

# House Church Leadership Training

*To find, equip, release, and support leaders who  
multiply authentic biblical community*

*"A new command I give you: Love one another. As I have loved you, so you  
must love one another. By this all men will know that you are my disciples, if  
you love one another." John 13:34-35*

**House Church Ministry  
Grace Fellowship Church  
Shrewsbury**

# House Church Leadership Training

Objectives for Our Time Together:

- To Experience the presence of God through time in fellowship and the Word
- To Introduce you, as a perspective house church leader to the following principles
  - De-centralized pastoral care (The Meta-Church Principle)
  - GFC House church Vision, Purposes and Structures
  - House Church Delegation, Spiritual Gifts and Roles
  - Leadership Styles and Healthy House church Formation
  - Provide next steps for development toward potential deployment

9:15	Icebreaker session	Chrissie
9:30	Introductions, Vision – What is a House Church? Purpose and Functions of a House Church	Jeff
	BREAK	
	Love	Kris
	Learn	Alex
12:15	Lunch	
	Interactive Spiritual Gifts Exercise	Jeff
	Decide & DO	Kris & Alex
	Next Steps and Questions	TEAM

Appendix:

- Leadership Styles and Facilitating
- House Church Leader Profile
- What We Believe
- Peacemakers Pledge
- Coaching Expectations

# Grace Fellowship Church House Church

## Purposes and Functions

*Bring them in, Build them up, and Send them out, by his Grace and for his Glory*

Our House Church Ministry Mission and Vision gives clear, but broad guidelines for the overall House Church ministry as well as for individual house churches.

Within those broad guidelines, it is important to remember that Biblical house churches exist to facilitate **2 Critical Purposes** in the lives of people at Grace, and groups accomplish these purposes by managing **4 Key Functions**.

The 2 purposes can be stated like this:

*Edification      Evangelism*

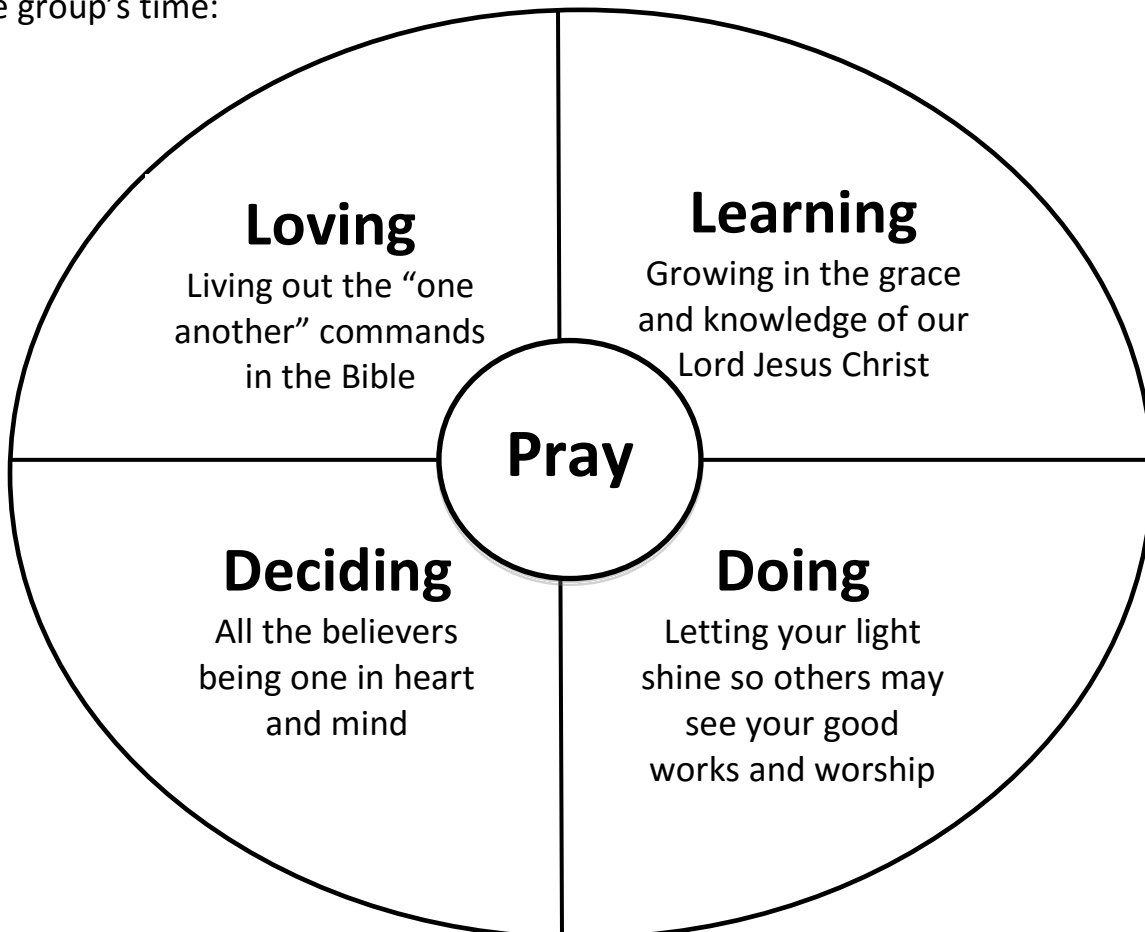
The 4 functions can be stated like this:

*Loving      Learning*

*Deciding      Doing*

All Purposes and Functions are centered in one critical connection: Communion and Intimacy with God through prayer.

Each house church carries out the functions in proportion to its member's needs and goals. The group is free to determine what percentage of time they will devote to each function. The "pie chart" below illustrates the 4 components of the group's time:



## The Three A's of Leadership

### Authenticity:

*But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.* James 3:17

*I know, my God, that you test the heart and are pleased with integrity. All these things I have given willingly and with honest intent. And now I have seen with joy how willingly your people who are here have given to you.*  
1 Chronicles 29:17

*But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me.* 2 Corinthians 12:19

*I Honestly speak the Truth about God and me. I confess my powerlessness to change my life and acknowledge His great power at work within me. One day at a time, I yield my will and ways to HIM and readily give witness to His love that delivers me from my sinful desires, the world and the destructive ways of the enemy. I authentically live my life depending on Jesus Christ.*

### Attentiveness:

*You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love. For the entire law is fulfilled in keeping this one command: "Love your neighbor as yourself."* If you bite and devour each other, watch out or you will be destroyed by each other. Galatians 5:13

*Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in love. Honor one another above yourselves.* Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. *Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord's people who are in need. Practice hospitality.*

Romans 12:9-13

*As I grow, I realize that my deliverance is not just for me, but it is the primary way that God uses me to reach others with the amazing message of His love and grace. I actively seek to listen to the "soul cry" of all those around me, yielding myself to the Spirit of God that I may help others to experience His deep compassion and healing. I guide others more deeply into His presence through both word and example, knowing that He will use me to touch more and more each day.*

## **Authority:**

**Keep watch over yourselves and all the flock** of which the Holy Spirit has made you overseers. **Be shepherds of the church of God**, which he bought with his own blood. Acts 20:28

**"I will also raise up shepherds over them and they will tend them; and they will not be afraid** any longer, nor be terrified, nor will any be missing," declares the LORD." Jeremiah 23:4

**Let the message of Christ dwell among you richly as you teach and admonish one another** with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. Colossians 3:16

We, however, will not boast beyond proper limits, but will confine our boasting **to the sphere of service God himself has assigned to us, a sphere that also includes you.** 2 Corinthians 10:13

**Be shepherds of God's flock that is under your care, watching over them**—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; **not lording it over those entrusted to you, but being examples to the flock.** 1 Peter 5:2-3

*I do not shrink back from the opportunities God gives me to speak and act with authority in His Name. I know that the authority He gives me must never be used without the humility He forms in me. With great resolve, I choose to protect, lovingly correct and admonish those who God has entrusted to me as an under-shepherd. I join Jesus in feeding and protecting His sheep. Fear is no longer my guide. Love is what drives my every step to care for and protect others, just as He cares for and protects me.*

Notes:

## PRAYER

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*One day Jesus was praying in a certain place. When he finished, one of his disciples said to him, " **Lord, teach us to pray**, just as John taught his disciples." Luke 11:1*

You study the Scriptures diligently because you think that in them you have eternal life. These are the very Scriptures that testify about me, **yet you refuse to come to me to have life**. John 5:39-40

### **Presence-Based Leadership**

Presence-Based Leadership is maintaining a priority of walking with Jesus in a way that discerns and yields to His direction in every part of living and ministry. For a leader, it means spending time in personal fellowship with Jesus before endeavoring to do His work. It means drawing close to His heart and being sensitive to His desires and direction over my own desires and direction. This process is carried into leadership by shepherding others toward personal time and also corporate time together with Jesus before setting out to work for Him. Establishing time with Jesus as a priority personally and corporately sets the course for all that follows as we set out to do His work in His way and trust the results to our God.

Presence-Based Leadership has been described\* as follows:

Guiding others  
by practicing sensitivity and submission  
to the presence and direction  
of Jesus;  
Moment-by-moment  
abiding in the  
strength, peace, wisdom, life, and love  
of His person;  
Surrendering all discernment, conversations, attitudes, plans, actions, reputation  
and authority  
to Christ's authority and purpose.

\* Teaching the Word Ministries, [www.ChristCenteredLeaders.org](http://www.ChristCenteredLeaders.org),

## LOVING

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**This exercise is designed to help you understand the LOVING function and how it can get played out in the context of a GFC house church.**

**Using the verses below, respond to each question at the bottom of the page with your thoughts or ideas.**

John 13:34-35

*"A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."*

1 Peter 4:8-10

*"Above all, love each other deeply, because love covers a multitude of sins. Offer hospitality to one another without grumbling. Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms."*

Ephesians 4:32 - 5:2

*"Be kind and compassionate to one another, forgiving each other, just as in Christ, God forgave you. Be imitators of God, therefore, as dearly loved children, and live a life of love, just as Christ loved us and gave himself up for us as a fragrant offering and sacrifice to God."*

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### QUESTIONS:

What does it mean to "love one another"?

Why is it so important to God that we love one another?

Why do you think house churches are the best vehicle to enable and facilitate loving one another?

## LEARNING

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To help you understand the LEARNING function of a GFC house church, we have listed below 3 sources of learning. Read the passage of Scripture, and identify the source of learning described. Then, write a comment about the value you personally place on that source of learning, or how important it is to you in your growth.

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**John 14:26**

*“but the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.”*

**SOURCE OF LEARNING:** \_\_\_\_\_

**VALUE TO ME:**

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**2 Tim. 3:16-17**

*“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.”*

**SOURCE OF LEARNING:** \_\_\_\_\_

**VALUE TO ME:**

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**Prov. 12:15**

*“The way of a fool is right in his own eyes, but a wise man is he who listens to counsel.”*

**Prov. 1:30-31**

*“They would not accept my counsel, they spurned all my reproof. So, they shall eat of the fruit of their own way and be satiated with their own schemes.”*

**SOURCE OF LEARNING:** \_\_\_\_\_

**VALUE TO ME:**



## DECIDING

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The DECIDE function can be understood by reading the verses below and recording a thought or two in response to each question.

Prov 29:18      *"Where there is no vision, the people perish."*

**QUESTION:** What does God understand about us that makes *setting goals* and *having direction* necessary?

1 Cor 14:40      *"let all things be done properly and in an orderly manner"*

**QUESTION:** What does God understand about us that makes *scheduling* and *making plans* necessary?

Acts 6:2-3      *"... the widows were being overlooked in the daily distribution of food. So, the 12 gathered all the disciples together and said .... 'Brothers, choose 7 men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them' ...."*

**QUESTION:** What are 4 benefits of delegation that you can see in this passage?

Eph 4:11-16      *"It was He who gave some to be apostles, some to be prophets, some to be .... to prepare God's people for works of service, so that the Body of Christ may be built up .... From Him the whole Body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."*

**QUESTION:** What are some reasons why the delegation of responsibilities is part of God's plan for our house churches?

## DOING

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The DOING function is best understood in 3 specific areas. Briefly respond to each of the areas as described below.



### #1 PERSONAL ACTION

James 1:2      “But prove yourselves to be doers of the Word, and not merely hearers who delude themselves”

James 2:17      “In the same way, faith by itself, if it is not accompanied by action, is dead.”

**According to these verses, how would a person with real faith exhibit their faith?**



### #2 GROUP INTERNAL ACTION

1 Pet 4:9-10      “Be hospitable to one another .... as each has received a gift, employ it in serving one another ....”

Gal 5:13      “through love, serve one another”

**Describe an act of service you might expect to see within a house church.**



### #3 GROUP EXTERNAL ACTION

Matt 25:36-40      “For I was hungry and you gave me food; I was thirsty and you gave me drink; I was a stranger and you took me in; I was naked and you clothed me; I was sick and you visited me; I was in prison and you came to me .... to the extent you did it to the least of these brothers of Mine, you did it to Me.”

**Describe an act of service you might expect to see extending out of a house church into the Body and the community.**

**Specifically, each of these components could involve any of the following areas and activities:**

## **LOVING**

building friendships	hospital visits
meals during childbirth or grieving	babysitting for weekends away
emotional support in a crisis	prayer support for big decisions
recognizing significant events	help during a move
being with a person through his “dark night of the soul”	
walking alongside those who are struggling	

*see Acts 2:42-47; John 13:34-35; 1 Peter 4:8; Ephesians 4:32-5:2*

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## **LEARNING**

Bible study	topical studies
video discussion series	taking a course as a group
discipleship & accountability	mentoring relationships

*see Psalms 119:10; 1 Peter 2:2; Romans 12:1-2; 2 Timothy 2:15-16; Proverbs 12:15*

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## **DECIDING**

group covenants	agreeing as a group, redirection, etc.
delegating responsibilities	discovering & deploying spiritual gifts
growing & multiplying	

*see Proverbs 29:18; 1 Corinthians 14:40; Acts 6:2-3; Ephesians 4:11-16*

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## **DOING**

taking care of needs within the group	serving at ministry and local events
community service projects	serving at a homeless shelter or recovery center
providing childcare for church events	making and giving care packages for homeless
providing a meal for local school staff or emergency responders	
serving at the Dream Center (AAB, DCCC, Harvest, Lord’s Gym)	

*see James 1:2; James 2:17; Galatians 5:13; 1 Peter 4:9-10; Matthew 25:36-40*

***SAMPLE* House church Contract**  
Please update all your information in CCB monthly

Members	Role (if identified)	Phone	E-mail

Day we will meet:    Su      Mo      Tu      We      Th      Fr      Sa      Time:\_\_\_\_\_

Location of Meetings:\_\_\_\_\_

Frequency of Meetings:    Weekly                      3x/month                      Bi-weekly

What is our group's evangelism strategy for this next season? (Bring)

**What is our group's learning/study focus for this next season? (Build)**

**What is our group's service/outreach plan for this next season? (Send)**

**What other goals or desires does our group have?**

**What are the "behavior covenants" under which our group will operate?**

**Examples:**

\_\_\_\_\_ **Attendance:** *members will give priority to attending house church meetings*

\_\_\_\_\_ **Participation:** *members will assist in making housechurch "work" by using their gifts and assuming roles within the group.*

\_\_\_\_\_ **Confidentiality:** *members will be discreet and confidential with things shared in the group*

\_\_\_\_\_ **Accountability:** *members will give and receive encouragement in pursuing personal goals and desires as well as group covenants*

\_\_\_\_\_ **Accessibility:** *members give permission to other members to call upon them for help of any kind (within limits of reason and decorum)*

\_\_\_\_\_ **Others:**

**Who is your coach, and how do you plan to use him/her to help meet these goals and covenants?**

**Signatures of Leader and House church Members**

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## UNDERSTANDING ROLES in a HOUSE CHURCH

*For a complete, well-rounded, smooth-running house church, we suggest that all of the following things take place on a regular basis. The best way to ensure that this happens is to designate individuals within the group to facilitate each area. These role assignments should be given according to interest, giftedness, willingness, etc.*

*With that in mind, take a look at the roles below. In the space provided, jot down some ideas as to your understanding of the role, as well as possible strengths an individual might need in order to fulfill each role.*

House church Leader	House church Leader Apprentice
Teaching Facilitator	Worship Facilitator
Hospitality Facilitator	Outreach Facilitator
Administration Facilitator	

## **House church Leader**

### Job Description

- House church Leaders will facilitate an active group of house church members 2-4 times per month
- House church Leaders will help maximize the giftedness of their house church members through delegating responsibilities as much as possible
- House church Leaders will be prayerfully asking the Lord to surface an apprentice leader whom they can train and release for ministry
- House church Leaders will assist in planning an executing the “LOVING” component of the house church through establishing a caring and nurturing network among the members of the group
- House church Leaders will assist in planning an executing the “LEARNING” component of the house church providing, managing, and supporting a quality, Biblically-base learning experience for the members of the group.
- House church Leaders will assist in planning an executing the “DECIDING” component of the house church through establishing group ownership of goals and guidelines
- House church Leaders will assist in planning an executing the “DOING” component of the house church through facilitating an outward focus of prayer, service, and active ministry involvement in and outside the group
- House church Leaders will pray weekly for their house church members
- House church Leaders will attend House church leadership meetings for their own refreshment, fellowship, envisioning, information, inspiration and support.
- House church Leaders will keep in communication with and report to an assigned coach in order to gain support and direction when needed.
- House church Leaders will participate in regular evaluations of themselves and their groups, with a commitment to grow and develop in their gifts and abilities.

## **Apprentice House church Leader**

### Job Description

The Apprentice Leader may do things like the following:

- Assist the house church leader in setting direction for the group
- Attend leadership meetings with the house church leader
- Support the house church leader in managing the house church
- Help identify house church members gifts, and work with the house church leader to ensure people's gifts are expressed, used, and developed within the house church
- Work with others on the house church team to ensure balance and health in the group
- Meet periodically with the house church leader for problem-solving, sharing concerns, evaluating, prayer for group members
- Lead the house church meeting whenever necessary, appropriate, etc.
- Attend the GFC leadership training workshop



## **Worship Facilitator**

### Job Description

The Worship Facilitator may do things like the following.....

- Assist the House church Leader in setting the direction for the house church
- Support the house church by overseeing House church Worship through:
- Leading/facilitating worship for house church meetings
- Creating an environment in which house church members feel free to actively worship and praise God
- Planning activities which could provide a platform for increasing members'
- Awareness of God's mind and heart in regard to worship
- Assisting in teaching members how to worship
- Encouraging sharing of prayers and praise in house church meetings
- Work with the others on the House church Management Team to ensure balance and health in the group

## **Outreach Facilitator**

### Job Description

The Outreach Facilitator may do things like the following.....

- Assist the House church Leader in setting the direction for the house church
- Support the house church by overseeing House church Outreach through:
- Encouraging every member of the house church to have a vision and plan for reaching out to non-believers
- Creating an environment in which guests to house church would feel welcome and valued
- Planning activities which could provide a platform for introducing guests to the house church for genuine care and nurture
- Assisting in teaching members how to reach out and share their faith, both personally and as a group
- Encouraging the sharing of “reaching out” opportunities within the house church
- Identify outreach possibilities and advise House church Leader about getting the house church involved
- Work with the others on the House church Management Team to ensure balance and health in the group

## **Hospitality Facilitator**

### Job Description

The Hospitality Facilitator may do things like the following...

- Assist the House church Leader in setting direction for the house church
- Support the house church by overseeing House church Hospitality through:
- Overseeing the tasks which need to be done in order for every house church member to feel loved
- Creating an environment where house church members feel welcome and valued
- Planning activities which will build relationships and provide a platform for genuine care and nurture
- Coordinating the refreshments, etc.
- Help the House church Leader identify emotional needs in people
- Work with the others on the House church Management Team to ensure balance and health in the group

## **Administrative Facilitator**

### Job Description

**The Administration Facilitator may do things like the following...**

- Assist the House church Leader in setting direction for the house church
- Support the house church by overseeing House church Administration through:
- Overseeing the tasks which need to be done to make the house church run smoothly
- Setting up a system for networking house church members through phone, mail, etc.
- Be responsible to help with long-range thinking/planning for the house church (like retreats, teaching series, etc), and executing these plans
- Work with the others on the House church Management Team to ensure balance and health in the group

## 1 Corinthians 12 - Spiritual Gifts

Now about spiritual gifts, brothers, I do not want you to be ignorant. 2 You know that when you were pagans, somehow or other you were influenced and led astray to mute idols. 3 Therefore I tell you that no one who is speaking by the Spirit of God says, "Jesus be cursed," and no one can say, "Jesus is Lord," except by the Holy Spirit.

4 There are different kinds of gifts, but the same Spirit. 5 There are different kinds of service, but the same Lord. 6 There are different kinds of working, but the same God works all of them in all men.

7 Now to each one the manifestation of the Spirit is given for the common good. 8 To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, 9 to another faith by the same Spirit, to another gifts of healing by that one Spirit, 10 to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. 11 All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.

12 The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. 13 For we were all baptized by one Spirit into one body-whether Jews or Greeks, slave or free-and we were all given the one Spirit to drink.

14 Now the body is not made up of one part but of many. 15 If the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason cease to be part of the body. 16 And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason cease to be part of the body. 17 If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? 18 But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be. 19 If they were all one part, where would the body be? 20 As it is, there are many parts, but one body.

21 The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" 22 On the contrary, those parts of the body that seem to be weaker are indispensable, 23 and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, 24 while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, 25 so that there should be no division in

the body, but that its parts should have equal concern for each other. 26 If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

27 Now you are the body of Christ, and each one of you is a part of it. 28 And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues. 29 Are all apostles? Are all prophets? Are all teachers? Do all work miracles? 30 Do all have gifts of healing? Do all speak in tongues? Do all interpret? 31 But eagerly desire the greater gifts.

## **Spiritual Gifts Website**

[www.spiritualgiftstest.com](http://www.spiritualgiftstest.com)

## One Anothers

"This is what the LORD Almighty says: `Administer true justice; **show mercy and compassion to one another.** Zechariah 7:9

"A new command I give you: **Love one another.** As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."  
John 13:34-35

**Be devoted to one another** in brotherly love. Honor one another above yourselves Romans 12:10.

**Live in harmony with one another.** Do not be proud, but be willing to associate with people of low position. Do not be conceited. Romans 12:16

Therefore let us **stop passing judgment on one another.** Instead, make up your mind not to put any stumbling block or obstacle in your brother's way. Romans 14:13

**Accept one another,** then, just as Christ accepted you, in order to bring praise to God. Romans 15:7

I myself am convinced, my brothers, that you yourselves are full of goodness, complete in knowledge and competent to **instruct one another.** Romans 15:14

**Greet one another** with a holy kiss. All the churches of Christ send greetings.  
Romans 16:16

I appeal to you, brothers, in the name of our Lord Jesus Christ, that all of you **agree with one another** so that there may be no divisions among you and that you may be perfectly united in mind and thought. 1 Corinthians 1:10

You, my brothers, were called to be free. But do not use your freedom to indulge the sinful nature; rather, **serve one another in love.** Galatians 5:13

**Be completely humble and gentle; be patient, bearing with one another in love.** Ephesians 4:2

**Be kind and compassionate to one another, forgiving each other,** just as in Christ God forgave you. Ephesians 4:32

**Speak to one another with psalms, hymns and spiritual songs.** Sing and make music in your heart to the Lord, Ephesians 5:19

**Submit to one another** out of reverence for Christ. Ephesians 5:21

**Bear with each other** and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. Colossians 3:13

Let the word of Christ dwell in you richly as you **teach and admonish one another with all wisdom**, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. Colossians 3:16

Therefore **encourage one another and build each other up**, just as in fact you are doing. 1 Thessalonians 5:11

**But encourage one another daily**, as long as it is called Today, so that none of you may be hardened by sin's deceitfulness. Hebrews 3:13

And let us consider how we may **spur one another on toward love and good deeds**. Hebrews 10:24

Brothers, **do not slander one another**. Anyone who speaks against his brother or judges him speaks against the law and judges it. When you judge the law, you are not keeping it, but sitting in judgment on it. James 4:11

Now that you have purified yourselves by obeying the truth so that you have sincere love for your brothers, **love one another deeply, from the heart**. 1 Peter 1:22

Finally, all of you, **live in harmony with one another**; be sympathetic, love as brothers, be compassionate and humble. 1 Peter 3:8

1 Peter 4:9

**Offer hospitality to one another** without grumbling.

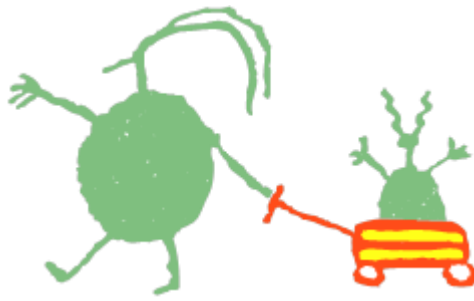
1 Peter 5:5

Young men, in the same way be submissive to those who are older. All of you, **clothe yourselves with humility toward one another**, because, "God opposes the proud but gives grace to the humble."

1 John 3:11

This is the message you heard from the beginning: We should **love one another**.





# What Kind of Leader are YOU?

*The situations below face every leader at some time. How would you handle each one? Circle the letter of your probable response. Then record the number of*

A's \_\_\_\_\_ B's \_\_\_\_\_ C's \_\_\_\_\_ D's \_\_\_\_\_

A = Style One "The Autocrat" B = Style Four "The Laissez-Faire"  
C = Style Three "The Democrat" D = Style Two "The Authority"

*While you may lead with several styles, you should have a predominant style. Find another leader in the group who shares your style and discuss the positives and negatives of your style.*

## **1. One team member is using half a meeting time to tell about a personal problem. Other members of your team are clearly unhappy.**

- a. Tell them firmly in the meeting that they do not have the right to monopolize the group time.
- b. Tell the other team members it is all right; you will complete your agenda at another time.
- c. Call the team member aside after the meeting. Explain the problem, the effect they are having on the group, and your interest in helping. Pray with them and suggest that you get together with them outside of the meetings to deal with their personal problems.
- d. Refer them to a counselor

## **2. You developed a well-researched presentation on an issue you feel your team must examine. The day you plan the presentation, one of the team members is visibly upset about a problem on the team.**

- a. Continue with your Presentation without acknowledging or dealing with the upset team member.
- b. Respond to the upset and move your presentation to another time.

- c. Address the team issue causing upset in a short time, and after prayer, execute a shortened version of your presentation.
- d. Suggest that the upset team member seek professional help in getting a handle on managing their issues within the system and then discuss the importance of staying on the agenda.

**3. One member of your team keeps insisting that you are spending too much time dealing with “business” and not enough time “nurturing the team”!**

- a. Tell them if they don't like the way you are leading the team, they may consider working for a different team leader.
- b. Tell them to relax; the team will eventually get to all the issues in their time - just be patient.
- c. Discuss their comment with the group, and seek to discover if other members of the team are feeling this as well.
- d. Say to them, “You may be correct, but this is the way I intend to lead, and it reflects who I am.” Then, help them determine if this is the right team for them or not.

**4. Members of the team are arriving late for meetings, and at times, arrive unprepared and preoccupied.**

- a. Firmly say that everyone is expected on time. Tardiness will not be tolerated.
- b. Tell them time is valuable, but you understand that circumstances may cause tardiness.
- c. Discuss the tardiness as a group and be willing to move the time of the meeting if it better suits the members of the team.
- d. Call the members of the team before the meeting, or have an “all page” to remind them of the meeting time - then start the meeting at the designated time with whomever is present.

**5. You are leading the team in a “problem solving exercise” over a problem which is facing your ministry. Each team member was asked to read an article, and prepare to discuss the issue. Several team members come to the meeting unprepared.**

- a. Begin the meeting by asking those team members who did not read and prepare to be silent throughout the discussion. Make sure they understand you are disappointed.
- b. Shrug your shoulders and explain that we are all busy and it is understandable if everyone is not prepared. Proceed with the discussions inviting all to participate.

- c. Ask the group if they want to continue with the problem solving, even though not all are prepared. Follow their recommendations.
- d. Dismisses the unprepared members to use the time to read and prepare and rejoin the group when they are prepared. Move ahead with other agenda items.

**6. You discover that one of your team members has gone around you to express some concerns about your ministry to an elder without every discussing the concerns with you.**

- a. Get alone with the team member and serve them notice that “end runs” cannot and will not be tolerated on your team. Warn the team member not to let it happen again.
- b. After considering what motivated the team member, you account for the breach of trust as an inevitability, and so you decide not to say anything about it to the team member.
- c. You seek time with the team member to discuss the value of “team trust” and loyalty. You ask the team member what you can do in the future to help them when they are frustrated.
- d. You solicit the information your team member has which they shared with the elder. You teach the entire team on the importance of trust and loyalty as a team. Then, you set guidelines for managing such matters in the future.

**7. Your team has been asked to make a substantial, 50% budget cut.**

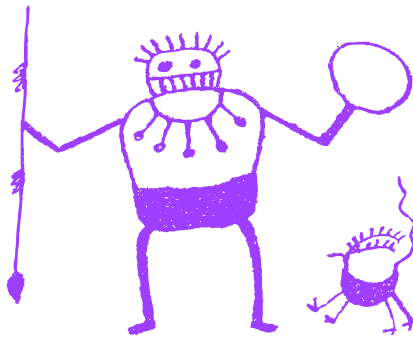
- a. You tell the team that there will be an across the board 50% cut.
- b. You ask every member of the team to come with budget cuts they can afford.
- c. You call a meeting and share the news with the team. Together, you discuss cutting options, and stay with it until consensus is reached.
- d. You review last year’s budget actuals, and project departmental growth, and measure it against the percentage of budget increase each team member received this fiscal. Then, you suggest how much each team member should contribute to the budget cut.

**8. You are told by a reliable source that a member of your team is publicly speaking negatively about your leadership.**

- a. Hold a meeting with your source and the implicated team member. Confront the team member and insist on changed behavior.
- b. After feeling victimized, try to explain away the behavior as normal

and unavoidable.

- c. Sit down with the implicated team member and after reviewing the report with them, ask them to explain how this happened. Then, ask them to suggest to you how you should handle the situation.
- d. Confer with a counselor and arrange a meeting with an intermediary, the implicated team member, and your source. Make sure the team member understands the dynamic of team trust and support.



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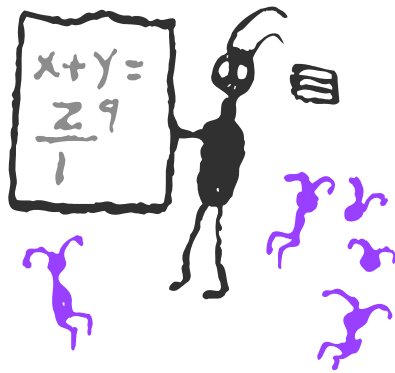
## Leadership Style #1

### “The Autocrat”!

Use the box below to write your impression of an Autocratic Leader. This should include how you would feel about working for an Autocrat as well as what you would expect as a member of an Autocrat's

These eight (8) characteristics of an Autocratic Leader will affect their Leadership Effectiveness:

1. Maintains Total Control, treating members as listeners & followers
2. Determines goals and policies.
3. Is more interested in subject matter (content) than people (process).
4. Makes all decisions, disregarding the input of those less able, and competent
5. Is verbal, often assuming much of the responsibility for discussions.
6. Focuses much of the attention on themselves.
7. Regards group members as people who do not know what is best for them, and is determined to move them to where they should be.
8. In Bible study, tends to ask only closed, yes & no questions, rarely encouraging free and critical thinking.




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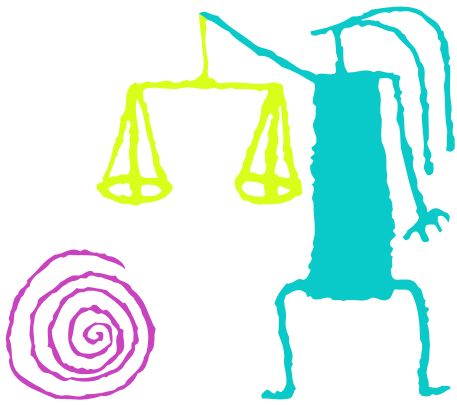
## Leadership Style #2

# “The Authority”!

Use the box below to write your impression of an Authority Leader. This should include how you would feel about working for an Authority as well as what you would expect as a member of an Authority's Team.

These eight characteristics of an Authority Leader will affect their Leadership Effectiveness:

1. Maintains strong control, yet actively involves members in the discussions and decisions
2. Has a definite purpose and plan, but is open to modification
3. Is active and energetic, welcomes the energies of others to accomplish goals.
4. Is prepared to give necessary direction and support.
5. Uses communication skills to involve others in discussions.
6. Takes responsibility until others are ready to assume it.
7. Uses personal power to empower others in the group.
8. In Bible study, prepares and asks questions, eliciting member's responses



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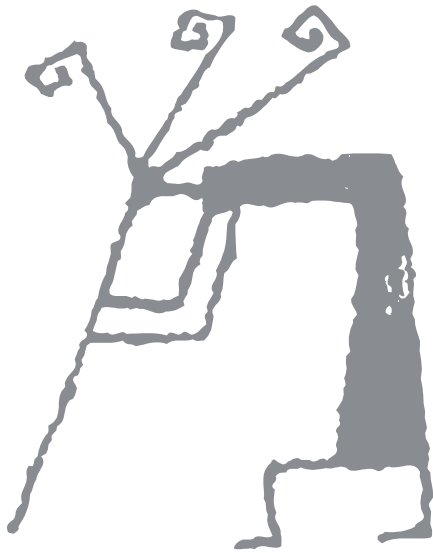
## Leadership Style #3 “The Democrat”

**Use the box below to write your impression of a Democratic Leader. This should include how you would feel about working for a Democrat as well as what you would expect as a member of a Democrat's team.**

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These eight characteristics of a Democratic Leader will affect their Leadership Effectiveness:

1. Shares control of the group with other members
2. Shares leadership responsibility with other members of the group.
3. Communicates they believe in the abilities and potential of the members.
4. Creates a sense of security and belonging with members of the group.
5. Ensures that others in the group are offered opportunities to lead in different group areas.
6. Makes certain that if he withdrawals, the group will not fall apart.
7. Sees that the group discusses and dialogues on all policies within the group.
8. In Bible study, involves others in shared teaching and leading.




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## Leadership Style #4

### “The Laissez-Faire”

Use the box below to write your impression of a Laissez-Faire Leader. This should include how you would feel about working for a Laissez-Faire Leader as well as what you would expect as a member of a Laissez-Faire team.

These eight characteristics of a Laissez-Faire Leader will affect their Leadership Effectiveness:

1. Exercises minimal control, allowing stronger members of the group to control and direct
2. Does not prepare adequately, and lets discussions drift after group assemblies.
3. Seems to have very low expectations for the group and is surprised when things are accomplished
4. Often disengages during heated or emotional discussions as though they do not care
5. Encourages low energy through lack of personal discipline in the group.
6. Apparently takes little energy to control and regulate events and activities.
7. Lacks personal strength and courage to discuss and make difficult decisions for the group.
8. In Bible study, ask broad, general questions, without any direction. Appears unprepared for the study experience.

**PROSPECTIVE HOUSE CHURCH**



**LEADER/CO-LEADER PERSONAL PROFILE**

NAME \_\_\_\_\_ DATE \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE(S) \_\_\_\_\_ TEXT MESSAGING (Y or N) \_\_\_\_\_

EMAIL ADDRESS: \_\_\_\_\_

Are you currently working with another leader? If so who?

\_\_\_\_\_

Describe how you came into a relationship with Jesus Christ (your testimony). Please use back if needed.

Describe your personal relationship with Jesus. How are you growing in that relationship daily?

Briefly describe what has influenced your decision to consider leading or co-leading a House Church.

Who is/are your current or most recent House Church/Small Group Leader(s)?

Briefly describe your present &/or past House Church/Small Group experiences. How will these experiences impact how you lead a house church?

What days of the week would you be available to meet with a House Church?

How frequently would you like to meet (weekly or biweekly)?

If married, how does your spouse feel about you potentially leading a House Church?

How long have you been attending Grace Fellowship Church? If less than one year, please describe your past Church experience.

How would you describe how you interact in one-on-one situations & in small group settings?

What reservations, if any, do you have about leading a House Church?

What are some of your strengths & weaknesses?

Do you know your Spiritual Gifts? If so, please list.

What are some of your natural talents?

Please articulate the Gospel in a clear, concise way. (Use back if needed).

there any hurts from past church experiences &/or small group settings that would be helpful for us to know about? If so, please describe briefly.

Please share if there is anything else that would be important for us to know about you before we begin our House Church journey together?

If you become a House Church Leader, a commitment of considerable time is required. Please review the requirements below & place a check next to all items you are willing to be faithful to.

\_\_\_ Weekly/Bi-weekly preparation & prayer for House Church members & meetings.

\_\_\_ Facilitate & lead a caring environment that meets the needs of those participating in the group (with the support of House Church leadership).

\_\_\_ Leadership Community Events.

\_\_\_ Ongoing meetings & communication with an assigned Coach.

\_\_\_ Plan and put into practice strategies that will multiply leadership within the house church & multiply the house churches on going.

Great confidence is placed in our House Church Leaders. If you were to become one, how theologically compatible are we? (Please answer yes or no)

- Specifically, do you have any disagreement with the GFCS “What We Believe” statement? \_\_\_\_  
If you do, please explain on the back of this page.
- Are you willing to submit to the authority of the elders? \_\_\_\_\_
- Are you willing to work with & support the leadership of GFCS House Church Ministry? \_\_\_\_\_
- Do you agree to adhere to the “Peacemaker’s Pledge” & encourage others to do the same?  
\_\_\_\_\_

If you have no questions or conflicts, please sign below indicating this.

\_\_\_\_\_ Date \_\_\_\_\_



# What We Believe

The necessity of sound doctrine in the church is a consistent theme of the New Testament. (*1 Tim. 1:3-10, 4:16, 6:3, 2 Tim. 1:13, 3:16, 4:2, Titus 1:9-11, 2:1*).

- It is essential to its spiritual health (*Eph. 4:4-15*)
- It is the standard by which the conduct of the church is evaluated (*Titus 2:1*)
- It is the faith the church contends for (*Jude 3*)
- It is the truth the church upholds (*1 Tim. 3:15-16*).

There is a very real sense in which we can say that the Bible is our creed, for right doctrine is an accurate and systematic statement of what the Bible teaches. It is impossible to discern right and sound doctrine without being a student of the Scriptures. Therefore, we affirm our dependence upon the Scriptures for our doctrine, and gladly uphold the Bible as our final authority.

The statement of doctrine outlined below is neither exhaustive nor infallible. Rather, it is a summary of those truths which we hold as foundational to the Christian faith. It has been formulated to fulfill three main functions:

- To stand as a contemporary confession of our faith.
- To identify us in a day of varied theologies.
- To be a standard by which we can evaluate ourselves.

74 E. Forrest Avenue  
Shrewsbury, PA 17361  
717.235.8390  
[www.gfcschrewsbury.org](http://www.gfcschrewsbury.org)

Sunday Worship:  
9:00am and 11:00am



**BIBLE**

We believe that every word in the original writing of the Holy Scriptures is inspired of God and without error (*Mat. 5:18; 2 Tim. 3:16; 2 Peter 1:21*).

We believe, therefore, that it is the final standard of faith and practice for the believer in Jesus Christ and for His Church.

**GOD**

We believe that the Godhead exists eternally in three persons: the Father, the Son and the Holy Spirit, and these three are one God. (*Gen. 1:1,26; Deut. 6:4; Mat.28:19-20; John 4:24; 2 Cor. 13:14*).

**JESUS CHRIST**

We believe that Jesus Christ is God's only Son (*John 3:16*) and our sole mediator (*1 Tim. 2:5*).

We believe in His pre-existence (*John 1:1*), His incarnation (*John 1:1-14*), His virgin birth (*Mat. 1:23-25*), His sinless life (*Heb. 4:15*), His substitutionary atonement (*Rom. 3:23-25*), His bodily resurrection from the dead (*Acts 2:24-27*), His ascension to the right hand of the Father (*Acts 1:9-11*), and His bodily return from heaven (*Titus 2:13*).

**HOLY SPIRIT**

We believe that the Holy Spirit is the third person, who regenerates, indwells, baptizes and seals all believers in Christ at the time of conversion and fills those believers who are yielded to God (*Mat. 28:19; John 3:3-7; Rom. 8:9; 1 Cor. 2:12; 6:19; 12:13; Eph. 4:30; Titus 3:5*).

**ANGELS**

We believe that angels are personal beings, originally created holy, but now exist as fallen and unfallen, including Satan (*Ps. 148:2-5; Mat. 25:41; Eph. 6:11-12; Col. 1:16; 1 Tim. 5:21; Jude 6; Rev. 12:7-12*). Satan's intent is to supplant God and frustrate His purposes. Satan's ultimate end is consignment to eternal punishment (*2 Cor. 4:1-6; Eph. 2:17; Rev. 12:7-12*).

**MAN & SIN**

We believe that man was created in the image of God, that he sinned in Adam, and that he is now a sinner by nature and by choice, yet maintains the essence of God's image in his fallenness (*Gen 1:26-27; 3:1-6; Rom. 10:18, 5:12-14; James 3:9*).

**SALVATION**

We believe in salvation by grace through faith in Jesus Christ, apart from human merit, works or ceremonies (*Acts 4:12; 16:31; Eph. 2:8-9*).

**CHURCH**

We believe that the church is the spiritual body of which Christ is the Head and that there is a two-fold aspect to the church, the universal and the local (*Eph. 1:22-23; Philem. 2; 1 Thes. 1:1; Rev. 2:3*).

We believe that the ordinances of the local church are two in number;

water baptism (a public identification of the believer with Christ), and the Lord's supper (a memorial of the atoning death of Christ until He comes), (*Mat. 28:19; Acts 2:41; Luke 22:14-20; 1 Cor. 11:23-24*).

While we recognize that many true believers practice infant baptism, we would not see such a practice as fulfilling the New Testament ordinance. Therefore, we would encourage every Christian to be baptized after trusting Jesus Christ as his/her Savior.

#### **RESURRECTION & JUDGEMENTS**

We believe in the resurrection of the human body; the eternal existence of all men in either heaven or hell; in divine judgements, rewards and punishments (*John 5:25-29; 11:25-26; 1 Cor. 15:51-57; 2 Cor. 5:10; Rev. 20:11-15*).

#### **SPIRITUAL GIFTS**

We believe that every believer has at least one spiritual gift (*1 Cor. 12:7-11*). God the Holy Spirit sovereignly bestows the gift(s) to each believer. When each believer exercises his gift in the assembly he contributes to the working and maturing of the Body of Christ (*Rom. 12:3-8; 1 Cor. 12:4-31; Eph. 4:1-16*). Therefore we encourage the discovery and exercise of each believer's giftedness.

#### **GREAT COMMISSION**

We believe that believers are sent into the world by Christ as He was by the Father. Those so sent are ambassadors to go and make disciples and to make Christ known to the whole world (*Mat. 28:18-20; John 15:8; 17:18; 20:21; 2 Cor. 5:20-21*).

## The Peacemaker's Pledge

*A Commitment to Biblical Conflict Resolution*

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict.<sup>1</sup> We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ.<sup>2</sup> Therefore, in response to God's love and in reliance on His grace, we commit ourselves to respond to conflict according to the following principles:

**Glorify God** — Instead of focusing on our own desires or dwelling on what others may do, we will seek to please and honor God—by depending on His wisdom, power, and love; by faithfully obeying His commands; and by seeking to maintain a loving, merciful, and forgiving attitude.

**Get the log out of your own eye** — Instead of attacking others or dwelling on their wrongs, we will take responsibility for our own contribution to conflicts—confessing our sins, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused.

**Gently Restore** — Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will choose to overlook minor offenses, or we will talk directly and graciously with those whose offenses seem too serious to overlook. When a conflict with another Christian cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.

**Go and be reconciled** — Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation—forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences.

By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an opportunity, not an accident. We will remember that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers brings praise to our Lord and leads others to know His infinite love.

Luke 6:27-36; Gal. 5:19-26; Matt. 5:9.

1 Cor. 10:31-11:1; Rom. 8:28-29; James 1:2-4.

1 Cor. 10:31; James 4:1-3; Psalm 37:1-6; Phil. 4:2-9; Col. 3:1-4; 1 Peter 2:12; John 14:15; James 3:17-18; Rom. 12:17-21; Mark 11:25.

Matt. 7:3-5; 1 John 1:8-9; Prov. 28:13; Col. 3:5-14; Luke 19:8.

Matt. 18:15-20; James 5:9; Prov. 19:11; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; 1 Cor. 6:1-8.

Matt. 5:23-24; Matt. 6:12; Eph. 4:1-3, 32; Matt. 7:12; Phil. 2:3-4.

Matt. 25:14-21; 1 Peter 2:19, 4:19; Rom. 12:18; John 13:34-35.

# Grace House Church Coach Expectations

We wanted to take a moment to communicate with you as leaders what the role of a coach looks like at GFC. A coach may be supporting many different churches simultaneously.

## **Role of a Coach**

- Touches base with you periodically (this will vary depending on the coach-house church leader relationship)
- Provides and supports your efforts
- Provides on-going training opportunities at Grace in the future
- Bridge to GFC leadership and communicates important information to you as a house church leader
- Encourages multiplication and bringing up new leaders within your group

Please note-Coach to house church leader relationship and number of touch points may vary greatly depending on each group.

## **Quarterly Reporting**

- We would like to have quarterly reporting of those people attending your house church entered into the church system (CCB) to stay on top of current house churches meeting, leaders, locations, and group count.

## **Next Steps for Leadership**

- 1. Pray and discern, Am I called?**
- 2. Fill out the Leadership Application online:**  
**www.gfcshrewsbury.org: House Church: Please submit your profile.**  
**\*Once a profile is submitted House Church Leadership will contact you for an interview. PLEASE SUBMIT YOUR PROFILE BY NOVEMBER 25 TO BE INTERVIEWED PRIOR TO JANUARY 1.**
- 3. Find an apprentice/co-leader, may happen in the development process. Have co-leader complete House Church profile online.**
- 4. Interview by House Church Leadership**  
**\*If you have an apprentice/co-leader please invite them to the interview with House Church Leadership.**
- 5. House Church leaders will be assigned a House Church Coach.**
- 6. New and Existing House Church leaders will be commissioned before the Body in Winter of 2018.**
- 7. Feel free to email us at [housechurches@gfc.shrewsbury.org](mailto:housechurches@gfc.shrewsbury.org).**

