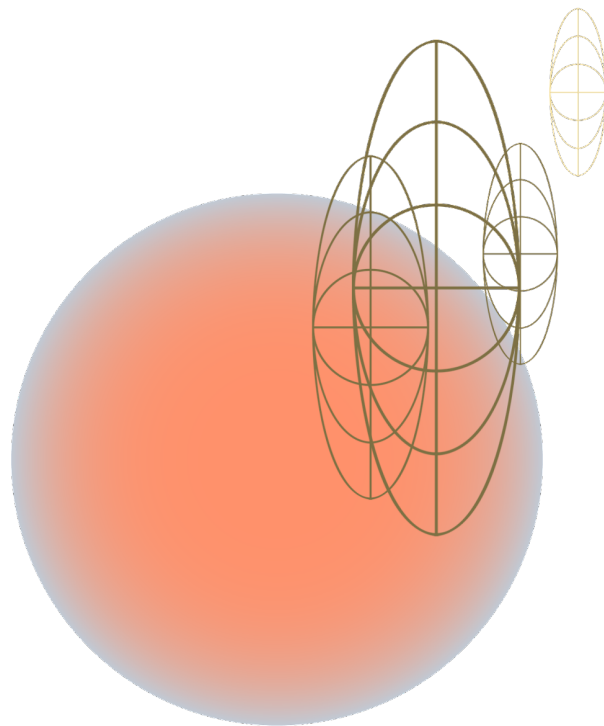


Leadership Framework

FOUNTAIN CHURCH



Fountain Church has established a leadership structure that enables healthy growing and sustainable teams. This structure describes the layers of leadership, a clear focus for each role and sets a clear pathway for people to grow. These layers also provide a foundation for proper care throughout our teams.

“God tested us thoroughly to make sure we were qualified to be trusted with this Message. Be assured that when we speak to you we’re not after crowd approval —only God’s approval. Since we’ve been put through that battery of tests, you’re guaranteed that both we and the Message are free of error, mixed motives, or hidden agendas. We never used words to butter you up. No one knows that better than you. And God knows we never used words as a smoke screen to take advantage of you.

Even though we had some standing as Christ’s apostles, we never threw our weight around or tried to come across as important, with you or anyone else. We weren’t aloof with you. We took you just as you were. We were never patronizing, never condescending, but we cared for you the way a mother cares for her children. We loved you dearly. Not content to just pass on the Message, we wanted to give you our hearts. And we did.”

1 Thessalonians 2:5-8 (MSG)

Leadership Profile

Structuring Teams for Sustainable Growth

Our mission is to help people see Jesus clearly, love Him deeply, and follow Him wholeheartedly! It is the heart of the Great Commission and our church to identify and develop new disciples and leaders.

We aim to empower leaders to live out their God-given purpose and build the house of God. These are the qualities we look for and are continuously developing:

JESUS CENTERED: Leaders must embrace their calling through a dependency upon God as their source of strength, focus, and security. Their life & leadership will reflect a maturity obtained through a deep understanding of the Gospel and daily exposure to God through His Word and prayer

- *Self feeders (Do they own their spiritual health?)*
- *Fruit of the Spirit (How do they treat people?)*
- *Character (Is there integrity with public/prayer life?)*

COMMUNICATOR: Leaders can put their thoughts and the vision into words. They “connect” with whomever they are engaged with. They understand their audience and adapt to the environment. A great communicator speaks the language of the house and can share with passion the heart behind why we do what we do.

- *Engaging (Do they communicate the vision passionately & persuasively?)*
- *Intentional (Do they communicate carefully, not carelessly?)*
- *Instructional (Do they communicate with detail, direction, and simplicity?)*

THERMOSTAT: Leaders must have a great attitude believing they can make a difference. Like thermostats, they set the temperature of their environment. Thermostat leaders work to define and create what could be rather than just reflecting what is.

- *Self-Aware (Do they understand how their words/presence affect others?)*
- *Life-giving (Do they seek to build others or build themselves?)*
- *Activator (Do they empower others and help them move forward?)*

HEART OF THE HOUSE: Leaders must have a “heart of the house” demonstrated by fully embracing, communicating, and living out our mission & values.

- *Planted (Do they see a future with us?)*
- *Culture Carrier (Do they embrace and protect our culture?)*
- *Submitted (Do they trust and submit to church leadership?)*

OWNER: Leaders are responsible & dependable. They can be trusted to take something of great value and steward it with excellence because they see it as their own. They handle people and projects with care, while still being able to look beyond the present into the future. They value multiplication by developing leaders who develop leaders pushing the mission forward.

- *Problem Solver (Do they bring solutions or criticism?)*
- *Executor (Do they follow through on their commitments?)*
- *Investor (Who are they raising up?)*

Serve Standard



Luke 10:25-37

Safe & Special

“Then a despised Samaritan came along, and when he saw the man, he felt compassion for him. Going over to him, the Samaritan soothed his wounds with olive oil and wine and bandaged them. Luke 10:33-34

Understand this, my dear brothers and sisters: You must all be quick to listen, slow to speak, and slow to get angry. James 1:19

Extra Mile Service

Then he put the man on his own donkey and took him to an inn, where he took care of him. Luke 10:34

So if you are presenting a sacrifice at the altar in the Temple and you suddenly remember that someone has something against you, leave your sacrifice there at the altar. Go and be reconciled to that person. Then come and offer your sacrifice to God.

Matthew 5:24-24

Remember your Why

When I saw that they were not acting in line with the truth of the gospel, I said to Cephas in front of them all, “You are a Jew, yet you live like a Gentile and not like a Jew. How is it, then, that you force Gentiles to follow Jewish customs? Galatians 2:14

Where there is no revelation, people cast off restraint. Proverbs 29:18

Value Every Person

The next day he took out two denarii and gave them to the innkeeper. ‘Look after him,’ he said, ‘and when I return, I will reimburse you for any extra expense you may have.’ Luke 10:35

Efficient in Everything

The next day he took out two denarii and gave them to the innkeeper. ‘Look after him,’ he said, ‘and when I return, I will reimburse you for any extra expense you may have.’ Luke 10:36-37

A generous person will prosper; whoever refreshes others will be refreshed. Proverbs 11:25

Expectations

There are certain relationships we want leaders to intentionally develop and thrive in. First and foremost, we expect leaders to take care of themselves spiritually, emotionally and physically. The relational health of our leaders impacts the health of the church. We expect leaders to develop healthy relationships with Christ, the church and their world. The chart below highlights indicators of a healthy, thriving relationship.

Christ

- Growing in your relationship with God
- Daily time in God's word and in prayer
- Sharing with others what God is speaking to you

Family

- Honoring your family and meeting their needs
- Praying as a family and spending quality time together

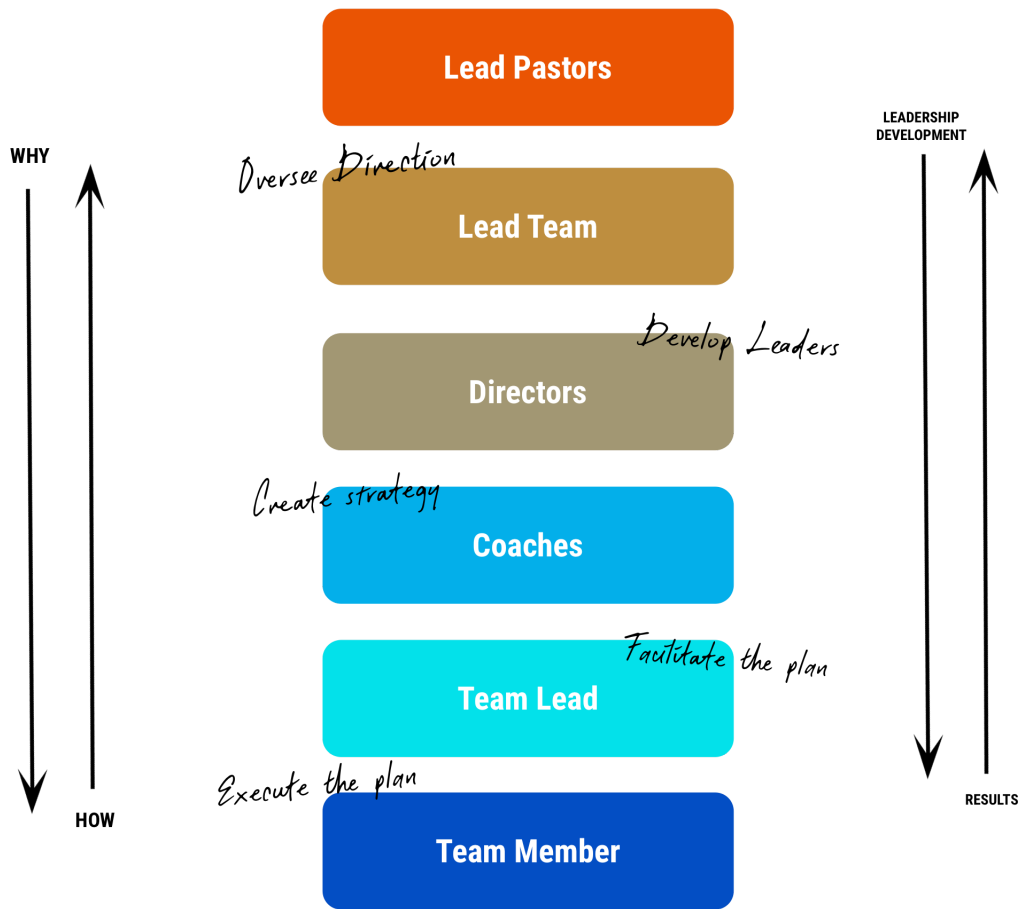
Church

- Actively involved in church and engaging new guests
- Being present on a Sunday and at church events
- Faithful giving
- Serving on a team and active in a small group

World

- Making a positive impact on people's lives
- Inviting people to church
- Representing the church well on social media and outside of church

Clarity on the roles helps individuals lead confidently. What are you empowered to do? What are you entrusted with? Who do you report with successes and challenges? The descriptions below help leaders stay in their lane and thrive in their lane.



Director

- Lead the ministry
- Develop leaders
- Design Systems
- Give feedback

Coach

- Strategize your area
- Train leaders
- Lead through systems
- Give feedback

Team Lead

- Facilitate the plan
- Identify potential
- Implement the systems
- Give feedback

Team Member

- Execute the plan
- Guard the culture
- Give feedback

Time Commitment

Part of leadership means being present. Because Sunday is our “game day”, we are needed most on Sundays.

We don't want people pouring out without being filled, so we want those who are serving to make a habit of also attending the worship service. One way to say this is sit one, serve one. Each team area is unique so talk with your direct report for any flexibility.

Lead Team	40+ hours
Directors	10-20 hours
Coaches	5-10 hours
Team Lead	3-5 hours
Team Member	2-3 hours

There will be events that Fountain church attends or hosts. Your involvement at these events demonstrates a commitment to lead others well and supports a culture of service and excellence.

Responsibilities

The responsibilities outlined below clarify the “what” and “when” of each role. **Why? Because successful execution of the responsibilities will help create productive and healthy teams.** Disciples should be fully comfortable with and committed to the expectations below. All meetings don't have to be in person and they don't have to be an hour; the purpose is to check in and empower.

DIRECTORS

On the weekend

- Engaged at all gatherings
- Observe & inspect areas
- Connect with guests
- Connect with Coaches

During the week

- Prep and communicate with coach
- Review Metrics
- Communicate culture
- Cast Vision

Ongoing development

- Monthly Zoom with all Coaches
- Provides pastoral care to Coaches
- Keeps vision for church & areas central

COACHES

On the weekend

- Engaged at all gatherings
- Evaluate Systems
- Observe & inspect team
- Connect with Guests

During the week

- Prep & communicate with TL
- Review Metrics, provide feedback
- Team scheduling with PCO
- Guard culture & cast vision
- Timely follow up with new team members

Ongoing development

- Monthly Zoom with all Team Leads
- Provides pastoral care to Team Leads
- Develops new leaders

Team Lead

On the weekend

- Lead team huddles
- Assign serve positions
- Trains New Team Members
- Ensure proper Serve coverage
- Report Metrics & SWOT

During the week

- Prep and communicate with Team
- Review metrics
- Confirm serve for Sunday
- Relational touch base with team

Ongoing development

- Monthly Zoom with Coach
- Provides pastoral care to team members
- Identifies potential leaders

TEAM MEMBER EXPECTATIONS

Skills:

- Executes Team Amazing Walk & Embodies Serve Standard
- Responds to PCO Weekly Communication
- Works well with the team & embodies Fountain culture
- Pushes stories up from Sunday to Team Lead

Time Application:

- Reliable with Serve Team schedule
- Attends Rally and/or Huddles and on time
- Attends Team Events
- Completes Training Videos

Leadership Profile:

- Jesus Centered
- Communicator
- Heart of House
- Owner
- Thermostat

Values:

- Gospel is our Filter
- His Presence is our Pursuit
- Humility is our Posture
- Alignment over Preference
- Multiplication over Maintenance
- Serving is our Privilege

TEAM LEAD EXPECTATIONS

Skills:

- Confirms Serve Team schedule for that Sunday
- Organizes Serve Team responsibilities
- Facilitates Sunday Serve & Embodies Serve Standard
- Leads the way for Discovery on their Rotation
- SWOT evaluation Sunday's serve and team performance
- Gathers stories from team members and Sunday

Time Application:

- Bi-Monthly Group Meeting with Coach
- Completes Monthly Heart Check Survey
- Communicates Next Steps to Team
- Attends Team Night 2x a Year
- Attends Team Hang Out 1x a Year
- Communicates Team Updates for Sunday
- Communicates Next Steps to Team
- Weekly Relational Touch Base with Team
- Participates/Lead a Small Group

Leadership Profile:

- Jesus Centered
- Communicator
- Heart of House
- Owner
- Thermostat

Values:

- Gospel is our Filter
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- Alignment over Preference
- Multiplication over Maintenance
- Serving is our Privilege

Coach Expectations

Skills:

- Communicates effectively to their team
- Strategizes their area and makes it better
- Motivate and inspire Fountain's vision & embodies Serve
- Coaches Fountain's Leadership and Performance Pipeline
- Gathers and builds people and teams
- Gives Director stories to use for future use

Time Application

- Monthly Group Meeting with Director
- Monthly Group Meeting with Team Leads
- Attends Team Night 2x a Year
- Leads Team Hang Out 1x a Year
- Communicates Team Updates for Sunday
- Communicates Next Steps to Team
- Pastoral Care needs of Team
- Training and Development of Team Leads
- Participates/Lead a Small Group
- Completes Monthly Heart Check In Survey

Leadership Profile:

- Jesus Centered
- Communicator
- Heart of House
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Results

Leadership is about relationships and results. Our systems and strategies are designed to produce fruit, not just activity. We establish goals and metrics to measure how we're doing and to give us indicators that guide our actions. We trust that God's gifting and calling will empower you to bear fruit in your leadership and ministry. We will review progress every season (3 months.) Each leader will develop goals specific to their teams that support the broader goal, vision and mission that God has birthed in our Pastors' hearts.

LEAD TEAM

- 100% Directors attend training events
- 100% Leaders know and embody vision & values
- 100% Directors love what they do and stay

DIRECTOR

- 100% Coaches attend training events
- 100% Coaching positions filled
- 50% Increase in team yearly

COACH

- 100% Team Leads attend training events
- 85% Optimal level team member
- 50% Increase in Team Leads

TEAM LEADS

- 95% of Team Members serving on Sunday
- 85% New Team Member retention
- 50% of increase of Team Members yearly

1 on 1 Development

There must be a healthy dynamic established to lead leaders in a one on one setting. When you meet with someone that reports directly to you, remember, there must be a release of responsibility AND authority. They must carry the weight of the meeting, drive the growth of their area while you, as the Supervisor, ensure that they are in the right position (emotionally, mentally and spiritually) to lead where they are.

Ask yourself:

- Do I track what my “direct report” has been working on?
- Do I set the agenda for what we are to be talking about?
- Do they come in with a blank sheet, looking to you for what to do next?
- Do I give my “direct report” new tasks and assignments that I wish they had thought of themselves?

If you answered, “yes” to any of these questions you should consider evaluating several areas. First, evaluate what level you have set the standard for your “direct report” to truly lead their area of ministry. Secondly, evaluate the approach you take in how the meeting is conducted.

Here are the three targets for one on one development.

- Inspect and develop their leadership health
- Expect them to drive the agenda
- Connect their ideas to the larger vision

SAMPLE: An organic one on one approach to development

Supervisor ↓

- Professional Accountability
- Leadership Development
- Conflict Management

Direct Report ↑

- Detailed Ministry Updates
- Decision Needing to be Made
- Requests for Future Projects

1 on 1 Template:

- How are you doing? (Relational)
- How is ___ going? (Development)
- How can I support you? (Results)