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# LEADERSHIP ORIENTATION

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**LIVING  
THE WORD**





*The purpose of this orientation is to clarify expectations,  
begin building essential knowledge and skills,  
and communicate a unifying understanding of Legacy's  
unique leadership culture across all Legacy campuses.*

*It is designed for all those who have expressed a desire  
to lead others and a willingness to submit themselves to  
Legacy's vision, values and process.*

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# **The Biblical Understanding of the Church**

# What is the Church?

1. The Church is the Spirit-filled community of redeemed people, who are trusting Jesus as Lord and Savior. The word "church" is derived from the Greek word *ekklesia*, from which we get "ecclesiastical." Literally, the word translates "the called-out ones."
2. It was a common word describing any special gathering, where people were called out of normal life for a special purpose. In ancient Athens, juries, often composed of hundreds of people, were called churches. It was a secular word describing people called out of normal life to perform a sacred duty.
3. Within decades of Pentecost, the once common secular word had become an almost exclusive sacred word describing Christian congregations.
4. Church – with a capital C – describes the universal mystical community of the redeemed, on earth and in heaven.
5. A church – with a small c – is one visible expression of the Church. A church is a covenant community called out of the world to pursue God's sacred purposes in and from their city.
6. A biblical church – as distinguished from man-made ministries – will always be marked by a plurality of Holy Spirit called and gifted teacher-shepherd leaders who are focused on equipping all of God's people for ministry, according to their own unique giftedness.

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*"The church lies at the very center of the eternal purpose of God. It is not a divine afterthought. It is not an accident of history. On the contrary, the church is God's new community.*

*For his purpose . . . is not just to save individuals and so perpetuate our loneliness, but rather to build up his church, that is, to call out of the world a people for his own glory."*

John Stott, *The Living Church*

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## Biblical Truths About the Church:

- A community that has been **filled with the \_\_\_\_\_ of Christ.** (Luke 24:49; Acts 2:38; Eph. 1:13-14)
- A community that **lives to the praise of his \_\_\_\_\_.** (Eph. 1:3-10; 1 Cor. 10:31)
- A community that **exists to reveal the \_\_\_\_\_ of God.** (Acts 17:24; Heb. 1:8; Rev. 4:11)
- **A \_\_\_\_\_ of heaven** in a world of darkness. (Phil. 3:20-21)
- A community of people that have **personally identified with the death, burial, and resurrection of Jesus Christ through baptism.** (Acts 2:38; Romans 5:6; 1 Pet. 3:28; Eph. 4:4-6)
- The community of which Jesus is the author, architect, builder, sustainer, and finisher. (Heb. 12:1; Matt. 16:16)

## Biblical Metaphors for the Church:



**The \_\_\_\_\_ of Christ**  
Eph. 5:22; Rev. 19:7-8; 21:9; 2 Cor. 11:12



**The \_\_\_\_\_ of God**  
2 Co. 6:18; Mt. 12:49-50; Eph. 2:19; Gal. 6:10; 1 Tim. 5:1



**The \_\_\_\_\_ of Living Stones**  
1 Cor. 3:11; Eph. 2:19-22; 1 Pet. 2:6-7; 1 Cor. 3:16-17



**The \_\_\_\_\_ of Christ**  
1 Pet. 4:17



**The \_\_\_\_\_ of God**

Heb. 11:10, 13:14, Rev. 21:2



**The \_\_\_\_\_ of God**

Col. 1:13; Rom. 14:17



**The Living \_\_\_\_\_**

John 15:1-5

Every one of these metaphors for the church emphasizes its unity. The church is one bride with one husband; one flock with one shepherd; one set of branches on one vine; one kingdom with one King; one family with one Father; one building with one foundation; one body with one head.

## What is the Mission of the Church?

Legacy leaders must understand and be able to clearly articulate the mission of the Church according to Scripture.

The mission of the church is **to make \_\_\_\_\_**  
**of all nations.**

*"All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." – Matt. 28:18-20*

- **Evangelizing the lost.** *"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit... (Matt. 28:19)*

- **Edifying believers.** "... teaching them to observe all that I have commanded you." (Matt. 28:20)

*"Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ. For this I toil, struggling with all his energy that he powerfully works within me." – Col. 1:28-29*

- The word "disciple" comes from the Greek "mathetes" which means a learner, pupil, or someone who has chosen to submit their lives to the life and teachings of a particular rabbi. A disciple of Jesus is one who is **striving to become like Jesus**. The Biblical word for this is "sanctification." (Rom. 8:29; 2 Cor. 3:18)
- According to Jesus, his disciples are those who obey his commands, love others, bears fruit, sacrifice, and serve. (John 14:21; 13:16-17, 34-35; 15:1-8; Luke 14:25-33)

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*"It is not that I belong to God and then make a decision to join a church. My being in Christ means being in Christ with others who are in Christ. This is my identity. This is our identity. . . . If the church is the body of Christ, then we should not live as disembodied Christians."*

Chester and Timmis, Total Church

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# **Legacy's Philosophy of Ministry**

# Legacy's Vision

It's crucial for Legacy leaders to have a clear understanding of our strategy for accomplishing the mission of the Church in the context God has placed us in.

The vision of Legacy Christian Church: **"to be a biblical community, living the Word."** Every leader at Legacy should know this and be able to answer what this means, specifically the two parts to this vision statement.

## 1. A biblical community...

- Modeled after the early church. Key Verse: Acts 2:42 (apostle's teaching, the breaking of bread, fellowship, and prayer).
- A community for whom **the Bible is the authority for all of life and practice**. Key Verse: 2 Tim. 3:16.
- A community that devotes itself to 'what the Bible teaches,' and not the opinions of people or the popular trends in culture. At the same time, on non-essential issues, leaving space for varying interpretations.

## 2. Living the Word...

- A community of people **HEARING** and **OBEYING** God's word.

*"Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. The rain came down, the streams rose, and the winds blew and beat against that house, and it fell with a great crash." – Matthew 7:24ff*

*"Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like someone who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like.*

*But whoever looks intently into the perfect law that gives freedom, and continues in it—not forgetting what they have heard, but doing it—they will be blessed in what they do."* – James 1:22-25

*"Whoever hears my commands and obeys them, he is the one who loves me. He who loves me will be loved by my father and I too will love him and show myself to him."*  
– John 14:21

## **Legacy's Heritage**

1. The Restoration/Stone-Campbell Movement: Unity movement based on the authority of Scripture.
2. A movement that sought to lay aside all manmade creeds and doctrines.
3. No creed but Christ. The Bible is the only rule of faith and practice.
4. However, we care more about where we're going than where we've been.
5. Hermeneutic Principle: In essentials, unity; in non-essentials, liberty; in all things, love.



# **Legacy's Venues for Disciple Making**



## The Disciple's Pathway

The Disciple's Pathway is a **list of values** that characterize a mature follower of Jesus. Every leader needs to understand the different values and know how Legacy seeks to lead people in each area. These values are a tool for Covenant Group leaders to help members grow.

- New Creation (*Lordship; surrendering your life to Jesus*)
- True Worshiper (*Worship; Godward focus in all of life*)
- Covenant Partner (*Fellowship*)
- Kingdom Manager (*Stewardship*)
- Legacy Builder (*Discipleship*)

# Legacy's Steps Toward Growth

Each leader should know how to guide people towards their 'next step' in getting connected to Legacy (discipleship process). (For family ministry: Legacy Landmarks.)

1. **First Steps Meeting** = Connect, hear the Gospel, respond in faith through repentance and baptism, sign covenant
2. **Next Steps Meeting** = Get connected to serving in a ministry and to a Legacy Life Group
3. **Life Group** = Be faithful in Life Group participation
4. **Lifestyle Evangelism Training** = Learn how to share your faith
5. **Leadership Orientation** (Legacy Builder) = An introduction to the basic knowledge and skills required for all Legacy Leaders.
6. **Ministry-Specific Training**
  - Children's Worker
  - Youth Coach
  - Life Group Leader
  - Operations/Technology
  - Worship Team
  - Eldership Pipeline
  - Prayer Team
  - Women's/Men's
  - Guest Services

7. **Leadership Community** (Legacy Builder). An ongoing venue for growing, developing, and challenging leaders. Two opportunities per year: one 'all-church' gathering in January and one campus-specific gathering led by Campus Pastors in the fall.

## Role & Function of Life Groups

### Why Life Groups?

1. Allows the church to meet \_\_\_\_\_ of each member.
2. Provides \_\_\_\_\_.
3. Provides \_\_\_\_\_.
  - Because **spiritual growth happens in relationship with others.**
  - Because it **meets some of the greatest needs in our current culture.** Megachurches continue to grow, but everyone surveyed hates them.

**What is a Life Group?** A Life Group is a small group of Legacy members that have decided to intentionally pursue Jesus, love their neighborhood, and fulfill their covenant with Legacy Christian Church. There are **three criteria** that define a Legacy Life Group:

1. Members are connected to a campus \_\_\_\_\_ system.
  - Shepherding is a way of caring for members that prevents needs from falling through the cracks. It is the commitment of the elders of Legacy that we will be a church that cares for the needs of members.

- Healthy shepherding is based upon the principles of **delegation** (Exodus 18:17, 23; Acts 6:1-6), **capacity, the priesthood of all believers** (Eph. 4:11-12; 1 Peter 2:9), and the biblical role of leaders as **equippers of the saints** (Eph. 4:11-16).
- Example: if someone wants to do a "Bible Study," but the group isn't led by a trained Life Group Leader who is accountable to Legacy's Shepherding system, it's not a Life Group.

2. Members are led along the \_\_\_\_\_ .  
This means you, as the leader, are in regular contact with the members of your group and you are intentionally discipling them.
3. Members \_\_\_\_\_ for one another's needs as a part of a spiritual family. This includes gathering regularly to be aware of what's going on in each other's lives so no needs go uncared for.





# **Leadership Standards**

# Character Values of Legacy Leaders

As a leader of others, these biblical character values are expected to be modeled by Legacy Leaders.

1. **SERVANT HEART.** Legacy Leaders have a heart for serving others, always asking "How can I help?"

*"And he said to them, 'The kings of the Gentiles exercise lordship over them, and those in authority over them are called benefactors. But not so with you. Rather, let the greatest among you become as the youngest, and the leader as one who serves. For who is the greater, one who reclines at table or one who serves? Is it not the one who reclines at table? But I am among you as the one who serves.'" – Luke 22:25-27*

2. **COACHABILITY / HUMILITY.** Legacy Leaders demonstrate coachability and attentiveness to others.

*"Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves... Your attitude should be the same as that of Christ Jesus: Who, being in very nature God, did not consider equality with God something to be grasped, but made himself nothing, taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, he humbled himself and became obedient to death—even death on a cross!" – Phil. 2:5-8 NIV*

3. **HONESTY.** Legacy Leaders are completely committed to being honest in everything they do.

*"Whoever says 'I know him,' but does not keep his commandments is a liar, and the truth is not in him, but whoever keeps his word, in him truly the love of God is perfected. By this we may know that we are in him: whoever says he abides in him ought to walk in the same way in which he walked." – 1 John 2:4-6*

4. **PRAYER.** Legacy Leaders are skilled in using prayer tools, disciplined in spending time with their heavenly Father, and consistently interceding for people God has placed in their circles.
5. **REPRODUCTION.** Legacy Leaders are constantly looking for ways to reproduce disciples, small groups, and ministry initiatives. You only live once!
6. **GENEROSITY.** Legacy Leaders set an example for everyone else in personal generosity with time, talents, and treasure.

## Commitments for Legacy Leaders

To lead in any capacity within the ministry of Legacy Christian Church, one must be a covenant member of the church who has made himself/herself accountable and is diligently pursuing the following covenant.

### Legacy Membership Covenant

1. I will be faithful to protect the church's unity by my personal practice of Matthew 18 and submission to the biblical shepherding of the church's leadership. (Heb. 13:17)
2. I will be faithful to participate in corporate worship. (Heb. 10:24-25)
3. I will be faithful to pursue biblical community through the personal accountability and mutual ministry of a Legacy Life Group. (Acts 2:42)
4. I will be faithful to honor God and support the mission of His church through my gifts and giving. (1 Pet. 4:10; Pro. 3:9-10)
5. I will be faithful in my personal witness for Christ and His church by practicing both lifestyle and team evangelism. (Matt. 5:16)

## Legacy Leadership Covenant

Understanding that leaders and teachers must live exemplary lives of integrity, before God and the leadership of Legacy Christian Church, I make the following covenant:

1. I will embrace Legacy's vision and protect the unity of the church by honoring and submitting to the church's leadership.
2. I will protect the unity of Legacy by refusing to entertain negative talk about the church's leadership or about other Legacy Leaders.
3. I will faithfully pursue my own personal spiritual growth.
4. I will honor God and support the ministry of Legacy Christian Church by making an annual financial pledge through regular and proportional "first-fruits" giving. (Prov. 3:9; 1 Cor. 16:1-2; Luke 6:38; 2 Cor. 8:7)
5. I will pursue a life on mission, engaging people that are far from God in everything I do.
6. I will pursue a life of absolute integrity in everything I do, to honor God and to enhance the church's witness.
7. I will pursue excellence in the development, communication, leadership, and implementation of our ministry plans.
8. I will maintain sexual, ethical, and moral purity; and promise to avoid any and all compromising situations.
9. I will practice relational balance as a disciple-maker. (Luke 6:12-19)
10. UP: I will prioritize my time with God every day.
11. IN: I will always be discipling someone. (2 Tim. 2:1-2)
12. OUT: I will be prayerfully watching for opportunities to connect with people far from God.
13. If at any point I fall short on these expectations, I will practice regular confession with my coach or ministry leader. (1 John 1:9)



