

**What do you hope to
get out of today's
breakout?**



INTRODUCTIONS:

Where do you live?

(e.g., “I live in Crown Point, IN, just outside of Chicago.”)

Introduce who lives in your household in 10 seconds.

(e.g., “I am married to Jen and have twin daughters who are 16, a daughter who is 14, and a son who is 12.”)

What is the name of your church?

(e.g., “Suncrest Church”)

In what role do you serve?

(e.g., “I’m on staff” or “I serve in our kids’ ministry.”)



QUESTION 1

Why are you getting people onto a serving team at your church?

- 1. Because I have volunteers.**
- 2. Because volunteers need relationships.**
- 3. Because it grows their trust in God.**
- 4. So they can belong to something bigger than themselves.**



QUESTION 2

How often do people serve at your church?

1. Whenever they can.
2. They know their rhythm and stick with it.
3. Whenever they feel like it.
4. I dream of people serving.



How We Develop and Empower Volunteers at Suncrest



SPIRITUAL LEADERSHIP AT SUNCREST

Our Shared Mission:
We are... used by God to
change lives.



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We are... used by God to
change lives.

Two Key Parts:

- Changed lives are our north star. If lives aren't changing, we're failing.
- Only God can change lives; however, he chooses to use his followers to bring about change if we're open to it.



THE WAY WE THINK ABOUT CHURCH

Because we believe that God is relational, we prioritize **connecting people into relationships with one another and a spiritual leader** as soon as they are willing to take that step.



Catalytic Weekend Worship Experience

(age-appropriate for kids/students/adults)



**Connect in a Group OR
onto a Serving Team**
(being led by an equipped spiritual leader)



JUST PICK ONE:

Individuals do not need to connect in a Group AND on a Serving Team.

Fundamentally, Groups and Serving Teams accomplish the same goal:
to put people in proximity to an equipped spiritual leader who has a commission to ensure they feel loved and are following Jesus more fully.



LEADERS' COMMISSION:

1. Feel Loved
2. Follow Jesus

First and foremost, the people you lead should **know you love them.**

Second, the leader's role is to help them follow Jesus and increasingly **live out the 4C's.**



THE 4C'S:

If we are going to be followers of Jesus, our lives should increasingly look more like his.

If we believe he is the architect of life, then we would turn to him to learn how to live. How to trust. How to relate to others. How to serve. How to surrender.



THE 4C'S:

Contribute by serving.

“...the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”

Matthew 20:28



THE 4C'S:

Contribute by serving.

Connect in life-changing relationships.

“Instead, I have called you friends, for everything that I learned from my Father I have made known to you.”

John 15:15



THE 4C'S:

Contribute by serving.

Connect in life-changing relationships.

Care about lost people.

“For the Son of Man came to seek and to save the lost.”

Luke 19:10



THE 4C'S:

Contribute by serving.

Connect in life-changing relationships.

Care about lost people.

Cultivate a trust relationship
with God.

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.” **John 15:5**



TEAM DYNAMICS

No leader has less than two people/ households or more than eight people/ households. **Five to six people per Group or Team is ideal.**

Because we believe in relational leadership, we insist that **no leader can lead in two places** (a Group and a Serving Team, two different Serving Teams, or two different Groups).



TEAM DYNAMICS

To ensure people do not burn out and effective relationships are developed on teams, **people may not serve in two places without permission** of the Executive Pastor.

This isn't a power trip. It's a step to provide margin, pace, and focus.



REAL-LIFE EXAMPLES

Kids' Guest Experience Team Member at 10:30am
(Most serve weekly.)

Attend worship service either at 9:00am on Sunday or previous Thursday.

Show up at their check-in desk by 10:15am.

Serve by welcoming and checking in parents/kids to room.

Circle up with team leader at 10:45am for prayer time and conversation with team.

Facilitate pickup of kids at 11:25am.



REAL-LIFE EXAMPLES

Adult Guest Experience Team Member at 9:00am
(Most serve weekly.)

Show up in the Commons by 8:30am.

Circle up with team leader for prayer time and conversation together with team.

Go to the spot where they serve (doors/coffee/etc. by 8:45am.

Go into the worship service at 9:10am.

Make sure everything is good before passing the baton after the service.



REAL-LIFE EXAMPLES

Compassion Partner: Phil's Friends (Most do this every other week.)

Show up at Phil's Friends by 6:30pm.

Circle up briefly with my leader for prayer time and conversation together with my team.

Serve by packing care packages (or whatever else they need).

Go home.

On off weeks, leader would text/call to check in.



LEADER DEVELOPMENT

“We want you to be a spiritual leader for others.”

“Ummm...what?!?”

“Spiritual leadership. You know...no big deal. [Insert Christian cliché here about doing life together or something else equally vague.]”

“No. Seriously. What do I do??”

“... [Insert awkward pause.] [Maybe tell them God will help them. And have faith.]”

“... [Insert equally awkward pause.]”



LEADERSHIP COMMITMENT

**We don't have membership
at Suncrest.**

**We do have people make a
commitment when they step
into leadership.**



LEADERSHIP COMMITMENT

Your **staff member/coach** makes a commitment to lead you with excellence and a servant's spirit by:

- **Being in touch with you** at least three times per month, making sure you know they love you.
- **Leading you in a huddle monthly** that develops both your faith and your relational leadership.



LEADERSHIP COMMITMENT

- **Praying** for you.
- Supporting you with **care and resources** to carry out your ministry.



LEADERSHIP COMMITMENT

You make a commitment to the people you lead to:

- Ensure they know that you **love them**.
- **Pray** for/with them.
- **Lead** them to take next steps in their faith journey and live out the 4'Cs.



LEADERSHIP COMMITMENT

You make a commitment to the people you lead to:

- Embrace asking as good **spiritual leadership**.
- **Ask new or currently unconnected people to join** your Serving Team or Group and/or develop a new leader so unconnected people have the opportunity to find life-changing relationships.



LEADERSHIP COMMITMENT

You make a commitment to your leader to:

- Make **attending Huddle** a priority each month.
- Make **attending Leaders' Edge** a priority (happens three times a year).



LEADERSHIP COMMITMENT

You make a commitment to your own self-leadership to:

- Actively **pursue your own spiritual growth** in your personal relationship with Jesus.
- Speak positively of others and **handle any disagreements** or frustrations in alignment with Matthew 18, addressing issues directly and privately with the appropriate person and never making them the subject of gossip or other unwholesome conversation.



LEADERSHIP COMMITMENT

And then they sign it.



HUDDLE

The purpose of each huddle is to **recognize a Kairos** (how God is getting your attention), then notice what God might be saying, and then figure out what you'll do about it in the next few days.

We use our **Huddle Toolbox** for spiritual leadership development.



THE CIRCLE:

WHAT GOT MY ATTENTION?

WHAT WILL
I DO TODAY?



WHAT IS
GOD
SAYING?



HUDDLE

Leaders meet once a month in a huddle with their coach for one hour.

BEFORE THAT: Coaches have a huddle with their staff leader.

BEFORE THAT: Ministry staff have their huddle with me.



REAL LIFE EXAMPLES

2/27/24: **All ministry staff** in huddle with me.

3/11/24: **Jen W.** (SuncrestKids Director) has huddle with her Coaches.

3/18/24: **Jodi P.** has huddle with her Leaders.

Organically: **Jack T.** talks with his Team, incorporating what he learns from huddle into how he leads.



TENSIONS AND PROBLEMS

There is no right way or perfect way.
Here are some tensions we are learning
to manage and problems we are trying to
solve:

Tension: Erosion happens and vision leaks.

“And the things you have heard me say in the presence
of many witnesses entrust to reliable people who will
also be qualified to teach others.”

2 Timothy 2:2



TENSIONS AND PROBLEMS

Tension: Baby steps aren't easy. We are wrestling with this question: Do we create lots of steps where people can get stuck, or do we just go for it because relationships matter?

Tension: Relational dynamics aren't always automatic. "Why would I follow this leader? Or coach?"



Q&A



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