

LEADER TRACK

SESSION 3 GUIDE + RESOURCES

COMPETENCY

Communication Standards

- **Manage the Time** - Stay within the time allotted. One of the best ways to honor people is to honor THEIR time, so honor THE time. We want to ensure we optimize the time we have with people.
- **Maintain Dress Code** - Platform communicators should wear appropriate attire for service/event days. Avoid anything that is overly tight, short, sheer, low cut or anything that will prohibit you from giving your best energy. Avoid clothing with large text, logos, and messaging. Home Church Merch is acceptable.
- **Model Our Culture** - Be sure to represent Home Church at all times. Our behavior, language, and attitudes should represent the Culture and Standards of our church. Our verbiage should be in alignment with our mission statement, values, and standards (see the Home Church Culture section for reference).

Honor the Opportunity

- **Be Early** - Early is on time! Being prompt is how we honor others and the opportunity we have been given.
- **Be Prepared** - Have your content prepared and practiced. Ask for feedback from a leader on your content prior to the day to ensure it is biblically accurate and culturally aligned.
- **Be Open to Coaching** - We are a Coaching Culture! The best way for you to improve is to receive feedback from a leader and then apply that feedback to your next opportunity.

Coaching Culture

- **Be Clear** - To be clear is to be kind. Be clear about the behavior or process that you are coaching. Coaching is meant to bring clarity to the team member and should be communicated in a way where the goal is progress and personal development.
- **Be Efficient** - Coaching should not take an extended period of time. Coaching conversations should be done in 10 minutes or less to ensure the purpose of the conversation isn't lost in excessive information.
- **Be Timely** - See it and Say it. Coaching should take place within 48 hours of the situation or the event. Most large conflicts are the result of



simple coaching that wasn't done in the moment. Face-to-face is the best method, but phone calls are an appropriate second option.

Giving and Receiving Feedback and Coaching

- To cultivate a **culture** where feedback is normalized, coaching is welcomed, and leadership capacity is strengthened through healthy conversations rooted in humility and **clarity**.

Key Scriptures:

- Proverbs 27:17 (ESV)
"Iron sharpens iron, and one man sharpens another."
- Proverbs 12:1 (ESV)
"Whoever loves discipline loves knowledge, but he who hates reproof is stupid."
- Hebrews 12:11 (ESV)
"For the moment all discipline seems painful rather than pleasant, but later it yields the peaceful fruit of righteousness to those who have been trained by it."
- Ephesians 4:15 (ESV)
"Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ."

Clarify the Purpose of Feedback

Statement:

Feedback isn't **correction**—it's **investment**.

Scripture:

Proverbs 27:17

Why It Matters:

- Feedback is how leaders **grow** in skill and self-awareness.
- It's how we stay **aligned** with the mission, vision, and values of the church.
- Correction without clarity **wounds**; coaching with clarity equips.

Where Conflict Arises:

- Fear of offense or rejection leads to silence.
- Ego and insecurity cause defensiveness.
- Lack of clarity causes confusion or discouragement.



Create a Safe Culture for Feedback

Statement:

People don't receive coaching well if they don't feel **safe**.

Scripture:

Ephesians 4:15

Why It Matters:

- Feedback should be **truthful**, but also **timely**, toned well, and **motivated** by love.
- Safety allows people to be honest about their weakness and open to growth.
- A feedback culture must be **modeled** by leaders first.

Where Conflict Arises:

- If leaders never receive feedback themselves, they create a culture of fear.
- When feedback is reactive instead of proactive, it feels like punishment.
- If coaching only happens when there's failure, it becomes performance-based.

Coach With Clarity and Consistency

Statement:

Coaching without clarity is **cruelty**.

Scripture:

Hebrews 12:11

Why It Matters:

- Vague feedback doesn't **help** people grow.
- Coaching works best when expectations are **clear**, measurable, and **repeatable**.
- Regular feedback is better than rare correction.

Best Practices:

- Use the **Start / Stop / Continue** method:
 - What should they **start** doing?
 - What should they **stop** doing?
 - What should they **continue** doing?
- Ask: *"Do you understand what I'm asking you to do?"*



- Clarify the **why** before you address the **what**.

Where Conflict Arises:

- When people don't know what's expected of them.
- When feedback feels inconsistent or emotionally reactive.

Receive Feedback With Humility and Hunger

Statement:

Teachability is the secret ingredient to promotion.

Scripture:

Proverbs 12:1

Why It Matters:

- Receiving feedback well is one of the most Christ-like leadership traits (Philippians 2:5-8).
- Teachable people grow faster and lead better.
- Leaders who can't be corrected will eventually be disqualified.

Heart Posture Checklist:

- Am I **listening** to understand or just **waiting** to defend?
- Am I inviting coaching or avoiding it?
- Am I **grateful** for correction or resentful of it?

Where Conflict Arises:

- **Pride** keeps people from hearing truth.
- **Insecurity** causes leaders to feel attacked.
- Misunderstanding feedback as rejection instead of refinement.



NEXT STEPS



1. Scan the QR Code or visit myhomechurch.live/leadertrack to access the Leader Track Resources.
2. Resubmit the Leader Track Self Assessment to gauge how the teachings at Leader Track have impacted your views.
3. Submit the Leader Track Completion Survey to provide feedback on your experience with Leader Track and share interest in leadership at Home Church.
4. Hang tight until you hear from an Executive Director for a follow up meeting!

Congratulations on your completion of Leader Track! You now have the tools you need to take your next steps on your journey of leadership. We are excited for all that God is about to do in and through you!

