



LEADERSHIP

EXPECTATIONS



Our J-Team

We're never more like Jesus than when we're serving -- and our J-Team is how we live that out. We serve because Jesus served! Every time we offer our gifts, passions, experiences, and abilities to serve others, we're helping more people find Jesus and follow him fully. From teaching kids about Jesus to playing an instrument or helping someone park their car, every act of serving makes an eternal difference.

J-Team Leadership

The J-Team is an army of volunteers, made up of individuals who've found their place, purpose, perspective, and part at The Journey. They are the heroes of our church.

A leader's primary purpose is to serve others by empowering them -- through building relationships, inspiring people to live out their purpose, and giving them opportunities to lead. Steps of Leadership are the next steps we take to accomplish this.

One of the greatest leaders in the Bible, Moses, struggled early on as his responsibilities grew because he tried to do everything himself. Jethro, his father-in-law, coached him on a better path: raising up others and empowering them to share the weight of leadership.

In the New Testament, we learn that this same principle guides ministry in a community of faith:

"Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ."

Ephesians 4:11-12

The Jethro Principle is that some people are called to lead a thousand others; some to lead a hundred; some fifty; and some ten. This principle leads to what we call "span of care" - meaning that every leader has a limited amount of people looking directly to them for investment, encouragement, and guidance. (For example, a leader of a thousand people would in reality have ten key leaders distributing this leadership by serving a hundred people... through two key leaders who each served fifty people... through five key leaders who each served ten people.) Why is that so important? So that every person on the team receives personal investment and care. Our J-Team structure follows the Jethro principle - we have directors leading assistant directors who lead area coordinators who lead team leaders who lead J-Teamers. As we break down leadership responsibilities, we're better able to build relationships, inspire people, and give them opportunities to lead.

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Relationships

As followers of Jesus, we're committed to prioritizing our most important relationships. Life moves at the speed of relationship, beginning with our relationship with God. Further, leaders are responsible for providing a picture of what a life submitted to Jesus and guided by the Holy Spirit looks like for others -- in our attitude, words, and actions.

"So I say, let the Holy Spirit guide your lives. Then you won't be doing what your sinful nature craves... When you follow the desires of your sinful nature, the results are very clear: sexual immorality, impurity, lustful pleasures, idolatry, sorcery, hostility, quarreling, jealousy, outbursts of anger, selfish ambition, dissension, division, envy, drunkenness, wild parties, and other sins like these. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God. But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control." - Galatians 5:16, 19-23 (NLT)

When we're led by the Holy Spirit, we joyfully pursue God's best in every area of our lives. Leaders are responsible to lead themselves first. That means paying attention to and improving ourselves, with God's help, spiritually, physically, and emotionally. We can't produce in others what we don't possess in ourselves. When we're healthy, we can bring our best selves to every other relationship, including those with the people we serve.

Here are some indicators of "health" in four important relationships with God, family, church, and the world around us:

GOD

- Love God - first, with all your heart, soul, mind, and strength
- Let the Holy Spirit guide every area of your life (as outlined in Galatians 5)

FAMILY

- Honor your family (parents, siblings, spouse, kids) by loving, praying with and for, and serving them
- Invest in your family by spending intentional time building those relationships

CHURCH

- Be present when we gather -- encouraging your team, casting vision, connecting with guests, and building up people
- Love the people you're in community with here. Assume the best and choose patience, forgiveness, and unity.

WORLD

- Impact the people around you who don't yet know Jesus (your neighbors, co-workers, family, friends), not by judging them but instead by serving and loving them.
- Represent Jesus and The Journey well in conversations and on social media.

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Habits

Every leader is ultimately a product of their habits -- especially the stuff that no one else sees and that we do (or don't do) long after our initial emotion has worn off. While big decisions we make can have a significant impact on our lives and the lives of people around us, even our biggest decisions are usually preceded by months or even years of habitually embracing or avoiding certain behaviors. Who we are (children of God) defines our identity; what we do (our habits) defines our impact. As a leader, we expect you to model proven habits that will grow your relationship with God. We didn't make these up -- from the day the church began, the first followers of Jesus embraced this way of life and lived it out passionately.

"All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer. A deep sense of awe came over them all, and the apostles performed many miraculous signs and wonders. And all the believers met together in one place and shared everything they had. They sold their property and possessions and shared the money with those in need. They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity — all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved." - Acts 2:42-47

It's important to understand that we don't pursue these habits to earn a relationship with God; we pursue them because we have a relationship with God! Anything done primarily out of obligation will over time become a religious ritual that sucks the life out of our faith. But when we live out these habits with expectation, joy, and gratitude, they become life-giving practices that deepen our closeness with Jesus. And when we model these habits humbly and healthily as leaders, we provide a picture for the people we serve of what following Jesus looks like practically.

PUBLIC HABITS

Gather on the weekend: When we gather, we are putting God first as we start our week - worship refills us with God's presence and teaching aligns us with his word. No matter what your weekend responsibilities are, we encourage you to choose one gathering and simply be a participant.

Connect in a Journey Group: Jesus modeled what a healthy faith looks like when he surrounded himself with twelve friends and then simply did life together with them and with his Father in heaven. As a leader, we expect you to lead (or join) a J-Group each semester and connect with others relationally..

Serve on the J-Team: Jesus said that in his kingdom, the greatest are those who choose to serve. As a leader, we expect you to model serving by being present and engaged on the weekend, encouraging and investing in people in your ministry area throughout the week, and constantly inviting others to serve.

PERSONAL HABITS

Invest and Invite: Our mission starts with helping people find Jesus... and nothing is a more powerful catalyst for that than a simple invitation to a gathering. When we invest in the lives of people around us throughout the week and then invite them to experience God here, we're taking the first step in fulfilling what Jesus instructed us to do in the Great Commission (see Matthew 28).

Practice a Slot and Spot: There is tremendous, cumulative power in having a time and place devoted fully to getting closer to Jesus personally each day. Whether you use Youversion or a physical Bible, make time to read God's word. Play worship music and express your gratitude to God. Submit your life and your day to Jesus. Pray for others -- the people in your family, on your team, in your group, and the people in your world who don't know Jesus yet.

Give your first: Growing in generosity is part of growing spiritually. We give our first to God because God gave his first to us -- his son. Proverbs 3:9 says, "*Honor the LORD with your wealth, and with the best part [or firstfruits] of everything you produce.*" When we tithe (give the first 10% of our income), our faith honors God, furthers the mission of Jesus, and invites blessing on our own households. Give your first faithfully and practice generosity above and beyond as the Lord leads.

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Core Values

These core values are our "north star" for serving in our community of faith. They provide the lens for encouragement, feedback, and development when it comes to leading here. They're never used to condemn, but to provide opportunities to grow.

Submission to the Lord Jesus Christ When it comes to following Jesus fully, we're not perfect but always making progress.

Empowerment We never do ministry alone -- we build relationships, inspire people to live out their purpose, and give them opportunities to lead.

That Extra Something We're intentional and innovative about everything we do and why, so we put the very best into it -- no excuses.

Ownership We show initiative, take responsibility, and share the credit.

Love We're for people around here, preferring others before ourselves just like Jesus did -- even when it costs us.

Honesty We're secure, and it shows in the way we tell the truth, the whole truth, and nothing but the truth.

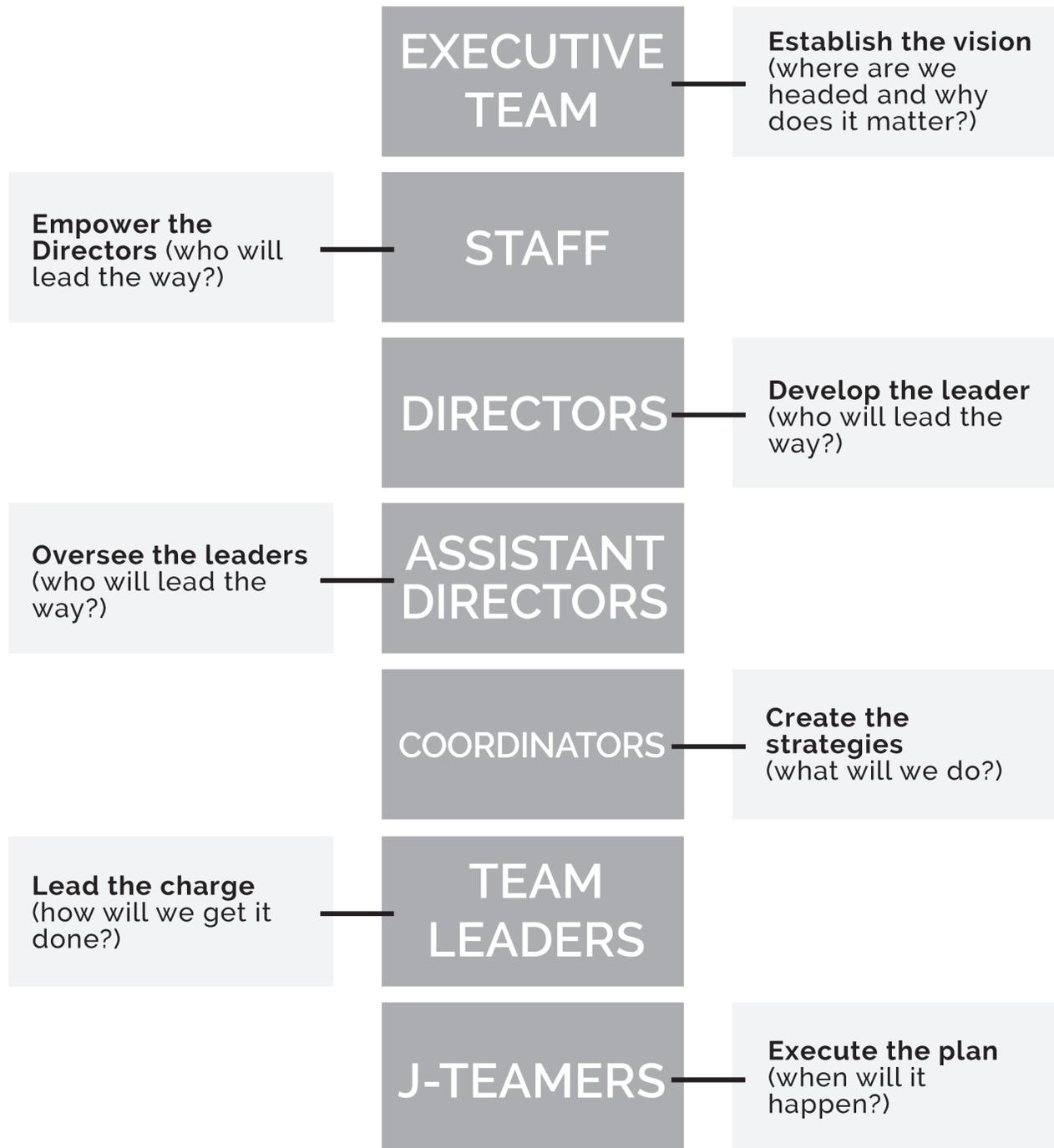
Learning We have the humility to admit we don't know it all yet, so we're relentless about growing ourselves every day.

Bleed Journey Red We champion our vision and culture by embracing it, authentically living it out, and passionately passing it on.

Live for the Story We take risks so God can rewrite stories and we can tell the world.

Flexibility Everything except our mission might change tomorrow, and we all need to be ready.

LEADERSHIP EXPECTATIONS ROLES



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Responsibilities & Results

Clarity is the key to success in any endeavor! The responsibilities outlined below clarify each role so we can lead healthy, growing teams. Leaders should be fully comfortable with and committed to the expectations below. (Note: not all meetings have to be in person or last an hour; the purpose is to encourage, equip, and empower.)

Each leader is responsible to:

- Live out our vision and values
- Invest in the people you lead
- Invite new people to serve on the team
- Make your ministry area better -- get things out of God's way by providing and receiving feedback
- Communicate with your leader about your wins and pressure points

Directors: Develop the leaders

Assistant Directors: Oversee the leaders

On Weekends

- Be present (and/or empower assistant director to be present) in all weekend gatherings
- Coach and develop your leaders
- Engage with guests and Journeyers during "stick around" time
- Regularly schedule "Sabbath" weekends to rest and ensure all weekend responsibilities are covered by someone else
- Be "all in" for big weekends (i.e., Easter, Christmas, Baptism)

During the Week

- Prep and communicate with Assistant Directors and Coordinators, providing feedback and encouragement
- Communicate culture and cast vision
- Be proficient in and use CCB and/or PCO (team-dependent)
- Respond to all Journey-related emails and requests within 72 hours

Ongoing Development

- Attend "Team Night" and lead (or empower someone else to lead) team breakout sessions
- Meet monthly with the Pastor or Director you report to
- Meet monthly with your Area Coordinators, investing in their spiritual health and leadership
- Submit monthly reports around goals, team health, and key metrics
- Plan quarterly get togethers for your leaders and team to build relationships and have fun together

Results: Your leader will work with you to develop results around three key focuses: training, empowerment, and team growth. At your monthly check-ins, you'll review these results together and develop next actions to achieve your goals.

RESPONSIBILITIES & RESULTS

Area Coordinators: Create the strategy

On Weekends

- Lead team huddles
- Develop and implement strategy for your area
- Create and maintain systems to ensure your area functions at optimal level
- Coach and provide feedback to Team Leaders
- Oversee orientation for new team members, ensuring successful assimilation to the team
- Regularly schedule "Sabbath" weekends to rest and ensure all weekend responsibilities are covered by someone else
- Be "all in" for big weekends -- Easter, Christmas, and Baptism Weekend (communicate at least one month in advance if you will miss a big weekend and work with your Director to ensure all responsibilities are covered)

During Week

- Communicate with Director; implement any system improvements as needed
- Oversee scheduling; ensure Team Leaders (or Coordinators) are present during each serving opportunity and schedule for ideal J-Team numbers
- Use and be proficient in CCB or PCO (team dependent)
- Ensure all J-Teamers check in during serving opportunity
- Recruit and develop new J-Teamers and Team Leaders
- Champion culture and cast vision
- Respond to all Journey-related emails and inquiries within 72 hours

Ongoing Development

- Attend "Team Night" each month
- Meet monthly with your Director
- Meet with your Team Leaders monthly; invest in their personal health and leadership
- Develop new Team Leaders and build your team
- Plan quarterly get togethers for your leaders and your team to build relationships and have fun together

Results: Your leader will work with you to develop results around three key focuses: training, empowerment, and team growth. At your monthly check-ins, you'll review these results together and develop next actions to achieve your goals.

RESPONSIBILITIES & RESULTS

Team Leaders: Lead the charge

On Weekends

- Engage at the gathering/s you're leading
- Be present for all team huddles
- Assign J-Teamer roles
- Help orient all new team members, answering questions and helping them assimilate to your team
- Ensure proper coverage for your gathering/s, groups, and/or events
- Regularly schedule "Sabbath" weekends to rest and ensure all weekend responsibilities are covered by someone else
- Be "all in" for big weekends -- Easter, Christmas, and Baptism Weekend (Communicate with Area Coordinator at least one month in advance when you will lead during big weekends)

During Week

- Communicate with Area Coordinator; make any changes as needed
- Follow-up personally with anyone who did not show up to serve within 48 hours
- Recruit new J-Teamers
- Champion culture & cast vision

Ongoing Development

- Attend "Team Night"
- Meet monthly with your Area Coordinator
- Invest in your team members by building relationships and caring for them

Results: Your leader will work with you to develop results around two key focuses: empowerment and team growth. At your monthly check-ins, you'll review these results together and develop next actions to achieve your goals.

J-Teamers: Execute the plan

- Engage at the gathering/s you're serving
- Attend team huddle
- Confirm or decline all serving requests within one week of receiving them; if you are unable to serve for a requested time, communicate with your Team Leader when you are able to serve
- Gather each weekend
- Attend "J-Team Night" yearly
- Invite others to serve with you

Results: As God grows your influence, consider taking a next step and becoming a Team Leader. Talk with your leader to learn how to get started!

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Leading Huddles

Before your team serves together, take 5-7 minutes for a pre-gathering/serving huddle. This is a way to create community, cast vision, share important information, and pray together. You are the leader so YOU set the tone. Bring the energy! J-Teamers should leave excited, ready to serve, and with a clear understanding of the "why behind the what."

Sample huddle schedule: Vision (why we're here), Information (what you need to know for today), and Prayer. Here's a sample huddle...

Welcome & Introductions

- "Hi all, I'm _____, thanks for being here today!"
- Be sure to introduce J-Teamers if you have new people joining your team
- Share win of the team (always lead with why we're serving)
- Live for the story: Celebrate life-change stories of people finding Jesus and following him fully through gathering, connecting, and serving
- Connect these stories to the vision behind your specific area
- As a leader, you set the tone so pay attention to stories you hear and always be prepared to share one to model this value

Share church-wide information

- Any updates about gatherings, Growth Track, J-Groups, special weekends (baptism, holidays), etc.
- Get creative! Ask who's leading a J-Group, who's invited someone to Growth Track or The Journey recently, etc. Help J-Teamers take ownership.

Share area-specific information

- Equip team members to serve with intentionality and excellence.
- This includes any details for the day that the team may need to know. "Here's what's happening today..."
- Share any changes with the team. This is also the time to offer reminders like arriving on time, how to best serve the people we encounter that day, reflecting our vision and values, and any upcoming team-specific events, etc.

Pray

Close (keep the energy high!)

Team Nights

Team Nights are an opportunity for you as a leader to go deeper in your relationship with God and others. During Team Night, we'll provide vision, encouragement, leadership development, and time to meet with other leaders in your area. Team Nights typically happen the second Wednesday of each month. Once per year, our entire J-Team comes together.

How to conduct one-on-one tag-in's

One-on-one tag-in's are an opportunity to connect with and develop the person you're leading. These can be anywhere from 15-60 minutes in length, and can happen via phone or video chat -- but in-person is best. During this time, your goal is to:

- **Encourage:** Speak life into them and inspire them to keep going strong
- **Challenge:** Expand their vision for their life and their ministry area
- **Hold them accountable for behaviors and actions:** On a personal and leadership level, continue to clarify our core values -- celebrate the areas that are going well in their leadership, and help them improve the areas where growth is needed. Remember, what gets rewarded gets repeated.
- **Refocus on what matters:** We "win" when we 1) build relationships 2) inspire people to live out their purpose 3) give them opportunities to lead. Ensure your leaders are practicing all three consistently.

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**“Leadership is stewardship,
and we’re accountable.”**
- Andy Stanley

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Tag-In Template

Leader:

Area:

Mission To help people find Jesus and follow Him fully

Vision Gather, Connect, Serve

Culture Real church for real people

Area Win

Open with prayer.

Personal Development Tag-In

How are you doing? How is your family doing? (Talk through their personal spiritual, emotional, physical, and mental health + their relationships with others)

Where are you struggling personally right now? How can I pray for you?

How do you feel like you're doing as a leader? What are you doing well, and what could you do better?

How can I help?

Area Tag-In

Where are you winning in your ministry area?

What is your biggest pressure point or challenge, and how can I help?

Results: Review goals together; check on progress; solidify next steps to grow. Focus on training, empowerment, and growth goals.

Who are you empowering? (Building relationships, inspiring people to live out their purpose, giving them opportunities to lead)

Close

Review actionables

Schedule ne

Pray

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Growing our J-Team

Empowerment isn't about "adding people" to fill spots on your roster, but about learning to lead in a way that compels people to engage their unique personalities and gifts to serve alongside you on the J-Team. It's about building relationships, inspiring people to live out their purpose, and giving them opportunities to lead.

How to identify a potential J-Team member

The first step to inviting someone to serve with you is to ask yourself who you know. We believe everyone is a "10" somewhere, which means everyone you know – the person you sit beside in a gathering, the person you're in a J-Group with, the friend you invited to come with you – has a place on the J-Team.

Ask yourself, "Who do I know that..."

1. ...is a fun, comfortable person to be around?
2. ...regularly attends The Journey or is in my J-Group?
3. ...wants to help others find Jesus and follow him fully?
4. ...has a specific talent or gift?
5. ...has completed Growth Track?

Who did you think of? It's time to make the ask and invite them to serve on the J-Team with you!

"The Big Ask" recruitment

When it comes to asking someone to serve with you, what are you waiting for? Asking someone to serve with you in ministry is a compliment – it's a recognition of something God-designed within them, and an invitation to be part of this incredible work of God. We approach recruiting people for the J-Team the same way we approach reaching people for Jesus - through what we call "Invest and Invite".

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Here's how:

1. **Get to know the person.** This is the "invest" part – begin to get a feel for their personality, skills, and life situation.
2. **Pray first.** Before you take a big step forward, pray for God to give you direction, discernment, and wisdom on who to ask and how to ask.
3. **Encourage them.** Verbalize the potential you see. People are affirmed when we connect who they are with who God is and what he is doing.
4. **Cast vision.** Everyone wants to be part of something that matters... but no one wants to be part of a "sinking ship"! Cast a compelling vision; share how the person can make a difference by serving. Be positive and realistic.
5. **Set clear expectations.** Don't just emphasize the fun aspects of ministry and breeze over the commitment required. Provide accurate explanations and expectations, taking the time to help assess the time/availability they have to serve.
6. **Identify issues or concerns.** It is crucial to understand needs, fears, and reservations. Be prepared to hear, "I'm not ready." Often people say "I'm not ready", but need someone to probe further and listen to why they feel they're not ready. Listen to their hesitations, and be ready to guide with discernment.
7. **Allow time for a prayerful decision.** Do not pressure, manipulate, or overwhelm anyone. Offer a period of time to pray and talk with their family to review their schedules and existing commitments.
8. **Accept people, whether or not they accept a role.** Treat people with respect and love, no matter what the response. We love people for who they are, not what they do. If they're not ready to serve, simply thank them for being open to the conversation, and make yourself available for anything they may need in the future.

Five characteristics of a leader

As you look to recruit and develop new leaders, these five characteristics are a helpful filter to know who to ask.

1. **Light up a room** – others-focused, attractive personality; people are drawn to them
2. **Driven** – action-oriented; strong desire to be involved; high work ethic
3. **Love Jesus** – have a sense of destiny about their life
4. **Bleed Journey red** – love Pastor Mark and what we do here, why we do it, and how
5. **Secure and likeable** – confident; fun to be around; teachable; unthreatened by other people's success

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Additional Leadership Development

Passionate about continuing to grow and develop? Consider being part of these opportunities to develop yourself in every area of life.

- **Potential:** We're passionate about raising up a generation of empowering leaders who want to change the world for Jesus. Through Potential, a nine-month, hands-on leadership intensive, we help emerging leaders steward their potential and become everything God designed them to be. We partner with Highlands College to offer leaders top-quality ministry training, character formation, and spiritual development. For more information and to apply, visit yourjourney.tv
- **J-Groups:** One of the best ways to grow your leadership is to lead a J-Group! We offer opportunities in three semesters per year (winter/spring, summer, and fall) to lead a group around anything you're passionate about and can get a few other people on board with.
 - Interested in pursuing spiritual or financial health? Consider joining a Freedom and/or FPU J-Group (spring or fall)
 - **Freedom J-Group:** Freedom J-Groups help you live out the rich and satisfying life Jesus came to give you, as you grow closer to God and experience real freedom in every area of your life. We'll help you unpack, understand, and apply the truth of God's Word as it relates to how you see God, your past, and the people around you.
 - **Financial Peace University (FPU) J-Group:** Want to pursue financial health, get out of debt, and live generously like God designed you to live? Join a FPU J-Group.
- **Journey Students:** If you're a middle or high school student, we have opportunities for you to develop and grow your leadership. Journey Students summer interns and Z-Team leaders receive a combination of hands-on learning, one-on-one mentorship from staff and leaders, and large group teachings. Each student gains practical ministry experience through leading in a specific role in an area they're passionate about. They serve at The Journey each weekend and receive coaching and development each week.

