

becoming a leader at Lambrick

While we know that none of us have it all together, we acknowledge that God has called us to take leadership and being a leader in the church very seriously. Because of this, we are committed to prayerfully seeking God to lead us as we discern whom we will invite into leadership and influence at Lambrick.

Over the years of Lambrick, we have watched many leaders come and go – with varying gifts and impact – for better and for worse. Through it all, we have come to understand that truly Christian leadership is founded upon character – formed in the day-in-day-out pursuit of Christ. Without this foundation, gifts become a detriment, if not dangerous – the body of Christ is not built up and God is not glorified. Christian leadership requires Spirit-formed character: compassion, kindness, humility, servanthood, love, patience, faithfulness, self-control, etc (Col 3:12f; Gal 5:22). Leading *requires* gifts, but where character lacks, one's leadership is not experienced as a gift (1 Cor 12-14).

Discerning character takes time and community. Or rather, time *in* community. Ultimately, character and gifts are not things that are simply self-assessed, but are discerned and affirmed by others in the community of God's people. For this to happen well, it is important for us to walk humbly with one another – inviting and allowing others to get to know us and help us discern our own gifts and character, to affirm our strengths and help us see where we need to grow. Good discernment happens in community.

We see this in Acts 6 where Peter instructs the young community of Christians in Jerusalem: "choose seven men from among you *who are known to be full of the Spirit and wisdom.*" Their qualification and call to spiritual leadership was discerned by what *others* saw of their spiritual depth and lived character. Those who lead us will shape and form our lives and the church as a whole, and what God wants formed in us all is the likeness of Christ. If this is to happen, those who lead us must be known for this.

All that to say that, at Lambrick, we are committed to seeking out, developing and affirming leaders whose leadership gifts are matched by their Spirit-formed character - discerned in the context of community. Character being not simply the feelings or intentions of one's heart, but what is lived out in the relationships and solitude of one's life. Spiritual/leadership gifts being not simply the things that we're good at or love, but the ways we minister to others through which they experience God building them up in Christ. Where these two come together, blessing follows. Obviously then, this is what we

are after at Lambrick. We hope this brief document will help you as you grow in community with us.

Three convictions that guide us in discerning leaders:

1. Christian leadership is about serving – serving Christ and serving others. This is the model and explicit teaching of Christ (John 13:2-5, 12-17; Mark 10:42-45), which calls us to be looking for servant leaders - men and women who are *eager to serve* and *willing to lead* (rather than eager to lead and reluctant to serve). Because of this, as we discern the leadership calling of others, we're always asking:

- *How has this person sought to serve others and build up the body of Christ? Do others experience them as one who lords it over others, or who comes alongside to serve and build others up?*

2. Christian leadership is Spirit-ual leadership – inspired and sustained by the Holy Spirit's work in the life of an individual... This is what we see in Acts 6, as the apostles instructed the community to call out those "*known to be full of the Spirit and wisdom*". Because of this, as we discern the leadership calling of others, we are consistently attentive to the Spirit-formed character and influence of others, asking:

- *Is this person's pursuit of Christ evident? Are they known for their Christ-likeness? Are they known for building others up in Christ? How do others experience their influence and leadership? Do others affirm and appreciate their character and gifts?*

3. Christian leadership is exercised in mutual submission and commitment to others... The church is to be a covenant community living in mutual submission to the Spirit, the Word and one another (James 4:7; Eph 5:21; Heb 13:17). Those who serve in leadership must embody these qualities. Because of this, as we discern the leadership calling of others, we are committed to asking:

- *Does this person evidence a humble and teachable posture, willing to submit to and learn from others? Do they recognize and embrace their need for the ministry and gifts of others?*
- *How have they shown themselves to be committed to what God is doing among us - to the values and vision of Lambrick, and to the community of Lambrick?*