability.

At theCHURCH, we identify and develop the following **core** competencies—drawn from *Christian Reflections on the Leadership Challenge* (Kouzes & Posner) and *The Ideal Team Player* (Lencioni):

- **Relational Wisdom** – Work wisely with people, leading with discernment, humility, and grace.
- **Model the Way** – Set the example in faith, character, and daily practice; credibility earns influence.
- **Inspire a Shared Vision** – Unite others around God’s purposes, helping people see what could be through faith-filled imagination.
- **Challenge the Process** – Courageously initiate growth and change; refuse to settle for the status quo when God is calling theCHURCH forward.
- **Build Strong Teams** – Recruiting, empowering and equipping people to serve, fostering collaboration, trust, and shared ownership.
- **Encourage the Heart** – Celebrate the wins, recognize contributions, and keep hope and passion alive in the mission.

These six practices reflect what exemplary leadership looks like when rooted in Christ. They embody *extreme ownership*—a willingness to take responsibility for growth, outcomes, and the health of the team.

In addition, every ministry leader is expected to develop **ministry-specific competencies** suited to their area of service—whether teaching, leading worship, discipling students, or caring for children and families, etc.. Excellence in ministry requires both spiritual maturity and practical skill.

HOW theCHURCH DEVELOPS COMPETENCY

We develop competency through intentional training and leadership development opportunities. These include seasonal leadership gatherings, conferences, networking, mentoring relationships, and hands-on ministry experience. Leaders are encouraged to seek feedback, pursue continued learning, and take ownership of their personal growth so that together, we can lead with increasing effectiveness and faithfulness to the Vision and Mission of theCHURCH.

IN SUMMARY:

The journey of C4 leadership is not theoretical — it's transformational. When we develop leaders who are called, shaped by character, anchored in commitment, and equipped with competency, the Kingdom advances. But if we neglect this process, we risk missing the very opportunities God has placed before us.

theCHURCH develops leaders in the following ways:

1. **DISCOVERING AND CONFIRMING CALLING**

We identify those who humbly serve, who can define, dream and desire, and can clearly express God's call on their life—then walk with them through the My Part process to help confirm and clarify that calling.

2. **DEVELOPING CHARACTER**

We help leaders deepen their walk with Jesus by growing in worship, community, and living intentionally—knowing Him personally, growing in authentic biblical relationships, and going to live out their faith through generosity and disciple-making.

3. **GROWING COMMITMENT**

We model commitment from the highest levels of leadership, building trust through loving accountability. Leaders are guided to discover their part in the body, take ownership of it, and grow through progressive opportunities—from leading themselves and their families well to leading teams, leaders, and ultimately organizations for the glory of God.

4. **DEVELOPING COMPETENCY**

We cultivate leadership skills through intentional training, shared learning environments, mentoring, and hands-on experience—encouraging every leader to seek feedback, keep growing, and lead with increasing effectiveness and faithfulness to the Vision and Mission of theCHURCH.

CONCLUSION | What's at stake?

If we fail to be leaders of **character** who are **called, committed, and competent**, we risk missing the very opportunities God has placed before us.

We believe God has entrusted **theCHURCH** with a unique calling to grow His Kingdom—right here in the White Mountains and beyond. Our impact for Christ is directly tied to the number of leaders we intentionally **develop and empower**.

When every level of leadership grows together—with shared **vision, values, and unity**—our capacity expands, our influence multiplies, and God receives the glory. Simply put: **greater leadership creates greater Kingdom impact**.

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love."

- Ephesians 4:11-16

Watch the C4 videos:

