



WHAT EVERY LEADER NEEDS TO KNOW

PART 1

WHAT EVERY LEADER NEEDS TO KNOW

There are three overall things we want every leader at BACC to know:

1. WHAT IT MEANS TO SERVE LIKE JESUS
2. OUR VISION FRAME
3. OUR LEADERSHIP PIPELINE

1. SERVE LIKE JESUS



At Bay Area, we believe that there are three words that if lived out would change us and impact the world. They are:

SERVE • LIKE • JESUS

Simple. Not flashy. Yet packed with truth and power.

*All leadership at BACC begins with
a posture of serving like Jesus.*

Service is simply the life of Jesus flowing through us, touching others. God is calling us to intentionally, faithfully, and sacrificially serve others like Jesus.

*For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many.
Mark 10:45*

Leaders need to not only model servanthood, but they must be able to articulate what it means to “Serve like Jesus.” To answer this question, think “**why**” and “**how**.”

WHY DO WE SERVE LIKE JESUS? - *We serve because He served us.*

Everywhere we turn in the Gospels we see Jesus serving. John 13 gives a powerful picture of the servant nature of Jesus. Here the Teacher and Lord washes the disciples feet and then gives this challenge:

For I have given you an example, that you also should do just as I have done to you. John 13:15

The ultimate example of serving is Christ’s death on the cross. Our response to the Gospel is to serve because He served us.

HOW DO WE SERVE LIKE JESUS? - *We serve in love and humility.*

The love of Jesus is never limited by the response of the other person. His service was motivated by love even though those whom He served would reject and crucify Him. We are called to the same kind of service. Our service is rooted in the love of Jesus and not based on the response of those we serve.

By this we know love, that he laid down his life for us, and we ought to lay down our lives for the brothers. 1 John 3:16

When we study the life of Jesus, we see a certain attitude in His serving. It is the attitude of humility. If anyone had the right to consider Himself more important than others, it was Jesus. Yet He never does. Without an attitude of humility, our actions are self-serving and we look to be served. Humility is the pathway to serving.

Have this attitude in yourselves which was also in Christ Jesus, who...taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross. Philippians 2:5-8 (NASB)

LEADERSHIP AT BAY AREA BEGINS WITH SERVANTHOOD. That means we...

SERVE LIKE JESUS

WHY?

Because Jesus served us.

HOW?

In love and humility.

OUR MISSION

To make passionate, maturing followers of Jesus from here to the nations.

This simple statement reflects the mission of Jesus. Every word holds significance.

“PASSIONATE” describes our zeal. We are full of enthusiasm and passion.

“MATURING” means we’re always seeking to grow.

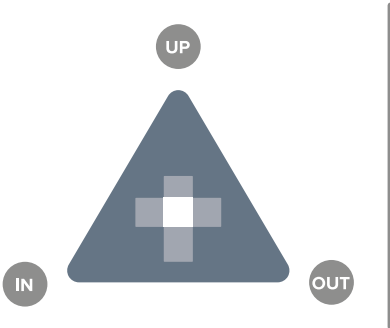
“FOLLOWERS OF JESUS” are disciples. We follow Jesus.

“FROM HERE TO THE NATIONS” expresses our vision to help reach the Annapolis area and the ethnic peoples of the world.



OUR SHARED COMMITMENTS

Shared commitments are the core commits we embrace. At the heart of our shared commitments is the conviction that Jesus is Lord (Col 1:15-20). He is central to everything. Transformed by the love and grace of Jesus Christ, we commit to:



UP - LOVE GOD BACK (MATT 22:37, 1 JOHN 4:9,10)

IN - LOVE ONE ANOTHER (JOHN 13:34, 35)

OUT - LOVE OUR NEIGHBORS (MATT 22:39, LUKE 10:29-37)

We believe that God’s plan is to live out these commitments in community, just as Jesus and his disciples walked together through the joys, pains and progress of life.

THE PROFILE OF A DISCIPLE

Jesus calls his followers to make disciples. In order to make disciples, we have to be clear on what a disciple is. The profile of a disciple will help us assess our own personal growth as well as the next steps our disciples and ministries need to take. The profile begins with this important over arching statement:

A disciple of Jesus follows Jesus as Lord by receiving and responding to the Gospel.

We want to constantly ask ourselves and those we are discipling, “Are we following Jesus as Lord? Are we humbly receiving from and responding to His grace?”

The profile statement is clarified into the following biblical characteristics of those who are receiving and responding to the gospel of Jesus.

A disciple RECEIVES daily by:

- Meditating on the Scriptures (Joshua 1:8; John 8:31,32)
- Walking in the Spirit (Eph.5:18; Gal.5:16)
- Persevering in prayer (Matt.6:9-13; Luke 11:9,10)
- Connecting in community (Heb.10:24,25; 1Cor.12:12,13)

A disciple RESPONDS daily by:

- Loving God back (Matt.22:37; 1 John 4:9,10)
- Loving other believers (John 13:34,35)
- Loving the unreached (Matt.22:39; Acts 1:8)
- Making disciples of a few (Matt.28:18-20; 2 Tim.2:2)

OUR STRATEGY

The BACC strategy to make disciples from here to the nations focuses primarily on three ministry areas:

DISCIPLING ENVIRONMENTS AT 884 | MISSIONAL COMMUNITIES | CHURCH PLANTING

DISCIPLING ENVIRONMENTS AT 884

...and you shall be My witnesses...in Jerusalem

The primary discipling environments located at 884 are the gatherings, children’s ministry, and student ministry.

Gatherings:

People gather at 884 weekly on Sundays for life-changing encounters with God. We unite as a church family to celebrate God through song, prayer, sharing in the sacraments, learning from His Word, and hearing stories and testimonies of God’s work on mission in the world.

Children’s Ministry:

Children come together at 884 to be discipled in a safe and fun environment through small and large groups.

Student Ministry:

The BACC student ministry makes disciples of students through the involvement of adult leaders who build discipling relationships with the students.

MISSIONAL COMMUNITIES IN THE GREATER ANNAPOLIS AREA

...and you shall be My witnesses...in Jerusalem

The primary way BACC intends to make disciples of adults is through Missional Communities (MCs).

A Missional Community is:

“A community of people living as extended family who love God back, love each other, and love their neighbors.”

The term “extended family” refers to the nature of our relationships together as God’s people, specifically that we be interconnected with and interdependent on other people. We believe this type of community has three focuses:

- An UPward focus where we love God back through faithful obedience, worship, and prayer.
- An INward focus where we love one another through mutual commitment and care while growing in our knowledge and practice of His Word.
- And lastly, an OUTward focus where we go beyond our own community to serve and share the Gospel with those who are near to us yet far from Jesus.

CHURCH PLANTING IN THE MID-ATLANTIC REGION, THE UNITED STATES AND AROUND THE WORLD

you shall be My witnesses ... both in Judea and Samaria, and even to the remotest part of the earth.

The kingdom of God is advanced as men and women take the Gospel to unreached people and make disciples who multiply and birth new churches.

Flowing from our commitment to church planting, BACC supports and partners with the Sent Network to equip church planters to plant gospel-centered churches. Through the Sent Network, spiritual leaders at BACC are equipped and coached to plant churches within the mid-Atlantic region or another part of the United States.

Our church planting strategy also involves taking the Gospel to the nations by supporting and equipping key global church planters, and by equipping, supporting and sending out church planting missionaries from BACC to the nations.

OTHER KINGDOM MINISTRIES

In addition to the ministries cited, BACC embraces and supports many other kingdom-advancing ministries.

These include our Learning Communities, ministries to Women and Men, prayer, the Care Network, and Celebrate Recovery. We also partner with over 20 ministries serving in the Greater Annapolis area. These include the Annapolis Pregnancy Clinic, Lighthouse shelter, ministries to the midshipmen, and others. In addition, Bay Area’s global ministry includes partnerships with key international ministries that are advancing the kingdom by bringing relief to the poor and oppressed as well as by helping to till the soil of church planting. Examples include global mission trips, partnering with Scripture Union in Ghana, supporting World Relief in bringing aid, and ministering to those with HIV aids in Uganda.



THE LIFE OF A LEADER

— *PART 2* —

THE LIFE OF A LEADER

The life of a Godly leader should be rooted in the life of Jesus. He demonstrated and taught that to lead meant to serve (See John 13, Mark 9). As we serve by leading, there are three strands to effective leadership that require focus: who a leader is, what they know, and what they do. These are summed up in the fundamental areas that we desire every leader to be continually growing in:

- 1. CHARACTER
- 2. KNOWLEDGE
- 3. SKILLS

1. CHARACTER OF A LEADER

We begin with the character of a leader because we want to emphasize who a leader is over what a leader does.

“Character is who you are when no one is looking” - Bill Hybels

“Character is the basic foundation of effective leadership” - Gayle Beebe, the Shaping of an Effective Leader

“The great crisis in America today is a leadership crisis and the great crisis in leadership is a crisis of character.” - Howard Hendricks

Character reflects the heart of a leader. Jesus taught that a man’s or woman’s character is always a matter of what is in his or her heart (see Matt 5:27,28). That is, who you are as a person (and leader) is always more important to Jesus than what you can do for Him.

“Above all else, guard your heart, for it is the wellspring of life.” Proverbs 4:23

Though character is often defined as a collection of personality traits that shows who we are, Godly character is rooted in who Christ is. And it is Christ’s character that we are called to imitate. As we submit to Him, and are transformed into His image, we are enabled by the Holy Spirit to be effective and fruitful as a leader. Godly character, then, is aligning our lives so our behaviors are Christ-like. There are many biblical passages that speak about the Godly character of a leader, yet none is more clear and direct than 1 Timothy 3 and Titus 1. We believe every leader should be continually growing in these three, baseline qualities of Godly character: A leader should be...

FAITHFUL | HUMBLE | INSPIRED

FAITHFUL

“One who is faithful in a very little is also faithful in much...” Luke 16:10

“You then, my child, be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” 2 Timothy 2:1,2

Leaders are faithful people, meaning they are ‘full of faith’. They are those who trust and rely on the Lord, obeying and pursuing Him, because they know their faithfulness affects those they lead.

At the same time, they are faithful as in they are reliable, trustworthy, dependable, and honest. Faithful leaders can be counted on. They care about others and the work that has been entrusted to their care. They are to be believed and counted on.

A key function to being faithful in leadership is being trustworthy. “Can I trust you?” is often one of the first questions a person asks of a leader. People who perceive a leader’s character to be in question, will not likely trust that leader and so, fail to devote themselves wholeheartedly to taking action. Being trustworthy not only implies that the leader exhibit spiritual and emotional maturity, but also lends itself to being worthy of his or her word. It means that leaders do what they say they are going to do.

Thankfully, Jesus reminds us that it only takes a little faith to be faithful. And that He multiplies our faithfulness so that His will gets accomplished.

HUMBLE

“Likewise, you who are younger, be subject to the elders. Clothe yourselves, all of you, with humility toward one another, for ‘God opposes the proud but gives grace to the humble.” 1 Peter 5:5

“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests, but also to the interests of others”. Philippians 2:3-4

Biblical humility is a conscious awareness of your utter dependence on Jesus. A humble person is continually aware that all that he is stems from God’s grace. His confidence is not in himself, but in the Lord, so that he is quick to give the glory to God in every situation.

Humility enables us to love and serve those who are entrusted to our care in such a way that it reflects Jesus. Chuck Colson once said, “It is difficult to stand on a pedestal and wash the feet of those below.” Godly character, demonstrated in Jesus’ life and death, is rooted in humility.

One key element to humility is being teachable. Teachability is vital. A lack of teachability is the first sign of pride. It quickly disqualifies one from leadership in any area because leaders must be learners. When a leader stops learning, they stop leading.

INSPIRED

“But seek first His kingdom and His righteousness, and all these things will be added to you.” Matthew 6:33

“Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you.” Philippians 4:9

Lastly, Godly character demands that one be inspired - that is, filled with the Holy Spirit. A Godly leader’s motivation and drive must be rooted in the active work of the Spirit who reveals to us God’s plan, timing, and way to accomplish His purposes. An inspired leader not only knows what needs to be accomplished, but also has a commitment to taking the action and doing what needs to be done. With inspiration comes commitment and a dedication to following the Holy Spirit as a leader. We see three areas of commitment for the Godly leader:

- COMMITTED TO SERVING LIKE JESUS
Posture of a servant who serves the needs of others rather than being a servant of others’ needs
- COMMITTED TO BAY AREA COMMUNITY CHURCH
Leaders are Ministry Partners
- COMMITTED TO GROWING PERSONALLY
Leaders are learners

2. KNOWLEDGE OF A LEADER



The second area that we emphasize for the life of leader is what a leader needs to know to be effective and fruitful. A leader's competency is based on knowing what to do. For us, we have identified three areas that a leader needs to be knowledgeable in. In addition to Bay Area Community Church's Mission and Vision (see section 1), we believe that a leader should specifically know:

SCRIPTURES

We desire that every leader be continually growing in their knowledge and application of the Word. The Scriptures are the sole authority for our leadership.

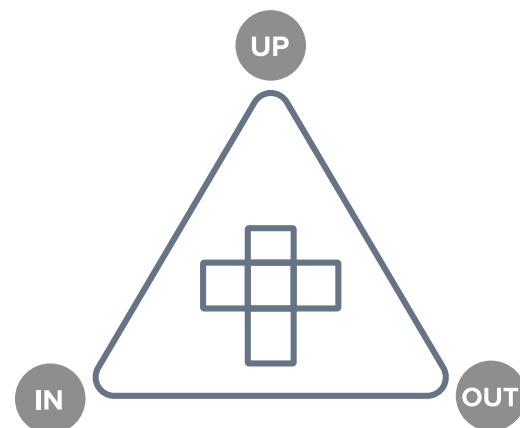
GIFTS

According to Ephesians 4 and 1 Peter 4 (See 1 Corinthians 12 and Romans 12 also), the Holy Spirit gives to each believer spiritual gifts that enables them to accomplish His will and work. As leaders, we should not only be knowledgeable of our gifts and how to use them, but also help others to learn about their gifts.

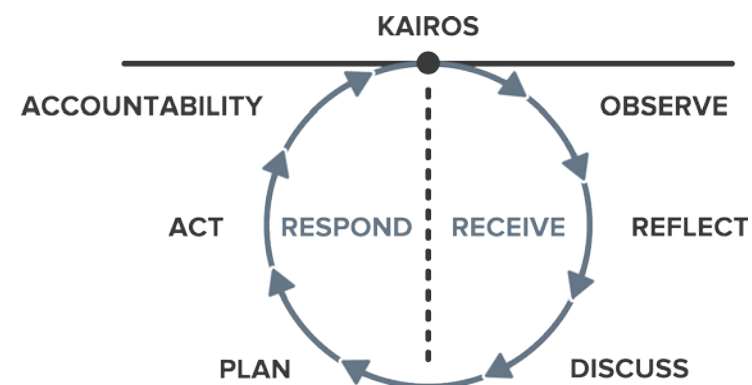
LEADERSHIP SHAPES (TRIANGLE, CIRCLE, SQUARE) ▲●■

There are a few fundamental process that every leader needs to be adept in. These leadership principles are easily remembered by the shapes that represent them.

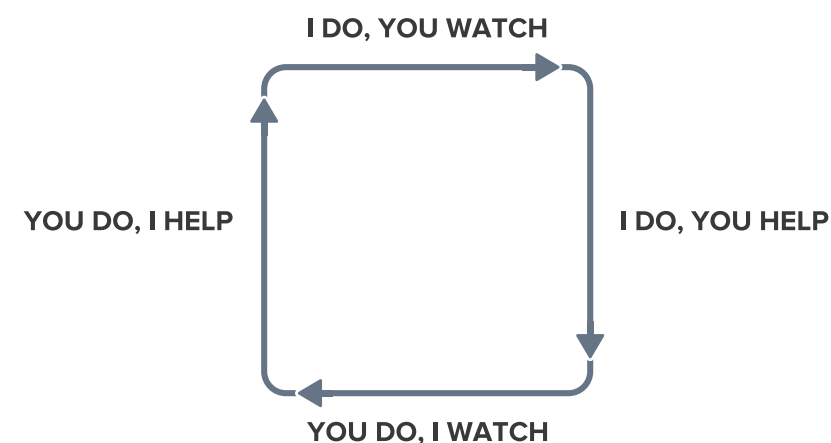
TRIANGLE ▲



CIRCLE ●



SQUARE ■



2. SKILLS OF A LEADER



Lastly, there are fundamental skills that all leaders should possess. With our character shaped after Jesus, and our minds filled with the Word, we can turn our attention to the practical aspects of leadership - what leaders do. The emphasis here is on behavior and actions that results in change and transformation. There are two categories of skills that a leader needs to demonstrate proficiency in: *Task related skills* and *Relational related skills*.

TASK RELATED SKILLS

CAST VISION & RECRUIT

Every leader needs to possess the ability to hear from the Lord about a need that needs to be met and tell that story in an authentic way that motivates and inspires people to want to take action.

Secondly, leaders should be adept at approaching and inviting people to join them in fulfilling God's call in ways that honors people and enables them to take steps of faith without coercion, guilt, or fear.

COMMUNICATE & DELEGATE

Oral and written skills are a necessary tool for effective leadership. In some roles, leaders will need to teach, so being a thoughtful,

We believe the Holy Spirit uniquely gifts each believer, enabling them to have a kingdom contribution to the work of the King. A spiritual leader recognizes that the Lord calls many to help fulfill the vision and uses the leader to invite or delegate responsibilities to others. As leaders delegate, not only is the responsibility of the group shared, but potential new leaders are also identified.

SHARE YOUR FAITH & DISCIPLE A FEW

We believe that every leader is not only a disciple, but also disciple maker. The process of discipleship begins with knowing how to share your faith, presenting the gospel, and helping a person come to faith in Jesus.

We also believe that every leader should personally invest in a few others, helping them to become a passionate maturing follower of Jesus.

RELATIONAL SKILLS

ACTIVELY LISTEN

Most leaders are naturally good at talking and directing, yet a Godly leader is also a good listener. Actively listening affirms those in your care while also enabling the Holy Spirit to shape you and influence you as a leader.

COACHING OTHERS

Relationship is the foundation for being able to influence others. A leader must desire to help each person in their care reach their God given potential. Coaching is simply the ability to invite and challenge others to continually take steps of faith and grow to be like Jesus.

PROBLEM SOLVING

Knowing how to biblically resolve conflict and be a peace maker is key to leading people. By following the principles Jesus taught in Matthew 18, we can maintain unity and oneness in the body as we pursue fulfilling God's purposes.