



1. Leading at Love Church

Leading with Love

“Let all that you do be done in love.” –
1 Corinthians 16:14

Leadership at Love Church isn’t about a title — it’s about a towel.

When Jesus gathered His disciples for one of His final moments before the cross, He didn't give a lecture on influence or power. He knelt down and washed their feet. That's the posture we lead from at Love Church — servant-hearted, Jesus-centered, and full of love.

Here, leadership is both a calling and a commitment. Whether you're a team lead, a coordinator, a group leader, or a future pastor, you're being entrusted with something sacred: people. We believe leaders are stewards of culture, carriers of vision, and examples of what it means to follow Jesus with integrity and humility.

Jesus said it best in Mark 10:45: “For even the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.” That's our model. We lead like Jesus — not to be noticed, but to make Him known.

You don't have to be perfect — just willing. We're building a leadership culture that's not driven by hype, but by health. Not about being impressive, but about being faithful.

At Love Church, we believe leadership looks like:

- Serving before leading
- Listening before speaking
- Praying before planning
- Being faithful, not famous

You're not just leading tasks — you're shaping hearts, discipling people, and building a church San Diego would miss if it ever closed its doors.

Culture Reminder:

We don't lead out of pressure. We lead out of overflow.

Kingdom Key:

Leaders don't just build the church — they become the church.

Self-Reflection:

- Why do I feel called to lead at Love Church?
- What part of my leadership needs to grow the most right now — character, competency, or clarity?
- Do I see myself as a servant leader, or do I struggle with control or performance?

Journal Prompt:

Write a short prayer or declaration about the kind of leader you want to become.

Scripture Meditation:

- Mark 10:45 – “For even the Son of Man did not come to be served...”
- John 13:12–17 – Jesus washes the disciples’ feet
- Philippians 2:3–5 – “Have the same mindset as Christ Jesus...”

Book Recommendation:

“Spiritual Leadership” by J. Oswald Sanders



2. Love Church Leadership Values

A Snapshot of the Culture We Carry

At Love Church, leadership isn't about status — it's about service. It's about living out the love of Jesus in how we show up, how we serve, and how we lead. These six values define the kind of leaders we're becoming — the kind of leaders who don't just build a church, but embody the Kingdom.

Here's what leadership at Love Church looks like:



Lead like Jesus

We serve low, lead strong, and love deep. We follow His example — full of grace and truth — and lead from the posture of a servant, not a spotlight.



Own the Mission

This is our church. We act like it. We don't wait to be asked — we take initiative, solve problems, and carry the vision like it's personal... because it is.



Stay Rooted

This is our church. We act like it. We don't wait to be asked — we take initiative, solve problems, and carry the vision like it's personal... because it is.



Multiply People

We don't just fill roles — we raise leaders. We speak life into potential, develop others, and give leadership away. We don't just build people — we build lives.



Raise the Standard

Excellence builds trust. We define excellence as doing the best we can with what we have. We're intentional with every detail because building God's Church matters.



Lead from Health

We lead from wholeness, not burnout. We pursue spiritual, emotional, mental, and physical health so we can lead from overflow — not survival. Rest isn't weakness. It's worship.

These aren't just values we believe — they're values we live.

Because when we lead with love, everything changes.

A photograph of an outdoor community event, possibly a fair or festival. In the foreground, a man wearing a dark baseball cap and a dark jacket over a white shirt is standing and talking to a group of people seated at a wooden picnic table. A woman with long dark hair, wearing a dark top, is also standing and smiling. The background shows other people, tables, and a tent structure. The text "Value 1: Lead Like Jesus" is overlaid in the center in a white serif font.

Value 1: Lead Like Jesus

We don't lead to be seen. We lead to serve.

"Now that I, your Lord and Teacher, have washed your feet... you also should wash one another's feet." – John 13:14

We Lead like Jesus

We serve low, lead strong, and love deep.

The model of Jesus is radically different from what the world celebrates. He didn't build a brand — He washed feet. He didn't chase followers — He laid down His life. At Love Church, we lead with that same posture: servant-hearted, Spirit-led, and grounded in love.

Leading like Jesus means carrying both grace and truth. It's not passive. It's not weak. It's powerful leadership through humility, courage, and compassion. We don't just build platforms — we build people. And we always remember: it's not about us. It's about Jesus and the people He's called us to serve.

Culture Challenge:

Are you more concerned with being impressive or being like Jesus?

Kingdom Key:

We go low to lead high.

Reflection Questions:

- How am I actively serving the people I lead?
- Do I lead with both truth and grace?
- Where in my leadership have I prioritized my platform over people?

Practical Application:

- Find a tangible way to serve someone on your team this week — no spotlight, no stage.

Journal Prompt:

Write a prayer asking God to help you lead more like Jesus — with humility, boldness, and love.

Scripture Meditation:

- John 13:12–17 – Jesus washes the disciples' feet
- Mark 10:45 – "For even the Son of Man did not come to be served..."
- Philippians 2:3–5 – Have the same mindset as Christ...

Bonus Resource: "Lead Like Jesus" – Ken Blanchard & Phil Hodges

A man and a woman are standing in a restaurant or cafe. The woman, on the left, is wearing a black and white checkered dress and is gesturing with her right hand towards the man. The man, on the right, is wearing a dark t-shirt with a logo that says 'QUON EAGLES' and a cross, and light blue jeans. He is smiling and looking at the woman. In the background, there are wooden tables and chairs, and a menu board. The text 'Value 2: Own the Mission' is overlaid in the center of the image.

Value 2: Own the Mission

We don't rent the vision. We own it.

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.” – Colossians 3:23

We Own the Mission

This is our church. We act like it.

At Love Church, we don't wait to be asked. We show up with vision, energy, and solutions. Ownership means we carry the heart of the house — not like employees or spectators, but like family. We don't just attend Love Church... we build it.

And here's the truth: ownership comes with a cost. Owners give. They give their time, their energy, their focus, and yes — their finances. Why? Because when something belongs to you, you invest in it. You sacrifice for it. You protect it. You celebrate it. Leaders at Love Church understand that we don't just show up — we pour out.

Whether it's picking up trash in the parking lot or giving toward the mission, leaders with ownership see the big picture and do the small things with excellence.

You don't have to be on staff to act like an owner. All it takes is a heart that says: “God, use me.”

Culture Challenge:

Are you just helping out, or are you building something?

Kingdom Key:

Great churches aren't built by gifted people. They're built by committed ones.

Reflection Questions:

- In what ways am I treating this like “my church”?
- Do I wait to be told what to do, or do I take initiative?
- Where am I giving sacrificially — my time, energy, or finances — to invest in what I believe God is building?

Practical Application:

- Identify one area where you could take ownership — then do something about it this week. Lead without being asked.

Journal Prompt:

Write out a prayer of commitment to the mission God has called you to at Love Church.

Scripture Meditation:

- Colossians 3:23 – “Whatever you do, work at it with all your heart...”
- 1 Corinthians 4:2 – “It is required that those who have been given a trust must prove faithful.”
- Philippians 1:5 – “Partnership in the gospel from the first day until now...”

Bonus Resource: “The Advantage” – Patrick Lencioni



Value 3: Stay Rooted

Depth fuels durability.

“They are like trees planted along the riverbank... their leaves never wither, and they prosper in all they do.” – Psalm 1:3 (NLT)

We Stay Rooted

We build on the Word. We follow the Spirit.

At Love Church, we don't lead from hype. We lead from health. That means our first priority is staying grounded in God's Word and filled with His Spirit. Before we ever pick up a mic, join a huddle, or lead a team — we sit at the feet of Jesus.

Rooted leaders last. When storms come — and they will — it's depth that keeps us standing. That's why we value private devotion over public recognition, obedience over outcomes, and truth over trends.

We're not here to build a performance-driven culture. We're building a church where people are formed by the Word of God, dependent on the Spirit of God, and transformed by time in His presence. When your soul is anchored, your leadership becomes unshakable.

Culture Challenge:

Are you feeding your soul, or just fulfilling your role?

Kingdom Key:

What's rooted in Christ can't be shaken by culture.

Reflection Questions:

- In what ways am I treating this like “my church”?
- Do I wait to be told what to do, or do I take initiative?
- Where am I giving sacrificially — my time, energy, or finances — to invest in what I believe God is building?

Practical Application:

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Bonus Resource: “The Advantage” – Patrick Lencioni



Value 4: Multiply People

We don't just fill roles – We release leaders

“And the things you have heard me say... entrust to reliable people who will also be qualified to teach others.” – 2 Timothy 2:2

We Multiply People

We raise leaders, not just run tasks.

Jesus didn't build a crowd. He built a team. He spent His time equipping, correcting, empowering, and sending ordinary people who would go on to change the world. That's our blueprint.

At Love Church, we don't just build for people — we build with people. And we don't just build people — we build lives. We care about who they're becoming, not just what they're doing. Our job as leaders isn't to do everything. It's to develop others. Multiplication means we're always asking: Who can I raise up? Who can I pour into? Who's next?

We don't cling to control — we give leadership away. We believe in people before they're “ready,” speak life into their potential, and create space for growth. Because when we multiply leaders, we multiply impact.

Culture Challenge:

Are you delegating tasks — or developing people?

Kingdom Key:

The mark of a great leader isn't what they build. It's who they build.

Reflection Questions:

- Who am I currently developing or pouring into?
- Do I see potential in people — or just problems?
- What's stopping me from handing off leadership to someone else?

Practical Application:

- Identify someone on your team or in your group you can encourage, develop, or give a next step to this week. Ask God for eyes to see their potential.

Journal Prompt:

Write down the names of 1–2 people you feel called to invest in. Ask God to give you wisdom, humility, and faith to help them grow.

Scripture Meditation:

- 2 Timothy 2:2 – Entrust to reliable people...
- Ephesians 4:11–13 – Equipping the saints for the work of ministry...
- Luke 10:1 – Jesus appointed seventy-two others and sent them...

Bonus Resource: “Hero Maker” – Dave Ferguson & Warren Bird



Value 5: Raise the Standard

Excellence builds trust

“Whatever you do, do it all for the glory of God.”
– 1 Corinthians 10:31

We Raise the Standard

Excellence is our starting point, not our finish line.

At Love Church, we don't wing it — we work for it. We prepare, we communicate clearly, we follow through, and we keep getting better. Why? Because we believe God deserves our best, and people experience His love through our intentionality.

Excellence, as we define it, is doing the best you can with what you have.

It's not about perfection. It's about heart, preparation, and stewardship. Whether you're setting up chairs or preaching on Sunday, excellence means showing up fully, giving your best, and honoring God in the details.

We are intentional about everything we do. From the first smile in the parking lot to the final follow-up text — it all matters. We don't throw things together last minute or settle for “good enough.” Why? Because we're not just running events — we're building God's Church. And that's a big deal.

This isn't about pressure — it's about purposeful preparation. When leaders show up late, unprepared, or disorganized, it doesn't just create chaos — it creates confusion. But when we lead with excellence, we create trust, clarity, and momentum.

Raising the standard means showing up early, giving feedback in love, asking for help when needed, and doing the little things with big vision. Because everything we do — from a kids check-in to a sermon — reflects the heart of Jesus.

Culture Challenge:

Do I make excellence normal for the people around me?

Kingdom Key:

Excellence isn't about impressing people. It's about honoring God.

Reflection Questions:

- What does excellence look like in my life right now — not just in leadership, but personally?
- Where am I currently settling for “good enough” instead of growing stronger?
- What area of my life needs more discipline and intentionality in this season?

Practical Application:

Choose one area of your leadership (communication, planning, preparation, follow-up) to intentionally elevate this week. Ask a teammate for feedback and commit to improving.

Journal Prompt:

Ask God to reveal any area of your leadership where you've gotten comfortable. Write out a prayer of recommitment to lead with excellence and faithfulness.

Scripture Meditation:

- 1 Corinthians 10:31 – Do it all for the glory of God
- Colossians 3:23 – Work at it with all your heart
- Proverbs 22:29 – Do you see someone skilled in their work? They will serve before kings...

Bonus Resource: “Atomic Habits” – James Clear



Value 6: Lead from Health

Who you are offstage matters more than what you do onstage

“Come with me by yourselves to a quiet place and get some rest.” – Mark 6:31

We Lead from Health

We lead from wholeness, not burnout.

At Love Church, we’re not impressed by hustle — we’re committed to health. God hasn’t called us to run ourselves into the ground for the Kingdom. He’s called us to lead from a place of rest, rhythm, and renewal.

We pursue health in every area — starting with our spiritual life.

Everything flows from intimacy with Jesus. But we also care deeply about being healthy emotionally, mentally, and physically. We steward our bodies, minds, and hearts so that our lives can overflow with the love, peace, and power of God.

Healthy leadership starts with the heart. It’s about guarding your soul, keeping your schedule in check, and not neglecting the things that no one else sees. It’s about Sabbath, boundaries, asking for help, and refusing to sacrifice your family or integrity on the altar of ministry.

We don’t just want leaders who are effective — we want leaders who are whole. Because healthy leaders build healthy churches.

Whether you’re on a platform or serving behind the scenes, your private life is shaping your public influence. That’s why we say it loud and clear: who you are when no one is watching matters most.

Culture Challenge:

Am I leading from overflow — or from exhaustion?

Kingdom Key:

Rest isn’t weakness. It’s worship.

Reflection Questions:

- Am I living at a sustainable pace — or am I constantly running on empty?
- What does it look like for me to truly Sabbath and rest in this season?
- What area of my health (spiritual, emotional, mental, or physical) needs intentional care and attention?

Practical Application:

Schedule time this week for intentional rest and soul care (a walk, Sabbath day, counseling session, or time with God). Put it on your calendar like you would a meeting — and protect it.

Journal Prompt:

Ask God to reveal any areas where your pace is outrunning your peace. Write a prayer asking Him to restore your soul and help you lead from health.

Scripture Meditation:

- Mark 6:31 – “Come with me... and get some rest.”
- Psalm 23:1–3 – He restores my soul...
- Matthew 11:28–30 – “Come to me, all who are weary...”

Bonus Resource: “The Ruthless Elimination of Hurry” – John Mark Comer



Leading Teams at Love Church

We don't just build teams — We build people.

“Equip God’s people to do His work and build up the church.” – Ephesians 4:12

Leadership at Love Church is built on layers of care, culture, and calling.

We believe structure supports strength — so we’re intentional about how we lead people. Every team, every title, and every Sunday matters.

Here is how we lead teams:

Whether you’re leading one person or fifty, you’re expected to recruit, train, schedule, and pastor your team. Why? Because this is a culture where people are pastored. We care about how people feel when they serve — seen, known, equipped, and encouraged

Roles	Primary Responsibility
Pastors:	Shepherd the church and lead directors.
Directors:	Oversee the vision, health, and pastoral care of entire ministry teams.
Coordinators:	Carry the culture, systems, and rhythms of their area and care for team leads.
Team Leads:	Lead at a specific service or event time and pastor the team members under them.
Team Members:	Serve faithfully and consistently — with joy, love, and excellence.



What a Healthy Team Looks Like

A healthy team is more than a full schedule. It's a group of people who are cared for, growing, multiplying, and serving from overflow — not obligation.

- 1. They're not serving every single week.**
- 2. They know what they're doing and why it matters.**
- 3. They feel valued, not used.**
- 4. Their leader checks in on them — not just for logistics, but for life.**
- 5. They're part of a team that runs smooth and multiplies strong.**

Red Flag: "Pride"

Non-negotiable - Humility is the heart of leadership at Love Church. We don't tolerate ego-driven leadership. We lead like Jesus — with a towel, not a title.

Culture Challenge:

Am I pastoring my team — or just managing them?

Kingdom Key:

You don't need a mic to be a minister.

Reflection Questions:

- How's the health of my team — spiritually, emotionally, and relationally?
- Am I consistently praying for, checking in on, and encouraging the people I lead?
- Where do I need to raise the standard or take more ownership as a leader?

Practical Application:

- Text or call 2–3 people on your team this week to check in on their life, not just their schedule.

Journal Prompt:

Ask God to help you see your team the way He does — as sons and daughters, not just volunteers. Write a prayer of commitment to lead with humility, love, and care.

Scripture Meditation:

Ephesians 4:11–13 – Equipping the saints for the work of ministry...

1 Peter 5:2–3 – Shepherd God's flock with humility...

Philippians 2:3–5 – Have the same mindset as Christ Jesus...

Bonus Resource:

Book: "The 5 Levels of Leadership" – John C. Maxwell



Communication & Culture

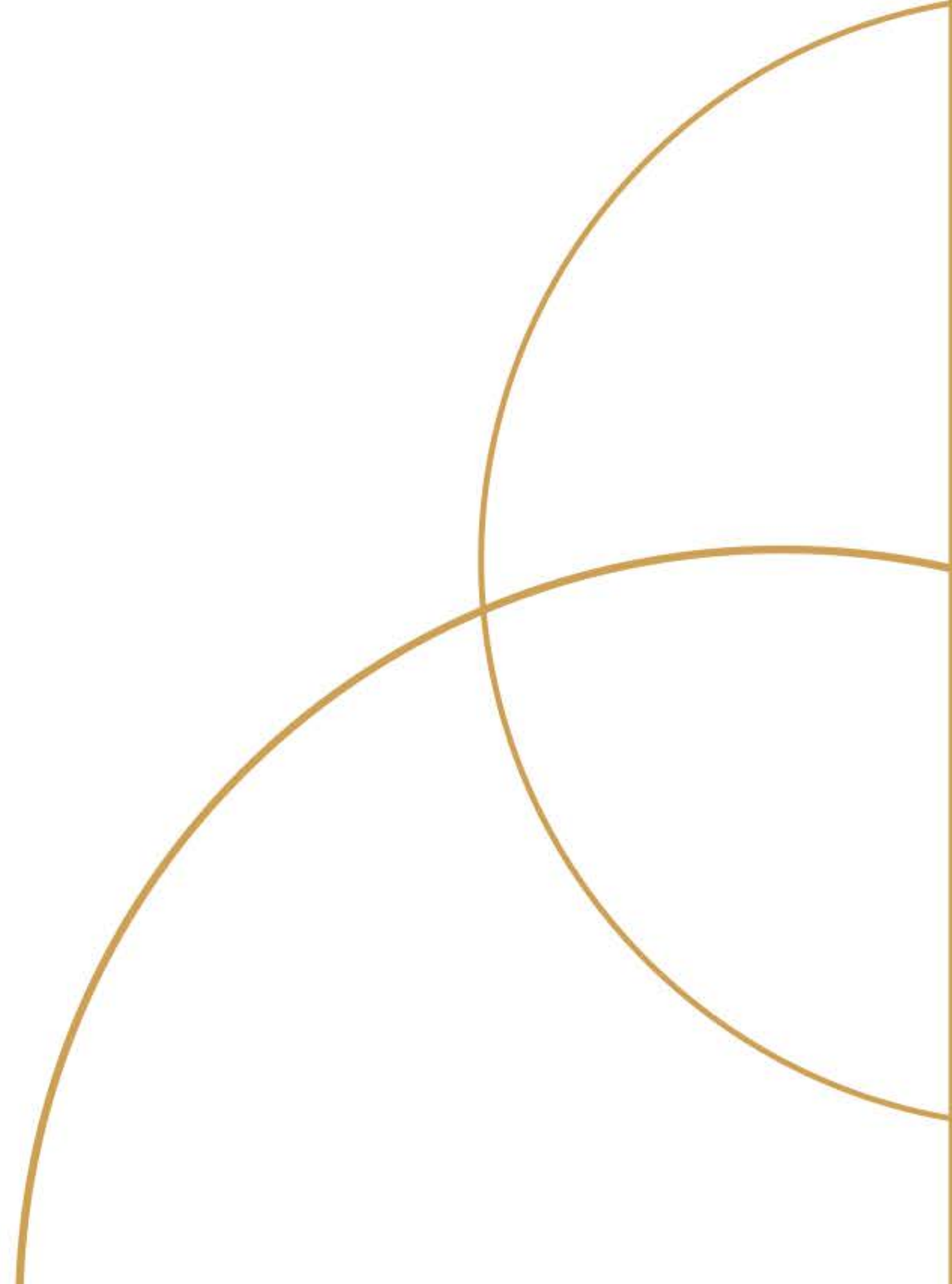
Communication is leadership. Culture is what we carry.

At Love Church, communication isn't just about getting messages out — it's about how we build trust, resolve conflict, and reflect the heart of Jesus in everything we say and do.

Our communication should always be:

- Loving — Every message is an opportunity to show the love of God.
- Clear — Say what you mean with kindness and purpose.
- Kind — Tone matters. Speak with empathy and respect.
- Consistent — Follow through. Don't ghost. Don't flake.
- Timely — Aim to respond within 24 hours.

We communicate using:

- Slack for team-wide updates, weekly rhythms, and regular communication.
 - Text only for emergencies or urgent needs.
 - Planning Center for scheduling and Sunday service coordination.
- 

If something goes wrong? Own it.

We don't pass blame. Leaders take responsibility, apologize when needed, and move forward with maturity and grace.

If conflict comes up? Handle it biblically.

Matthew 18 reminds us to talk to the person first — privately — not through a Slack thread or group text. We correct in private, and celebrate in public.



Carrying the Culture

Culture isn't taught in a class. It's caught in the way we lead.

At Love Church, we teach culture in what we say — but more importantly in how we act, how we lead meetings, how we show up early, how we speak life, how we respond under pressure, and how we love our people.

Culture is modeled before it's multiplied.

We follow a leadership process:

I do, you watch → I do, you help → You do, I help → You do, I watch.

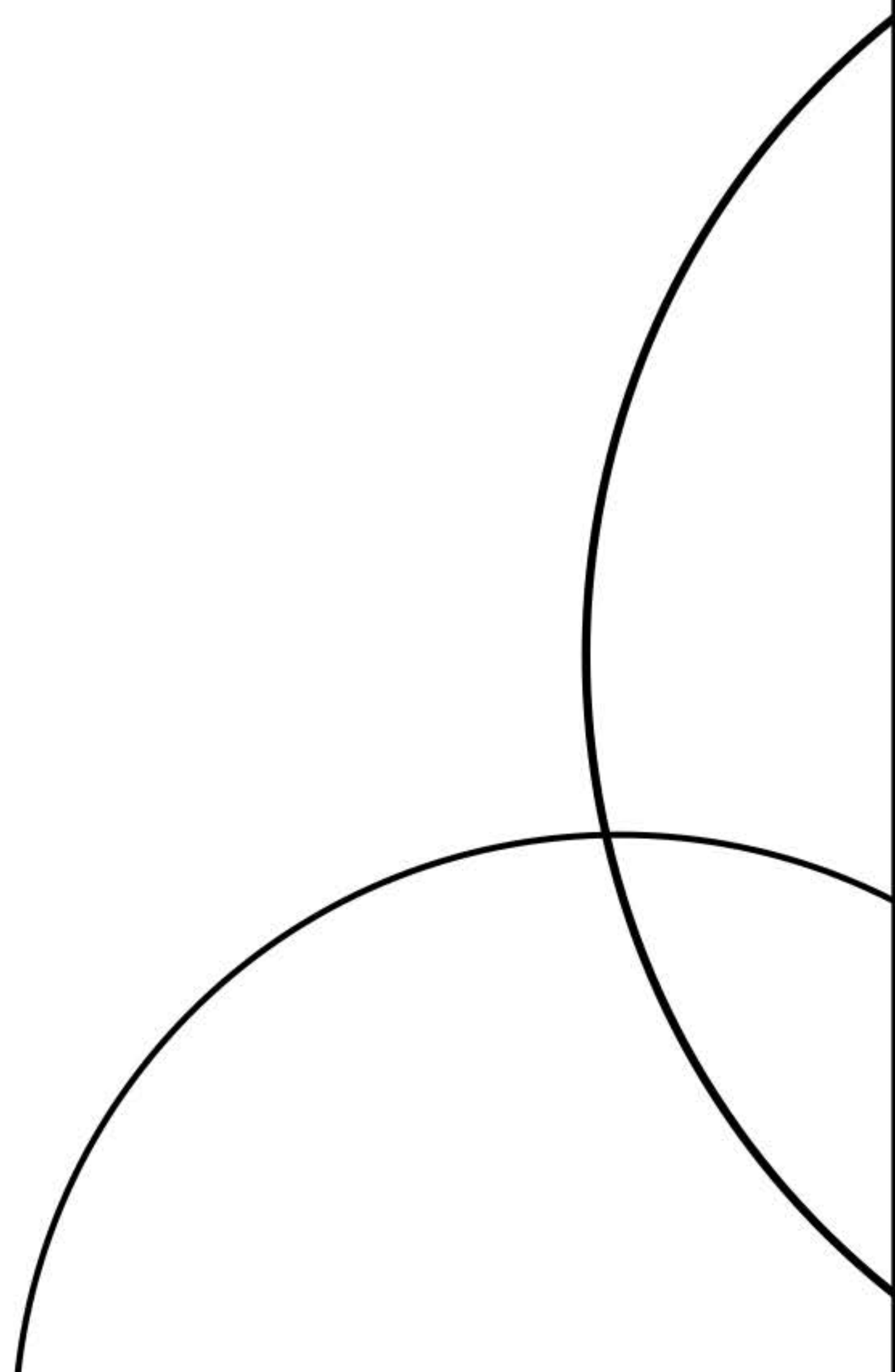
To understand the culture more, please review our culture guide.





What We Say Around Here

These phrases are more than catchy — they carry the heart of our house:

- **“We speak life.”**
 - **“We don’t have to — we get to.”**
 - **“The best is yet to come.”**
 - **“People over process.”**
 - **“Excellence is doing the best we can with what we have.”**
 - **“Everyone is an insider.”**
 - **“We are committed to grow.”**
- 



What We Avoid

We don't tolerate things that kill culture or confuse people:

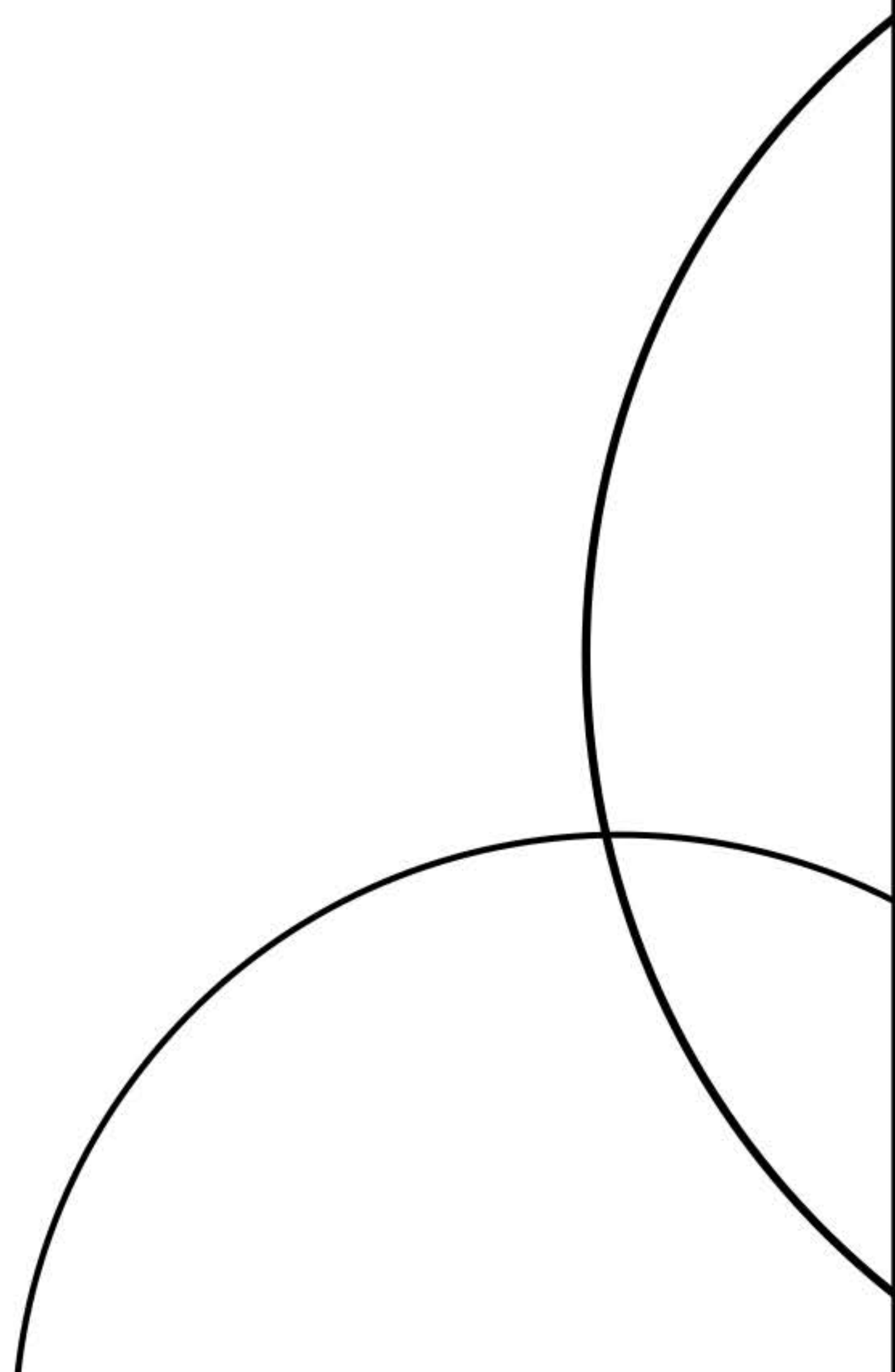
- Gossip or talking behind backs
- Flaky follow-through
- Passive-aggressive comments
- Chronic lateness
- Harsh tones or sarcasm
- Last-minute decisions that affect others without communication

Kingdom Key:

Your words don't just communicate — they cultivate culture.

Culture Challenge:

Am I leading with my tone, my timing, and my team in mind?



Reflection Questions:

- How do people feel after communicating with me — loved or dismissed?
- Am I clear, kind, and timely in my communication?
- How am I currently modeling the culture of Love Church?

Practical Application:

Audit your recent team communication. What tone, patterns, or habits need to be improved?

Journal Prompt:

Write a prayer asking God to help you lead with love, clarity, and consistency — in every message, meeting, and moment.

Scripture Meditation:

- Colossians 4:6 – “Let your conversation be full of grace...”
- Matthew 18:15 – “If your brother sins against you, go and tell him...”
- Proverbs 15:1 – “A gentle answer turns away wrath...”

Bonus Resource:

Book: “Crucial Conversations” – Patterson, Grenny, McMillan, Switzler



Rhythms & Accountability

Private devotion fuels public leadership.

“Remain in me, and I will remain in you... apart from me, you can do nothing.” – John 15:4–5

At Love Church, prayer isn't our last resort — it's our first response.

Leadership begins in the secret place.

We lead people well when we're walking closely with Jesus — rooted, rested, and aligned. That's why our leadership flows from rhythm, not rush. These simple practices keep us spiritually healthy and deeply connected to God.

We call these our Spiritual Rhythms — the daily, weekly, and lifelong habits that help us stay close to Jesus and lead from the overflow of His presence.

1. Read the Bible

Start your day in the Word. Even one verse a day can center your heart on truth.

2. Pray Consistently

Talk to God throughout the day. Before meetings, in traffic, with your team — prayer is your lifeline.

3. Sabbath Weekly

Set aside one full day a week to rest, reset, and enjoy God's presence. Sabbath is where your soul breathes.

4. Journal and Reflect

Write out what God is saying, what you're learning, and how you're growing. Lead with self-awareness and honesty.

5. Stay in Community & Accountability

Growth happens in relationships. Don't lead alone. Stay connected in a Love Group or trusted leadership circle that keeps you sharp, supported, and honest.

6. Worship and Wonder

Worship isn't just music — it's wonder. Let worship reorient your heart to God's greatness, and never lose your awe of Him.

7. Fast and Refocus

Join in 21 Days of Prayer and Fasting or choose to a day a week. Fast distractions, food, or noise when needed to hear God clearly.

8. Give Generously

Generosity is a posture of the heart. We tithe faithfully and give sacrificially — because God gave first. Giving breaks greed and unlocks freedom.

Accountability isn't control — it's care.

You don't have to be perfect, but you should be growing. And you never have to grow alone.

Kingdom Key:

Your leadership flows from your relationship with God — not your position in the church.

Culture Challenge:

Are you leading from overflow — or just trying to get by?

Reflection Questions:

- Which rhythm do I need to rebuild or prioritize right now?
- Am I growing in my spiritual life — or coasting?
- Who knows the real state of my soul?

Practical Application:

Pick one rhythm to focus on this week. Block time on your calendar and invite someone to walk with you in it.

Journal Prompt:

Ask God to restore your soul. Write a prayer of surrender and rhythm — a commitment to stay rooted and lead well.

Scripture Meditation:

- John 15:1–5 – Remain in me...
- Psalm 1:1–3 – Planted by streams of water...
- Acts 2:42 – They devoted themselves...
- Philippians 4:6 – Pray about everything...

Bonus Resource:

Book: “Celebration of Discipline” – Richard Foster



Vision + DNA

This is bigger than us. But it starts with us.

“Let all that you do be done in love.” – 1 Corinthians 16:14

At Love Church, we are part of something eternal.

We don't just lead on Sundays — we're part of a movement of love transforming San Diego.

We believe that every person is searching — not just for purpose, but for love. Real love. The kind that sees you, knows you, and still welcomes you. That's what we've found in Jesus. That's what we're building this church to share.

We are here for the spiritually disconnected.

The overlooked. The lonely. The searching.
We exist so they can experience the love of God.

Why San Diego?

Because it's one of the least religious, most disconnected cities in the country — but we believe revival is coming. This city isn't just beautiful. It's broken. But where it's broken, love can rebuild.

If Love Church didn't exist, the city would miss:

- A home for the hurting
- A place to belong before you believe
- A church that actually shows up to serve
- A culture where people are loved to life

We are building a church where people are known, seen, and pastored. A culture that is:

Welcoming – Everyone belongs. No one is left out.

Simple – We don't overcomplicate what Jesus made clear.

Jesus-focused – It's all about Him. Always.

Spirit-led – We follow God's voice more than any trend.

Excellent – Because people matter, and details do too.

Bold – We don't shrink back in a city that needs light.

This is not just a team — it's a calling.

God is using you to build His Church. And because of your yes, lives will be changed forever.



Kingdom Key:
The most important person you can lead is yourself.

Culture Reminder:
**You're not just leading on a team — you're carrying
the culture of Heaven.**

Reflection Questions:

- Why do I personally believe in the vision of Love Church?
- Who is one spiritually disconnected person I'm praying for right now?
- What part of the culture am I uniquely gifted to carry?

Practical Application:

Share the vision of Love Church with someone new this week — invite them into it.

Journal Prompt:

What part of this vision stirred something in you when you first said yes? Write it down. Let it remind you why this matters.

Scripture Meditation:

- 1 Corinthians 16:14 – Let all that you do be done in love.
- Matthew 5:14 – You are the light of the world...
- John 13:35 – They will know you by your love...
- Acts 2:47 – And the Lord added to their number daily...

Bonus Resource:

Book: "Deep and Wide" – Andy Stanley



The 10 C's of Leadership

What we look for, grow in, and expect from every leader at Love Church.

1. Character

Who you are when no one is watching is the foundation of leadership. Integrity, honesty, and faithfulness build trust. Without character, leadership crumbles—because people won't follow someone they don't respect.

2. Competency

Leadership isn't just about inspiration; it's about execution. Are you continually growing in your ability to lead, problem-solve, and serve effectively? A leader who isn't developing their skills will eventually plateau.

3. Calendar (Time Management)

Your priorities are revealed by your schedule. A great leader stewards time wisely, balancing personal, family, and ministry responsibilities. Are you intentional with your time, or just reacting to life?

4. Calling

Leadership is a responsibility, not a status. Has God called you to lead? If so, at what level? Some are called to lead small groups, others to lead movements. Knowing your calling keeps you from comparison and burnout.

5. Communication

Leaders don't just have vision—they can articulate it in a way that moves people. Can you communicate clearly, cast vision effectively, and inspire action? Leadership rises and falls on communication.

6. Courage

Leadership requires boldness to make hard decisions, take risks, and stand firm in faith—even when it's uncomfortable. Courage is what moves vision into action.

What we look for, grow in, and expect from every leader at Love Church. (Continued)

7. Consistency

A leader who is inconsistent in actions, emotions, or decisions breeds instability.

Consistency builds trust and reliability over time.

8. Creativity

Leadership isn't just about maintaining; it's about innovating.

Can you think outside the box, problem-solve creatively, and adapt to new challenges?

9. Compassion

People don't care how much you know until they know how much you care.

Compassionate leaders prioritize people over processes and see leadership as a way to serve, not control.

10. Collaboration

Leadership isn't about doing it all yourself.

Can you build and empower a team? Do you create a culture where people feel valued and work together effectively?

Leadership Role Descriptions

PASTORS

Pastors carry the overall spiritual leadership and vision of the church. They shepherd the body of Christ with prayer, wisdom, and discernment, while directly leading and equipping Directors. Their role is to ensure alignment with God's calling for the church, care for leaders, and guard the health and culture of the ministry at every level.

DIRECTORS

Directors provide strategic oversight, pastoral care, and vision execution for major ministry areas (e.g., Guest Experience, Worship, Love Club Kids). They lead their departments by equipping Coordinators, supporting volunteers, and ensuring every ministry functions in unity with the church's mission. They champion excellence and build strong, thriving teams.

COORDINATORS

Coordinators carry the culture, systems, and weekly rhythms of their specific area. They are the bridge between Directors and Team Leads, ensuring consistency and clarity. Coordinators mentor and care for Team Leads, troubleshoot problems, and keep their team aligned spiritually and operationally.

TEAM LEADS

Team Leads serve during a specific service or event time, leading their assigned group with intentionality. They are present on the ground — pastoring, encouraging, and guiding Team Members to serve with joy and purpose. They model the heart of Jesus and make sure the experience is excellent for both team and guests.

TEAM MEMBERS

Team Members are the heartbeat of every ministry. They show up faithfully, serve joyfully, and create a warm, welcoming environment. Whether greeting guests, worshipping, teaching kids, or setting up, they do it with love, excellence, and a desire to reflect Jesus in all they do.

PASTORS



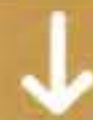
DIRECTORS
(e.g., Guest Experience,
Worship, Love Club Kids)



COORDINATORS
(Culture, Systems, Rhythms,
Team Lead Support)



TEAM LEADS
(Lead teams at specific
services/events)



TEAM MEMBERS
(Serve faithfully—with
joy, love, and excellence)



Leadership Onboarding at Love Church

Becoming a leader isn't about a title — it's about taking ownership of the mission.

Here's how we recognize, equip, and release leaders to make a difference at Love Church.

1. Identification

We look for fruit before we give a title.

Potential leaders are identified by their:

- Consistency in serving and showing up
- Character and humility
- Ownership mindset ("This is my church.")
- Involvement in the life of the church
- Influence outside of church (workplace, family, etc.)

Anyone can express interest in leading, but most leaders are first recommended by a Team Lead, Coordinator, or Director. All leaders must be approved by a Director and ultimately by Pastor Matt.

2. Leadership Conversation

Once someone is identified, we set up a leadership convo to:

- Hear their story and heart for leadership
- Ask questions like:
 - "What has God been doing in your life lately?"
 - "What excites you about leading at Love Church?"
 - "Do you feel like this is a season where you can carry the weight of leadership?"
- Confirm their alignment with our vision, values, and culture
- Make sure they are an engaged member (Essentials Class completed, active in groups and giving, living out our five expectations)

Becoming a leader isn't about a title — it's about taking ownership of the mission. (Continued)

Here's how we recognize, equip, and release leaders to make a difference at Love Church.

3. Leadership Dinner + Playbook

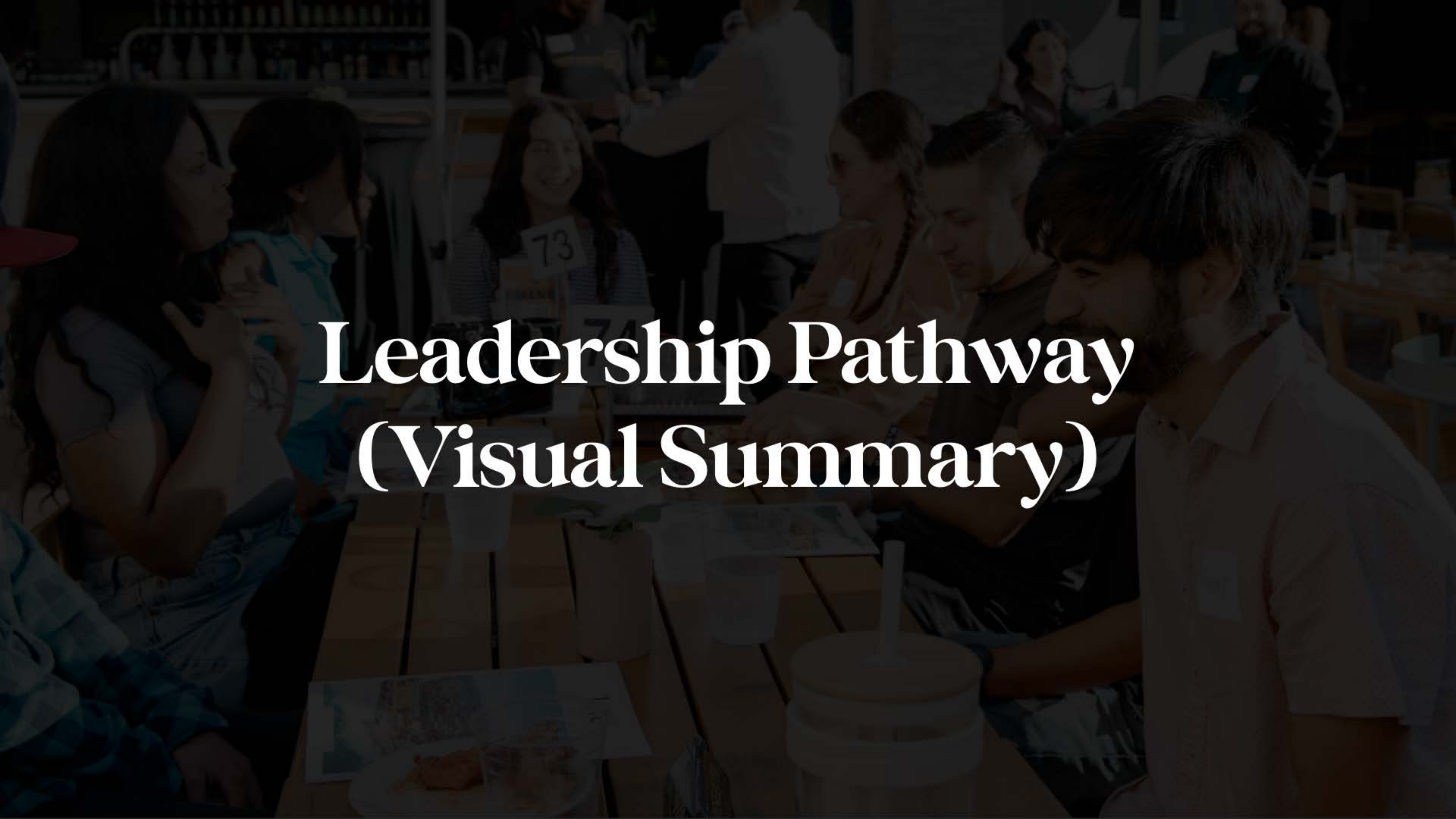
If the conversation is a green light:

- They are invited to a Leadership Dinner with a Director or Pastor Matt
- At the dinner, we:
 - Pray with them
 - Walk them through the Leadership Playbook
 - Talk about culture, expectations, and next steps
- They officially join the leadership family

4. Training & Support

Every leader receives:

- Access to the Leadership Slack Channel
- An invitation to Leadership Trainings hosted throughout the year
- Opportunities to attend conferences, team nights, and growth events
- Ongoing coaching and care from their team Coordinator or Director



Leadership Pathway (Visual Summary)

- 01 Identified**
by a leader
- 02 Interviewed**
leadership convo with Director or Pastor
- 03 Approved**
confirmed by leadership team
- 04 Onboarded**
dinner + playbook + prayer
- 05 Equipped**
trainings, Slack, events
- 06 Supported**
ongoing care and coaching





Love Church Leadership Tool Guide

Love Leadership Check-In (Biweekly)

Every two weeks, we take time to pause, check in, and care for our leaders.

This is not about performance — it's about presence, pastoring, and personal growth.

Use these five questions in your biweekly check-ins with team leads, coordinators, or anyone you're coaching.

The 5 Questions

1. How can I be praying for you right now — in life or leadership

2. What are you believing God for in this season?

3. How are you doing spiritually — and are you leading from health or hustle?

4. What are you working on for Love Church — and what support do you need?

5. Who are you raising up or discipling right now?

Slack

Primary communication platform for teams, updates, prayer, and quick coordination.

- Check daily. Respond within 24 hours.
- Use text only for urgent or emergency needs.
- Key channels: #leadership, your team-specific channel, and #prayer.

Planning Center (Services + People)

Scheduling and volunteer management system.

- Schedule teams, block out dates, view plans, manage rosters.
- Use “People” to track engagement, follow-ups, and care needs.
- Leaders are responsible for keeping their teams organized and confirmed each Sunday.

Monday.com

Project and task management hub for events, launch logistics, marketing, and more.

- Used by directors and pastors to track progress and assignments.
- Stay updated on timelines, deadlines, and church-wide goals.
- Coming soon: team-specific boards for larger ministries.

YouVersion Bible App

Spiritual growth starts with Scripture.

- Use it for your own personal time with God.
- Join churchwide Bible reading plans.
- Recommend it to team members as a daily rhythm.

Personal Task & Schedule Tool

Every leader should use a system to manage their personal schedule and to-do list.

You can use any of the following (pick what works best for you):

- Google Calendar (scheduling + reminders)
- Notion (custom task/project tracking)
- Apple Reminders or Todoist (simple task lists)
- Notes app (for quick checklists)

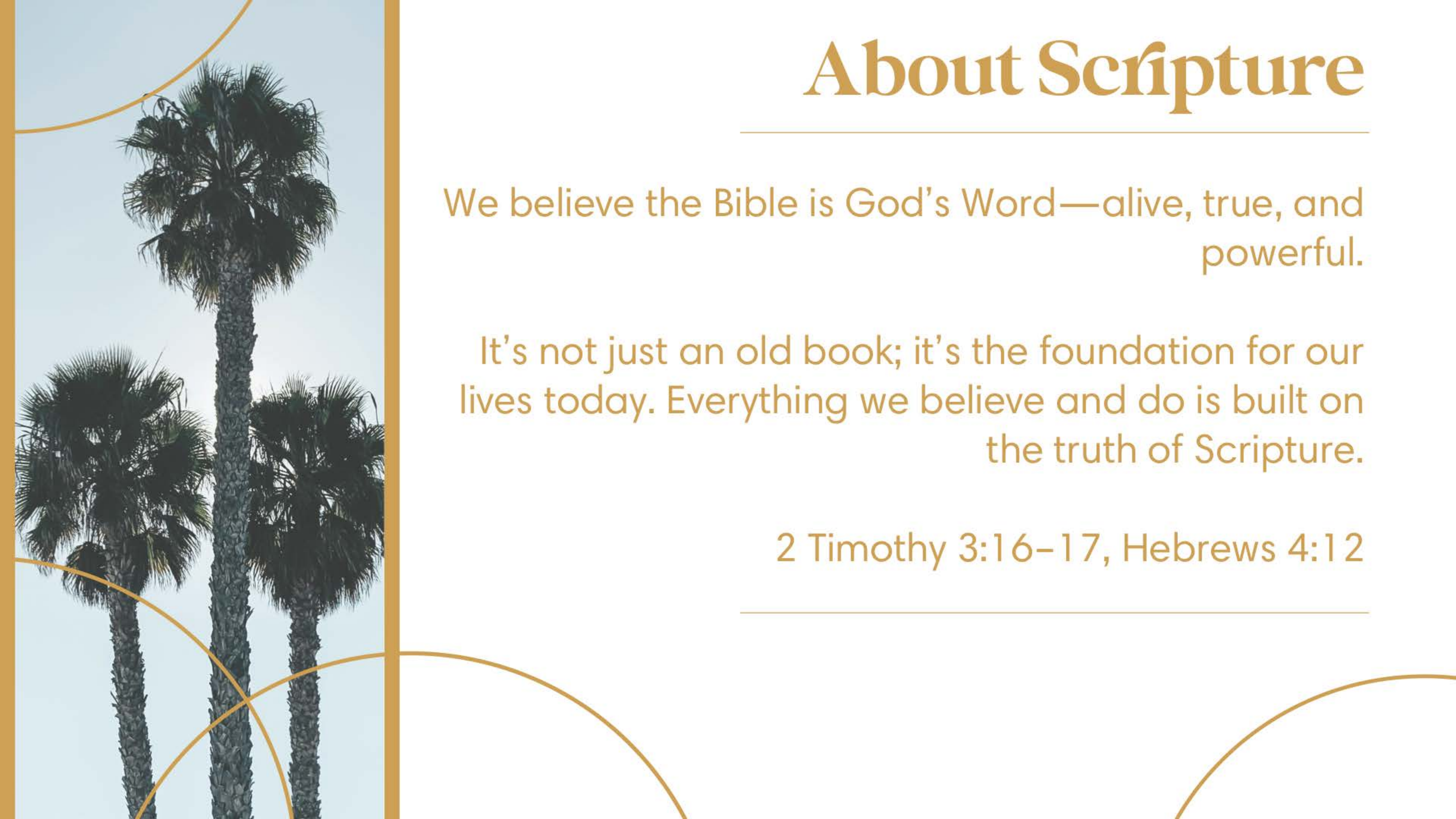
The goal: stay organized so you can lead with peace and focus.

What We Believe

At Love Church, our highest goal is to live, love, and look like Jesus.

Everything we believe flows from that desire—to know Him, follow Him, and help others experience His love. These are the core beliefs that shape who we are and why we exist.



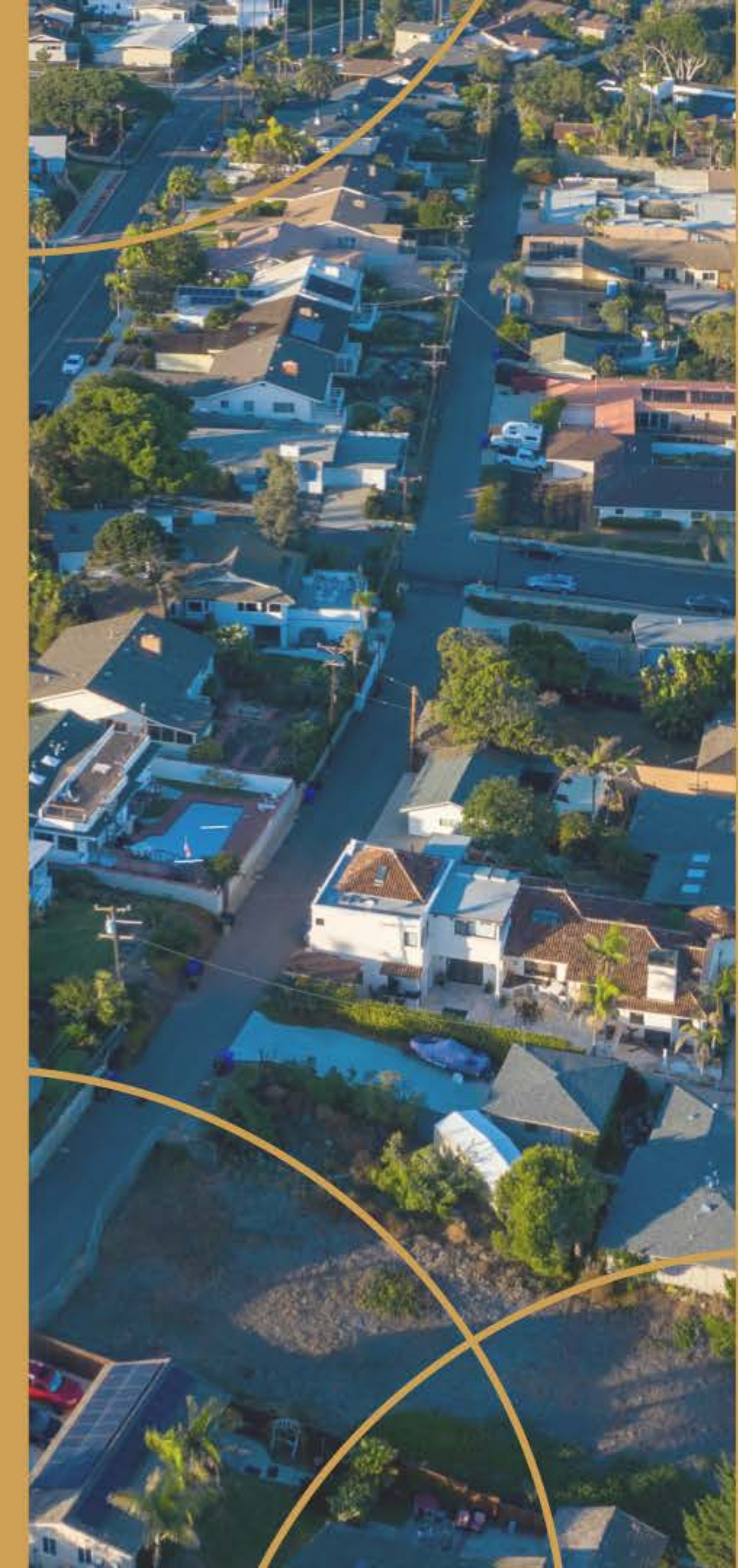
The background of the slide features a vertical strip on the left side showing three palm trees against a light blue sky. Overlaid on this and the rest of the slide are several thin, curved orange lines that create a modern, abstract design.

About Scripture

We believe the Bible is God's Word—alive, true, and powerful.

It's not just an old book; it's the foundation for our lives today. Everything we believe and do is built on the truth of Scripture.

2 Timothy 3:16–17, Hebrews 4:12



About Jesus

We believe Jesus is the Son of God—fully God and fully man.

He lived a sinless life, died on the cross for our sins, and rose again to give us life and freedom. He's the only way to the Father and the reason we have hope.

John 14:6, Colossians 1:15–20, 1 Corinthians 15:3–4

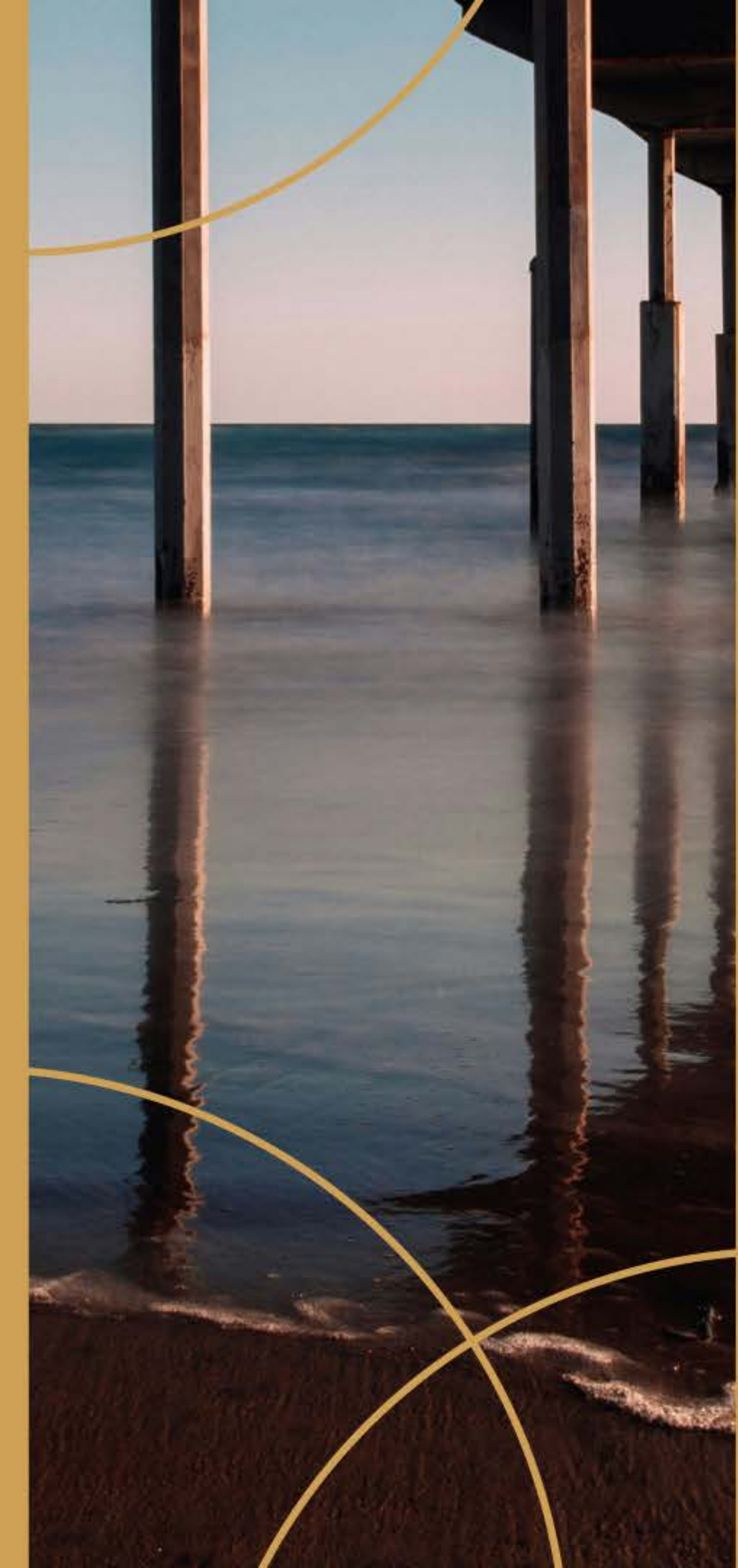
About God

We believe in one God, who exists as Father, Son, and Holy Spirit.

He is perfectly loving, totally holy, and deeply personal. God created us, knows us, and invites us into a relationship with Him.

Deuteronomy 6:4, Matthew 28:19, 1 John 4:8





About Salvation

We believe salvation is a gift—it can't be earned.

Through Jesus' death and resurrection, we're forgiven and made new. We receive salvation by repenting of our sins and putting our faith in Him.

Ephesians 2:8–9, Romans 10:9–10, Acts 4:12

About Humanity

We believe every person was created in the image of God, designed for relationship with Him.

Sin broke that connection—and no one can fix it on their own. Without Jesus, we're lost—but because of Jesus, we can be made new.

Genesis 1:27, Romans 3:23, Ephesians 2:4–5





About the Holy Spirit

We believe the Holy Spirit lives in every believer, guiding, comforting, and empowering us to live for Jesus.

The Spirit gives spiritual gifts to build up the Church and bring glory to God. We believe in the active, present-day work of the Holy Spirit.

John 14:26, Acts 1:8, 1 Corinthians 12:4–11

About the Church

We believe the Church is the family of God—people saved by grace, united by faith, and sent out with purpose.

We gather to worship Jesus, grow in faith, serve with love, and reach the world with the Gospel.

Ephesians 4:11–13, Acts 2:42–47, Matthew 28:19–20



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Leadership Expectations

Team Lead Expectations

“We don’t just lead tasks—we pastor people.”

**You’re not just managing a schedule—
you’re shepherding hearts.**

Weekly Rythms “Team Lead Edition”

Sunday – Tuesday: Look Back

1. Celebrate Wins

- Share something specific God did through the team.
- Highlight a team member's contribution (honor publicly).
- Celebrate lives impacted, first-time guests, or breakthrough moments.

2. Identify Grows

- Did anyone miss call time, show up unprepared, or go off culture?
- Address with grace and clarity—culture drifts when not corrected.
- Take notes for development conversations or coaching moments.

Wednesday – Saturday: Look Ahead

1. Check Planning Center

- Confirm schedule: send reminders to those unconfirmed.
- Reach out to anyone who declined—check in pastorally.
- Begin finding coverage early if needed.

2. Prep for Sunday

- Share any team updates or plans.
- Encourage newer team members.
- Communicate questions or needs to your Coordinator or Director.

Monthly Rhythms “Team Lead Edition”

Assess + Schedule

1. Ask

- “How’s my team doing?”
- “Are they healthy?”
- “Is anyone ready for more leadership or training?”

2. Schedule through Planning Center

- Send out blackout date reminders.
- Publish the upcoming month’s schedule by the 1st.
- Follow up with non-responders.

Quarterly Rhythms “Team Lead Edition”

Team Hangout (1x/Quarter)

- Host a fun + relational hangout (not just Sunday serving).
- Celebrate birthdays, milestones, answered prayers.
- Strengthen relationships and create space for casual discipleship.
- Make it personal, welcoming, and light—your team is a family.

Ongoing Expectations

- Recruit new team members.
- Train your team (teach culture, not just tasks).
- Model Love Church culture in communication and action.
- Pastor your people consistently—pray, encourage, show up.
- Own your lane—you're building God's church with excellence.

Coordinator Expectations

“We build people, not just systems. We create culture, not just schedules.”

**Coordinators carry both heart and structure.
You lead through your Team Leads by pastoring,
developing, and communicating clearly.**

The background is a solid tan color with a faint, repeating pattern of a group of people in a meeting. Overlaid on this are several thin, white, curved lines that sweep across the frame. The text is centered in a white, bold, serif font.

Weekly Rhythms “Coordinator Edition”

Sunday – Tuesday: Look Back

1. Celebrate Team Lead Wins

- Highlight something specific each Team Lead did well.
- Send a voice memo, message, or text of encouragement.
- Share wins with your Director to reinforce culture.

2. Coach for Growth

- Did any Team Leads drop the ball or miss expectations?
- Follow up gently and clearly with feedback.
- Ask, “What support do you need to win this week?”

Wednesday – Saturday: Look Ahead

1. Planning Center Overview

- Check all related teams' schedules—who's unconfirmed, declined, or missing?
- Follow up with Team Leads to ensure the schedule is solid.
- Help fill in gaps or offer backup coverage if needed.

2. Equip Team Leads

- Share upcoming plans, special instructions, or Sunday expectations.
- Ask if they've connected with any new team members.
- Ensure Team Leads are communicating with their teams weekly.



Monthly Rhythms (Coordinator Edition)

Health + Strategy Check

- **Have 1-on-1 check-ins with each Team Lead:**
 - “How are you doing spiritually and emotionally?”
 - “Where is your team strong? Where do they need support?”
 - “Who are you raising up right now?”
- **Review Team Lead scheduling health and encourage healthy rotations.**
- **Communicate key updates to your Director.**



Quarterly Rhythms (Coordinator Edition)

Team Hangout Support

- Help your Team Leads organize quarterly team hangouts.
- Promote culture, celebrate wins, build relational depth.
- Track and celebrate birthdays, milestones, and answered prayers.

Team Training Event

- Plan and host one training event per quarter for your team area.
- Teach vision, refresh culture, and provide practical skill development.
- Collaborate with your Director or Pastor for support, topics, or content.
- Create buy-in and momentum with fun, clarity, and inspiration.

Ongoing Expectations

- Shepherd your Team Leads. You pastor the pastors.
- Model the mission. Stay aligned with Love Church culture and rhythms.
- Recruit and train. Always be developing future leaders.
- Carry clarity. Bring consistency and alignment between all teams you oversee.
- Communicate upward and downward. You're a bridge between Pastors/Directors and Team Leads.

Director Expectations

“We lead with vision, serve with humility, and multiply healthy leaders.”

Directors steward both the mission and the people of Love Church. You oversee Coordinators and the teams they serve, making sure the health, structure, and spirit of Love Church flows through every layer of leadership.



Weekly Rhythms “Director Edition”

Sunday – Tuesday: Look Back

1. Review Sunday

- What went well? What needs adjustment?
- Capture and share God stories or team wins with pastors and staff.
- Identify areas of improvement across teams and follow up with Coordinators.

2. Coach your Coordinators

- Provide encouragement and honest feedback.
- Ask about any team issues, gaps in systems, or emerging leaders.
- Review Planning Center health and team schedules across the board.

Wednesday – Saturday: Look Ahead

1. Prepare Your Coordinators

- Make sure they're clear on Sunday plans, priorities, or changes.
- Help them navigate scheduling needs and team communications.
- Ensure your whole team is spiritually and logistically prepared.

2. Clear Communication

- Be the voice of clarity between pastors and your area of teams.
- Model proactive, solution-focused leadership.



Monthly Rhythms “Director Edition”

Leadership Development + Team Health Review

- **Host or lead a Coordinator huddle/check-in to:**

- Provide leadership development and refresh team vision.
- Pray together and check on team spiritual/emotional health.
- Encourage ownership, accountability, and feedback culture.

- **Team Health Review**

- Check Planning Center metrics, serving patterns, and team coverage.
- Are people being overused or underutilized?
- Spot red flags: inconsistency, lack of multiplication, burnout.

The background is a solid tan color with a faint, repeating collage of historical figures, including men in suits and hats, and women in period dresses. Overlaid on this are several thin, white, curved lines that intersect to form abstract shapes.

Quarterly Rythms “Director Edition”

Training + Hangout Support

- Help Coordinators plan and execute quarterly team trainings.
- Support quarterly team hangouts for culture-building.
- Review which Team Leads need support, development, or realignment.

Multiplication Strategy

- Who are the next Coordinators or Team Leads being raised up?
- What support do they need to take a next step in leadership?

Ongoing Expectations

- **Carry the Vision.** You don't just manage people—you multiply culture.
- **Pastor Your People.** Know your Coordinators. Pray for them. Walk with them.
- **System + Soul.** Oversee structure and spiritual depth in your area.
- **Communicate with Pastors.** Keep leaders in the loop. Be honest, clear, and proactive.
- **Recruit, Train, Multiply.** Always be raising up new leaders with Love Church DNA.
- **Live the Culture.** Model humility, ownership, consistency, prayer, and excellence.

Key Reminder

The Director's lens is big-picture.

You're not just managing Sunday—you're developing people, watching for growth areas, and ensuring Love Church stays healthy and aligned at every level.

Pastor Expectations (Of Ministry Areas)

**“We carry the culture, protect the vision,
and lead with love.”**

Pastors at Love Church are shepherds first and leaders second. They provide spiritual covering, clarity, and care for entire areas of ministry. Their influence should develop both people and systems that reflect the heart of Jesus.

The background is a solid tan color with a faint, semi-transparent image of a church service. A pastor in a white robe is visible on the left, and a congregation is seated on the right. The text is centered in a white, serif font.

Weekly Rhythms “Pastor Edition”

Sunday – Tuesday: Look Back

1. Be Present + Pastoral

- Be visible and available on Sundays: praying, connecting, serving.
- Pastor your Directors — check in on how they're really doing.
- Encourage, support, and pray over your ministry teams.
- Celebrate wins and honor faithfulness in public and private.

2. Debrief + Discern

- Debrief with Directors about what went well and where growth is needed.
- Identify spiritual dynamics: Is your area healthy? Is it in unity? Is it bearing fruit?

Wednesday – Saturday: Look Ahead

1. Prepare the People

- Help Directors prep their teams spiritually and logistically for the weekend.
- Step in to help resolve conflict, vision drift, or team health issues as needed.
- Ensure the culture of prayer, excellence, and discipleship is present.

2. Strategic Leadership

- Connect with staff or executive team as needed for updates, direction, or clarity.
- Make sure key initiatives are moving forward with health and momentum.
- Help Directors think about Sunday, but also beyond Sunday.

The background is a solid tan color with a faint, semi-transparent image of a church service. A pastor in a suit is visible on the left, gesturing with his hand. The congregation, including children and adults, is seated in the background. Some children are holding up white cards or papers. The scene is captured from a slightly elevated angle, showing the backs of some people in the foreground.

Monthly Rhythms “Pastor Edition”

Leadership Development + Review & Report

- **Lead a monthly director huddle or check-in:**

- Go deeper spiritually—focus on soul care and character.
- Equip them to pastor their Coordinators and Team Leads.
- Reinforce vision and respond to any red flags.

- **Review & Report**

- Review systems, people, and performance:
 - Is every team in your area healthy, aligned, and multiplying?
 - Are we pastoring people or just running services?
- Share high-level updates with Executive Pastor or Lead Pastor.



Quarterly Rhythms “Pastor Edition”

Vision + Culture Alignment

- **Host quarterly team leader check-ins with your area (all levels).**
- **Ensure quarterly trainings and hangouts are happening in every team.**
- **Work with Directors to identify:**
 - Who's thriving?
 - Who's burning out?
 - Who needs to be developed, reassigned, or released?

Ongoing Expectations

- **Pastor Your Directors.** Know their families. Know their faith journey. Be their biggest supporter.
- **Carry the Weight.** Take ownership of your area as if it were your own church.
- **Shepherd and Strategize.** Make spiritual formation and operational health equally important.
- **Pray Over People.** Intercede weekly for your area, leaders, and volunteers.
- **Support the Vision.** Align everything to the broader mission of Love Church.
- **Call Out Gold.** Develop and disciple future pastors and directors.
- **Model Love Church Culture.** Walk in humility, faith, joy, and honor.

How we Pastor (We Shape Lives)

Love Church Teams

Table of Contents

- 01 Creative Team
- 02 Production Team
- 03 Love Worship
- 04 Love Kids
- 05 Love Youth
- 06 Operations
- 07 First Impressions
- 08 Next Steps Team
- 09 Outreach Team
- 10 Love Groups Team

Love
CHURCH



Creative Team

We use creativity to reflect the beauty and love of God.

- Design – Create graphic visuals for print, screens, events, and online.
- Marketing & Communications – Write content, craft campaigns, and communicate vision clearly.
- Social Media – Capture the in-person experience and share it online through Reels, posts, and stories.
- Photography – Document services and events, capturing the heart of what God is doing.
- Video – Film and edit stories, sermon clips, and recap videos to share with the world.
- Web – Help manage the website for functionality, updates, and impact.
- Environment / Stage Design – Dream and create beautiful, meaningful spaces (stage design, signage, aesthetics).
- Project Managers – Keep creative projects moving forward with organization and excellence.



Production Team

We help create seamless, spirit-led gatherings through behind-the-scenes support.

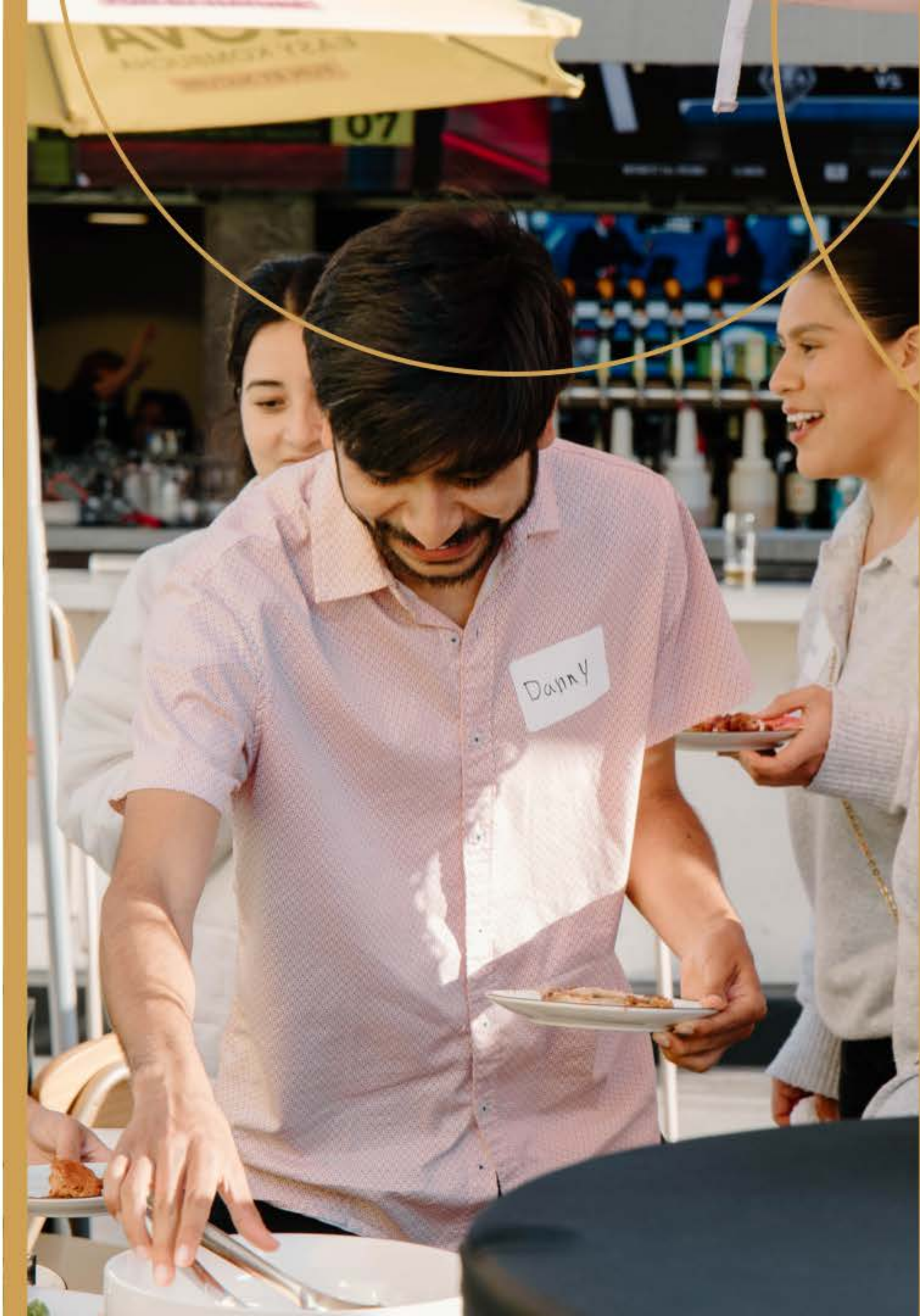
- Audio – Run live sound for Sunday services and events.
- Broadcast – Help with lyrics, screens, livestreams, and media content during services.
- Lighting – Create atmosphere through thoughtful lighting and stage presence.
- Stage Team – Ensure transitions and service flow are smooth, safe, and distraction-free.



Love Worship

We lead people into God's presence through music and movement.

- Worship Leaders & Musicians – Lead the church in worship through voice and instruments.
- Admin / Project Managers – Keep creative projects moving forward with organization and excellence.





Love Kids (Love Club)

Where kids grow in God's love together.

- Check-In & Hosts – Greet families, manage check-in, and create a safe, joyful welcome.
- Nursery & Preschool (Little Love Club) – Care for and lead little ones into God's love.
- Elementary (Big Love Club) – Lead kids with engaging lessons, worship, games, and prayer.

Love Youth

Helping students find identity, purpose, and belonging in Jesus.

- Youth Group Nights – Serve at weekly youth gatherings (worship, games, groups, message).
- Small Group Leaders – Disciple students during midweek or post-service groups.





Operations

We create systems that support people and build the house.

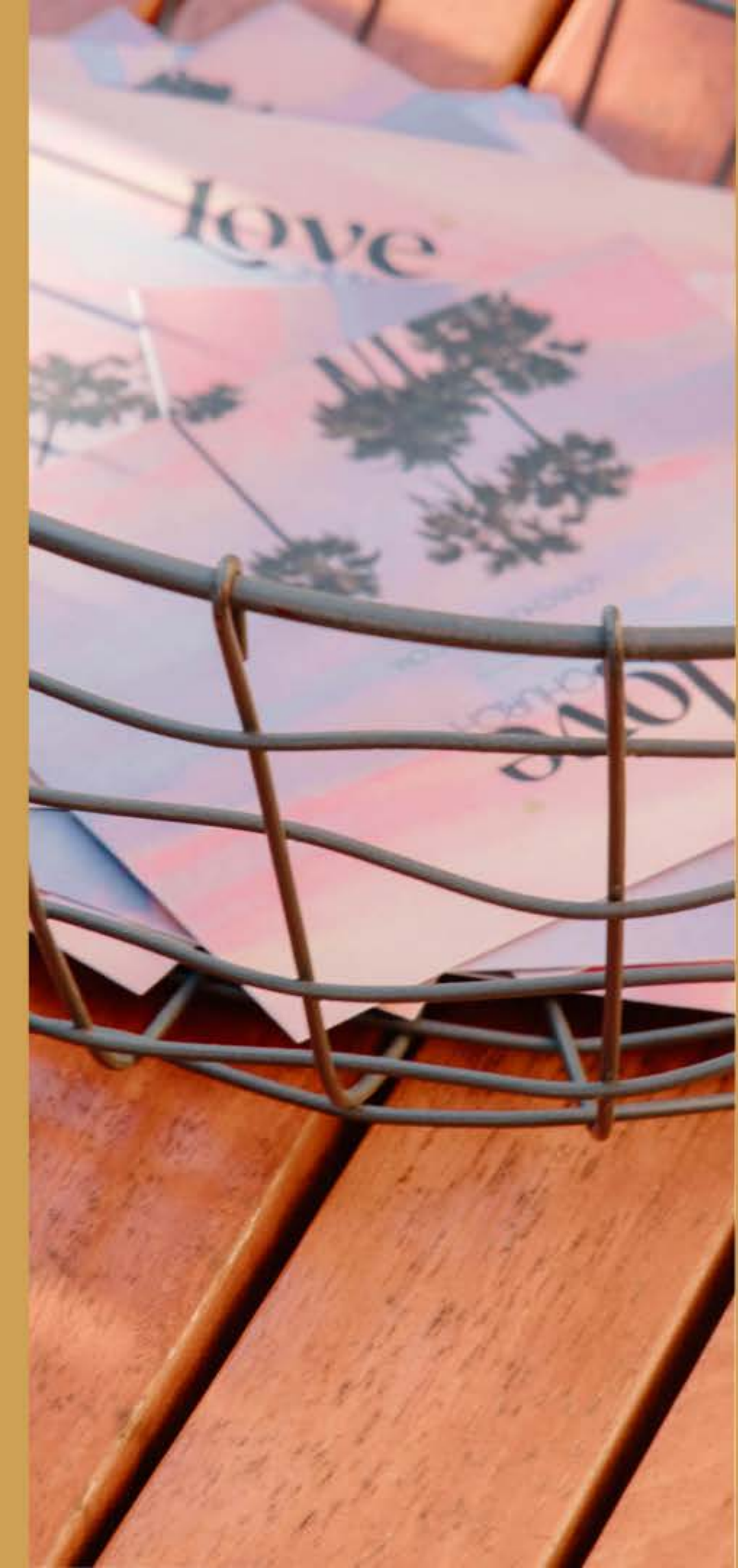
- Set Up / Tear Down – Make church happen by setting the atmosphere before and after services.
- Facilities & Beautification – Keep our church spaces clean, welcoming, and ready.

First Impressions

We make people feel loved from the parking lot to the seat.

- Parking Team – Welcome guests with smiles and safety in the lot.
- Greeters – Say hello, open doors, and help people feel like they belong.
- Connections – Help people take next steps: groups, serving, baptisms, events, etc.
- Hospitality – Create a warm, welcoming environment with coffee, refreshments, and presence.
- Ushers – Help people find seats, create flow, and support service needs.
- Safety & Security – Ensure safety across all teams and spaces.
- Medical Response – Respond to health emergencies when needed.
- Prayer Team – Pray before, during, and after services for people and breakthrough.





Next Steps Team

We help people grow spiritually and take steps toward Jesus.

- **Essentials Class Team** – Facilitate membership, share vision, and walk people through the heart of Love Church.
- **Admin / Data Team** – Track attendance, follow-ups, and ensure people don't fall through the cracks.
- **Baptisms & Communion:** – We help people take their next step in following Jesus.
 - Baptism is a public declaration of faith and a powerful celebration of new life in Christ. This team helps prepare and support individuals getting baptized—handling communication, setup, and celebration details.
 - Communion is a sacred moment to remember Jesus' sacrifice. This team helps prepare and distribute communion elements with care, reverence, and excellence during services and special gatherings.

Outreach Team

We serve the city with no strings attached.

- Love Local – Serve with local partners and outreach opportunities.
- Love Global– Be part of global trips or support efforts through planning and giving.



A woman with dark hair, wearing a bright blue sleeveless shirt, is seated at a light-colored wooden table. In front of her is a small white sign on a metal stand with the number '74' in black. The table has some papers and a book on it. In the background, several other people are standing and talking, including a man in a white shirt and a woman in a yellow top. The scene appears to be outdoors or in a well-lit indoor space.

Love Groups Team

We create space for people to experience community and grow in faith.

- Love Group Leaders – Facilitate weekly small groups that help people connect and grow spiritually.
- Coaches / Support – Equip and encourage Love Group leaders as they disciple others.

Love Church Leadership

Recommended Reading List

1. Lead Like Jesus – Ken Blanchard & Phil Hodges
2. Spiritual Leadership – J. Oswald Sanders
3. Celebration of Discipline – Richard Foster
4. Atomic Habits – James Clear
5. Deep and Wide – Andy Stanley
6. Developing the Leader Within You 2.0 – John C. Maxwell
7. Leaders Eat Last – Simon Sinek
8. The 21 Irrefutable Laws of Leadership – John C. Maxwell
9. The Five Dysfunctions of a Team – Patrick Lencioni
10. Good to Great – Jim Collins
11. Turning Everyday Conversations into Gospel Conversations – Jimmy Scroggins
12. H3 Leadership – Brad Lomenick
13. The Cost of Discipleship – Dietrich Bonhoeffer
14. Explicit Gospel – Matt Chandler
15. Crucial Conversations – Patterson, Grenny, McMillan, Switzler
16. The 5 Levels of Leadership – John C. Maxwell
17. The Ruthless Elimination of Hurry – John Mark Comer
18. Hero Maker – Dave Ferguson & Warren Bird
19. The Emotionally Healthy Leader – Peter Scazzero
20. The Advantage – Patrick Lencioni



Love Church Leadership

Recommended Podcasts – Grow in leadership, faith, and practical ministry with these trusted voices.

1. The Craig Groeschel Leadership Podcast
2. The Carey Nieuwhof Leadership Podcast
3. Leader Swift with Matt “Swifty” Perry
4. The Bible Dept. by Manny Arango
5. The BibleProject Podcast
6. Lead to Win – Jeff Little
7. Mature Me – Rich Wilkerson Jr.
8. Leadership Lean In – Chad Veach

Love





FAQ & Leadership Commitments

“We don’t just fill roles — we carry responsibility.”

“Whatever you do, work at it with all your heart, as working for the Lord...” –
Colossians 3:23

1. What qualifies someone to be a leader at Love Church?

We look for three things: Humility, Hunger, and Ownership. We want leaders who are growing in character, eager to learn, and who treat this church like it's their own. Skill is helpful — but character is essential.

2. Do I need to be a member or have gone through the Essentials Class?

Yes. All leaders must complete the Essentials Class and be an engaged member of Love Church.

An engaged member is someone who:

- Attends Sunday worship regularly
Serves faithfully on a team
 - Is in a Love Group (or pursuing community)
 - Tithes or gives generously.
 - Share Jesus with others.
-

3. Can I lead if I’m still figuring out my own faith?

Absolutely. We don’t expect perfect faith — just surrendered hearts. You can lead as long as you’ve given your life to Jesus and have been baptized. Faith is a journey, and we walk it together.

4. What if I make a mistake or fall short in leadership?

We believe in grace, not perfection. Mistakes don’t automatically disqualify you — but attitude matters. Stay humble, own your actions, and grow through correction.

5. What’s the time commitment for being a leader?

It depends on your role and season. Some roles are light; others require more time. What matters most is that you’re faithful to what God is calling you to carry.

FAQ – Continued

6. Who do I talk to if I'm struggling spiritually or emotionally?

We all go through hard seasons — and you are not alone. Talk to your leader, your director, or reach out directly to Pastor Matt. You are loved, and we're here to walk with you.

7. What's the process for stepping down or taking a break?

It's simple: communicate. Let your leader know, and help identify someone who can step in. Breaks are okay — health is a priority.

8. Can I serve on more than one team?

Yes, if you have the capacity to do so in a healthy way. Talk with your team lead or director before taking on too much.

9. What does it mean to “pastor” someone if I'm not a pastor?

To “pastor” means to care deeply, be present, and point people to Jesus. You don't need a title — just a heart to walk with people through their highs and lows with love and truth. In other words, to disciple them.

Leadership Covenant

As a Love Church Leader, I commit to:

- Pursuing Jesus daily through prayer, Scripture, and Sabbath.
- Leading myself before I lead others
Honoring others through my words, actions, and attitude.
- Taking ownership of the mission and my role.
- Protecting the unity and culture of Love Church.
- Being generous with my time, energy, and finances.
- Giving faithfully with my time, talent, and treasure.
- Staying in community and inviting accountability.

- Communicating clearly and responding quickly.
- Growing in humility, competency, and spiritual health.
- Serving with joy, excellence, and consistency.
- Living with integrity — both in public and private.
- Walking in holiness — avoiding sin, and when I fall short, quickly repenting and turning back to Jesus.
- Use social media with wisdom, kindness, and discernment.
- Honor biblical boundaries around sex, sobriety, and lifestyle.
- Choose what builds up others and avoids causing others to stumble.

**I understand that leadership doesn't require perfection, but it does require repentance, growth, and a life surrendered to Jesus.
When I stumble, I will not hide. I will confess, repent, and pursue healing through grace and community.**

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“My Covenant”

Name: _____

Signature: _____

Date: _____