



Leader in Training Job Description

2011.1

Qualifications for Being a Leader at Crossroads:

- a. A Christ-follower, a person who has accepted Jesus Christ as their Savior, Leader and Forgiver.
- b. Regular attender and Member of Crossroads.
- c. Attendance at Crossroads for at least 6 months.
- d. Regular involvement in a Crossroads small group and a serving ministry.
- e. Practice Biblical purity in sexual relationships.
- f. Willingness to confess known sin to God and turn away from known sinful behavior.
- g. Teachable and humble spirit.
- h. Ability to love and encourage other people with joy and enthusiasm.
- i. Willingness to be mentored and trained as church leader prior to and during one's term of service.
- j. A regular connection with a small group
- k. Seek redemptive solutions to conflict in accordance with Matthew 18:15:
"If your brother sins against you, go and show him his fault, just between the two of you.
If he listens to you, you have won your brother over."
- l. Recognition that leadership carries a great deal of responsibility and accountability.
- m. Willingness to come under the authority of the Elders and Pastor of the church.
- n. Accept constructive criticism with a positive attitude.
- o. Willing to conduct oneself in a manner similar to a Biblical Elder.
- p. Willing to work cooperatively with members of the Leadership Team and Elders
- q. Silent Partner: Willingness to participate in Leadership Team meetings as a "silent partner" for a minimum of 4 meetings prior to being an active participant in discussions. We do leadership differently than most organizations and churches. It is important to observe the pattern in place prior to active participation.
- r. Willing to have read and discussed at least Chapters 1-3 of "Biblical Eldership" and chapters 1-4 of I Timothy before the silent partner becomes a participating partner. These discussions will take place with existing members of the Leadership Team and Elders.
- s. Recognition that a leader in training is not an official member of the Elder Team or Leadership Team until an actual appointment or election establishes this. Leaders in Training are not voting members of the Leadership Team.
- t. Leaders in Training are ready for Leadership by appointment or election once the mentoring process is completed in accordance with the Crossroads Bylaws.

Duties for Leaders in Training:

1. Come alongside of the Elders and Leadership Team to oversee & manage the spiritual leadership of Crossroads Church.
2. Come alongside of the Elders and Leadership Team to oversee & coordinate team building for every area of ministry.

The mentoring process for Leaders in Training involves being successfully mentored either 1:1 or in a small group:

1. Bible study in I and 2 Timothy and Titus
2. Chapter by chapter discussion of the book "Biblical Eldership"
3. Successful completion is as much a matter of the heart as it is completion of the material. Leaders in training will be instructed and counseled in their progress.