April 25, 2015

**Building Leadership**

**How to Deal with Failure**

**How Leaders Fail**

When we talk about leadership failures, we might mean a few different things. We might mean moral failure—the stereotypical preacher who is drawn away into adultery or the business office manager caught stealing funds. We might mean someone who refuses to work with others and instead insists on his or her own way every time, often becoming abusive (e.g. Mark Driscoll). In these cases, other church leaders shake their heads in regret and wonder how someone else could have fallen into such problems.

Yet for most leaders, these types of failure do not produce any significant level of fear. Most leaders understand the danger of sleeping with another person’s spouse and stay away from that minefield. Similarly, they understand that abusive and controlling behavior usually does not result in progress as an organization. Stern direction is one thing, but most people understand when they have crossed the line by yelling and emotionally abusing their teams. These types of failure are cases of moving out of a successful position and into an unsuccessful one by means of personal choices.

Today, we will look at a type of failure that sometimes produces a crippling fear of taking risks as a leader or, even more dramatically, keeps people from taking on leadership roles in the first place:

*Honestly attempting to meet an expectation, spoken or perceived, and failing to do so.*

Let’s walk through this description of failure.

(1) *Honestly attempting*: When you give your best effort to do something, you risk having those around you understand your limitations. Achieving your desired goal may weigh heavily on other people’s decision to ask you to do that thing (or anything) again. Additionally, you are forced to face your own limitations of knowledge or influence. When you put forth your best effort, there is literally nothing more you could have done.

(2) *Meet an expectation*: Success or failure can only be measure against an expected result. If our team does not lay out what an event, lesson, or task should accomplish, then there can be no way to say we succeeded or failed. On the other hand, when clear expectations are set, we have a very definite way to measure whether we have met them. This, of course, allows for the possibility that we might not meet them.

(3) *Spoken or perceived*: When we work in teams, a lot can go unsaid. You might infer expectation levels from what your teammates have said, whether those expectations are real or not. Suddenly, the risk of failure has risen because we think that people are judging our success based on unspoken expectations.

(4) *Failing to do so*: Once again, this might be a matter of spoken expectations or perceived expectations. Either way, this is the fear-producer. We worry that, at the end of the day, we will not have measured up to what others desired of us. The fear tends to focus not on the actual thing done, but on the perception others now have of us. Do they think I am capable and reliable? Do they think less of me? In this case, perceived judgment usually cripples us more than spoken judgment.

Fearing this type of failure has kept people from ever stepping out into something risky that God has both called and equipped them to do. It causes people to shrink back in a way that other types of failure do not because it is a fear of the unknown. In contrast to moral failure, which again is the movement from a successful position and into an unsuccessful one, this is moving from a known position into an unknown position. You know how people view you now; you know their opinions of you. But if you take on this challenge in leadership and you don’t measure up to the expectations, their opinions of you may degrade. That thought alone is enough to keep many people from ever realizing the true joy of what God has called them to do as a leader.

**The Inevitability of Failure**

Here is the dirty little secret of failure. You will experience it personally. Without exception, every person who takes on a leadership role will experience failure in the way we defined it above. You will take on a challenge that becomes more than you thought it would be or that does not turn out the way you had hoped, and you will fail.

At the point of failure, you have two choices:

**(1) You can use failure as an excuse to turn down future opportunities.**

Failure in the past can lead to a paralyzing fear of failure in the future. The feelings that accompany failure can move deep inside our memory so that we never want to feel that way again. And the only way to ensure we never feel that way again would be to never take on another challenge.

We see this everywhere in our culture. People are afraid to take jobs because they failed at their last businesses. Guys are afraid to ask out girls because past rejections made them feel undesirable. Girls are afraid to admit eating disorders because they have seen their friends ostracized for it. That fear of failing to meet spoken or perceived expectations can halt your ability to make meaningful progress on your life goals and on God’s call for you.

Moses gives a good example of this reaction in Exodus 3 and 4. When God calls him to go back and talk to Pharaoh, Moses initially hesitates because he has a deep-seeded fear of failure.

Exodus 3:10-12 “’Therefore, come now, and I will send you to Pharaoh, so that you may bring My people, the sons of Israel, out of Egypt.’ But Moses said to God, ‘Who am I, that I should go to Pharaoh, and that I should bring the sons of Israel out of Egypt?’ And He said, ‘Certainly I will be with you, and this shall be the sign to you that it is I who have sent you: when you have brought the people out of Egypt, you shall worship God at this mountain.’”

Exodus 4:1 “Then Moses said, "What if they will not believe me or listen to what I say? For they may say, 'The Lord has not appeared to you.'"

Exodus 4:10-12 “Then Moses said to the Lord, ‘Please, Lord, I have never been eloquent, neither recently nor in time past, nor since You have spoken to Your servant; for I am slow of speech and slow of tongue.’ The Lord said to him, ‘Who has made man's mouth? Or who makes *him* mute or deaf, or seeing or blind? Is it not I, the Lord? Now then go, and I, even I, will be with your mouth, and teach you what you are to say.’”

In each of these instances, Moses is trying to excuse himself from an amazing opportunity to be used by God because he is afraid of failing. While the text does not say it outright, we would certainly be justified in assuming that Moses had his last attempt to help the Israelites burned into his memory:

Exodus 2:11-14 “Now it came about in those days, when Moses had grown up, that he went out to his brethren and looked on their hard labors; and he saw an Egyptian beating a Hebrew, one of his brethren. So he looked this way and that, and when he saw there was no one around*,* he struck down the Egyptian and hid him in the sand. He went out the next day, and behold, two Hebrews were fighting with each other; and he said to the offender, ‘Why are you striking your companion?’ But he said, ‘Who made you a prince or a judge over us? Are you intending to kill me as you killed the Egyptian?’ Then Moses was afraid and said, ‘Surely the matter has become known.’"

Moses’ inability to gain Israel’s support early in life forced him to flee his home and live as a shepherd in exile for 40 years. So when God calls him to go back and speak again to Israel, his unsteadiness must have, at least in part, come from his past failure.

**(2) You can use failure as a means of propelling you forward to future opportunities.**

This choice may sound strange, but failure actually can be a motivating factor in your life. When you do not meet the expectations set for you, it offers an opportunity to ask yourself, “What were the things that kept me from my goal?” Looking at failure this way is, for most of us, a learned skill. And we are in good company. Consider Peter during the early days of Jesus’ ministry:

Matthew 14:25-31 “And in the fourth watch of the night He came to them, walking on the sea. When the disciples saw Him walking on the sea, they were terrified, and said, ‘It is a ghost!’ And they cried out in fear. But immediately Jesus spoke to them, saying, ‘Take courage, it is I; do not be afraid.’ Peter said to Him, ‘Lord, if it is You, command me to come to You on the water.’ And He said, ‘Come!’ And Peter got out of the boat, and walked on the water and came toward Jesus. But seeing the wind, he became frightened, and beginning to sink, he cried out, ‘Lord, save me!’ Immediately Jesus stretched out His hand and took hold of him, and said to him, ‘You of little faith, why did you doubt?’”

How would you react to Jesus’ words? Peter volunteered to step out of the boat; none of the others had that courage. He didn’t do things perfectly, but at least he tried. To be chastised by Jesus for not having enough faith to make it all the way out to Him might have been more than some of us could handle. We would stand back next time and let someone else give it a shot.

Yet Peter didn’t see Jesus’ words as a reason to hold back. He took the reason for his failure and he worked on it again, and again, and again. He failed many more times before we see him finally step into his prime.

Acts 5:27-31 “When they had brought them, they stood them before the Council. The high priest questioned them, saying, ‘We gave you strict orders not to continue teaching in this name, and yet, you have filled Jerusalem with your teaching and intend to bring this man's blood upon us.’ But Peter and the apostles answered, ‘We must obey God rather than men. The God of our fathers raised up Jesus, whom you had put to death by hanging Him on a cross. He is the one whom God exalted to His right hand as a Prince and a Savior, to grant repentance to Israel, and forgiveness of sins.’”

How does someone go from overt failure to such a strong stand for faith? Peter saw where he failed and why he failed, and he worked on those key areas. He took Jesus’ words seriously as constructive criticism because he trusted that Jesus would not needlessly berate him.

In the same way, we can take our failures and turn them into learning opportunities. If you never fail, you are probably not pushing yourself as a leader. Any athlete can tell you that the only way to get better is to try something you have never achieved before. Leaders are no different. If you want to move the people around you to a new and exciting place, you will run into failure. But you have to take a proper filter to your failure if you don’t want it to hold you back.

**Practical Steps for Dealing with Failure:**

**(1) Make sure that you actually failed.**

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**(2) Identify how you failed.**

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**(3) Identify why you failed in the way that you did.**

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**(4) Get advice from someone more experienced than you.**

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**(5) File away your findings.**

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**(6) Pray for guidance and wisdom as you move forward.**

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**(7) Look for the next opportunity to improve in that area.**

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**Building Leadership**

**Evangelism Training**

**Fundamentals**

**Why People Need Christ**

The beginning of any evangelistic conversation must be about the person to whom you are speaking. “Sin” is an awkward word for many people, but it is a biblical word and idea. If people do not understand that they are \_\_\_\_\_\_\_\_\_, they will not understand their need for \_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Romans 3:23 "For all have sinned and fall short of the glory of God."

More than understanding their sin, people must know what \_\_\_\_\_\_\_\_\_\_ them without Christ.

Romans 6:23 "For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord."

"Death" here means \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from God, not just physical death. This is a point people often overlook in their conversations. The person you evangelize might think, “Well I’ve sinned, and I’m not dead.” Eternal separation from God is what will make Hell such a terrible place. So what is a person to do?

**What Christ Offers**

Scripture is very clear that everyone will end up in one of two places: the New Earth or the Lake of Fire. Once a person sins, he or she is headed for the latter, and there is no amount of good work to be done in order to get away from that path. If we deserve \_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from God, what can we do to be saved?

Romans 5:8-9 “But God demonstrates His own love toward us, in that while we were yet sinners, Christ died for us. Much more then, having now been justified by his blood, we shall be saved from the wrath of God through Him."

John 3:16 “For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life."

The only thing that can save us from death is ­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**True Belief**

**What is Belief?**

Evangelism is the one of the first things we can do after we become Christians; we just tell others to do what we did. However, even though we know as Christians what we have believed, we sometimes find it hard to put into words. This is where most people feel \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. What exactly do we need to tell people to believe?

First, we teach them to \_\_\_\_\_\_\_\_\_\_\_\_\_\_ of their \_\_\_\_\_\_\_\_\_\_. Repentance is more than simply admitting sin. It is an active turning away from sin. A man who has an improper relationship with his girlfriend, claims to repent, but then continues in that improper relationship unabated has missed the point of repentance.

1 John 1:9 “If we confess our sins, He is faithful and righteous to forgive us our sins and to cleanse us from all unrighteousness."

Then we teach them to confess \_\_\_\_\_\_\_\_\_\_\_\_\_ as \_\_\_\_\_\_\_\_\_\_\_. This confession changes us. If Christ is truly our Lord, we cannot continue life the same way as before when we thought ourselves lords. Christ as Lord means He calls the shots and we obey Him. Perhaps we stumble here and there, but our lives should be marked by a pattern of obedience over time.

Romans 10:9 “For if you confess with your mouth Jesus as Lord and believe in your heart that God raised Him from the dead, you will be saved."

**Who is Christ, the Lord?**

In a culture where we see churches on every corner, it is tempting to think that everyone has not only heard of Jesus but also knows everything we know about Him. This is not true in general, though. There are so many misconceptions about Christ that we usually need to \_\_\_\_\_\_\_\_\_\_\_\_ Who He is.

*Jesus is \_\_\_\_\_\_\_\_\_\_\_*

John 1:1 “In the beginning was the Word, and the Word was with God, and the Word was God.”

*Jesus became a \_\_\_\_\_\_\_\_\_\_*

John 3:16 “For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life."

Phil. 2:5-7 “Have this attitude in yourselves which was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant and being made in the likeness of men.”

*Jesus \_\_\_\_\_\_\_\_\_ on the cross, was \_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_ again*

1 Cor. 15:3-4 “For I delivered to you as of first importance what I also received, that Christ died for our sins according to the Scriptures, and that he was buried, and that He was raised on the third day according to the Scriptures.”

*Jesus is the \_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_ to be saved*

John 14:6 “Jesus said to them, ‘I am the way, and the truth, and the life; no one comes to the Father but through me.’”

Acts 4:12 “And there is salvation in no one else; for there is no other name under heaven that has been given among men by which we must be saved.”

**Non-Negotiables**

**Jesus is God**

Unfortunately, just because a person uses the same vocabulary about Jesus as Christians, it does not mean they think the same things we do. We have to be careful to always ask people what they mean when they use particular words and phrases. There are many offshoots of Christianity who will claim that Jesus is the \_\_\_\_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_\_\_ but is not \_\_\_\_\_\_\_\_\_\_.

*Mormonism* – Jesus is literally the son of God. God has a wife and Jesus is their spirit child along with Lucifer and others.

*Jehovah's Witnesses* – Jesus is the highest created being. He is divine, but He is not God.

Those who believe this are \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Probe rather than assume. When you share the gospel, if the person you are speaking to says he or she knows who Jesus is, respond with the question, "Would you tell me who you understand Jesus is?" *Never assume people know who Jesus is!*

**There Is only One Way**

It is not popular in our culture to say Jesus is the only way, but that is the \_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_.

John 14:6 “Jesus said to them, ‘I am the way, and the truth, and the life; no one comes to the Father but through me.’”

Acts 4:12 “And there is salvation in no one else; for there is no other name under heaven that has been given among men by which we must be saved.”

Specifically, faith in Jesus is the only means of salvation. You will encounter many people who think being good or having a combination of faith and works saves them. These people are \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

*You must be firm here*. Do not walk away from an evangelistic conversation without stating these facts.

**Conversation Starters**

**Good Questions**

There a plenty of reasons why people do not evangelize regularly. Shyness, fear, apathy, lack of observation, and many others creep in regularly. But certainly we can work on these things if we truly believe the gospel is the only means to gain eternal life. Sometimes, we don't evangelize simply because we don't know where to \_\_\_\_\_\_\_\_\_\_. I recommend genuine questions.

*Do you go to church in Dallas?*

*I have a church event this Friday. Do you go anywhere?*

*I notice you are wearing a cross (have a bumper sticker, have ash on your forehead, etc.). Are you a Christian?*

Don’t be afraid to try starters like these. If the person ignores you or responds negatively, at least you tried. But don’t imagine a negative response and then assume the person will probably react that way. You wouldn’t want people to make that assumption about you, right? You will be most successful if you keep your \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_ for anything that gives an opportunity.

**Proper Preparation**

As with any activity, evangelism goes most smoothly and comfortably if it hasn’t been two years since the last time you tried it. Keeping a regular routine that maintains a level of competency will always serve you well. Here are a few practices to keep in mind:

*\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_ again, and then \_\_\_\_\_\_\_\_\_ some more.*

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_ with your friends. I know it sounds weird, but it helps!*

*Learn a few different \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Romans Road, Evangelism Explosion, FAITH, etc.). You may have your go-to method, but having more options never hurts.*

*\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Scripture so you can evangelize without a Bible in hand.*

*Walk out of your home \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ to share the gospel.*

**Confidence**

**You’re not in Control**

Too many times, Christians use an excuse like, “What if I say the wrong thing and they don’t believe because of me?” Certainly don’t be heretical when you share the gospel, but don’t let fear that you will stutter or say something in a less-than-optimal way keep you silent. Never assume you are \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ for someone's salvation. You are only responsible to share the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Know that you will be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ far more often than \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. Jesus was, too! Share early and often, and sooner or later it will work.

Always remember that God is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ over everything, including your evangelistic encounters. Let Him be in control.

When someone believes because you shared, don't think it was because of your eloquence or great oratory. Give God the \_\_\_\_\_\_\_\_\_\_\_\_\_.

**Role-Playing**

For this part of the training, you will play a role so that your partner can practice sharing the gospel with a particular type of person. Here are the different roles and some phrases you can use to play them:

*Mormon/Jehovah’s Witnesses*

“We believe in the same God. I am a Christian, too.”

“The Bible never says that Jesus is God. Why should I believe that?”

*Misinformed*

“I’ve always been a Christian. I can’t remember not believing in God”

“My parents are Christians, and they raised me in the church. That means I am a Christian too, right?”

*Works-based Faith*

“I am good enough to get into heaven. I’ve never killed anyone, after all.”

“God wouldn’t send a good person like me to hell. That wouldn’t be loving”

*Infant Baptism (typical among nominal Catholics)*

“I was baptized as a baby. That means I am saved, right?”

*Universalist*

“I couldn’t believe in a God cruel enough to send people to hell. That’s not loving.”

“It really doesn’t matter what a person believes because we will all go to heaven eventually.”

**Building Leadership**

**Breakout Session**

**Notes:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Building Leadership**

**Appendix: Description of Positions**

**Purpose and Vision**

Volunteer leadership forms the hands and feet that make it possible for our church to reach every person that walks in the doors. Building Leadership is a program designed to help those in leadership roles in the Singles Ministry to grow. This growth should not be merely individual; our desire is that, as we become more experience as individuals, we will become more cohesive as a team.

Regardless of how long someone has served in a leadership role, he or she always has room to grow. And, the longer that person serves, the more wisdom he or she has to pass on to new leaders. This is the dynamic that Building Leadership will have in our ministry: helping new leaders become experienced leaders, helping experienced leaders become expert leaders, and helping everyone train a new round of leaders entering the roles.

I personally hope this will become a program that people anticipate each quarter not only because it is helpful but also because it is fun. Leaders typically burn out for a few reasons:

(1) they feel anonymous and unappreciated

(2) they don’t know how to measure their success

(3) they don’t understand how their role is helping the group

(4) they begin to view their role as an obligation rather than a joy

Through Building Leadership, we will be able to address all of these issues. We will know each other and encourage each other regularly. We will talk about what has been successful and what has not, and we will train each other to become more successful. Ultimately, we will make leadership something that people want to be a part of rather than feel dragged into.

As we strive for excellence in our individual roles, we must keep the big picture in mind. We lead as servants, following the example Christ left for us. You should only take on a leadership role if you feel that God has gifted you to do so and you have a heart to serve the members of our classes. Leadership often is a call to set aside our own comforts in order to meet the needs of others. If we do not have the goal of changing lives for the sake of Christ, we run our race in vain.

Our vision and direction for leadership draws on the biblical principles found in these passages: Exodus 18:13-27; 2 Cor. 6:1-10; Ephesians 5:1-21; 1 Timothy 3:1-13, 5:17-22; Titus 1:5-9, 3:1-11; James 3:1; 1 Peter 5:1-5.

**Leadership Expectations**

There are certain characteristics that any leader should have. Regardless of the visibility, glamour, or recognition we perceive a role will have, we should introspectively consider our own hearts and motives for taking on a role. These are the broad expectations that the First Dallas Singles Ministry has of all leaders:

* Above all, leaders should desire to serve, being willing to set aside their own comfort for the sake of others.
* Leaders should be actively improving their individual spiritual lives through prayer and Bible reading.
* All leaders are expected to attend class events and singles-wide events if they can. If leaders don’t come, members won’t either.
* All leaders should personally encourage others to attend Sunday School and events. Personal outreach is more effective than mass emails or websites as a way to reach people.
* On Sunday morning, all leaders should be willing to welcome guests as well as converse with class members. No leader should be sitting alone waiting for class to start. Remember that people are watching.
* Leaders should not speak poorly about First Baptist Dallas, the pastor, or the Sunday School classes with other members. If you have issues, please email, call, or speak privately with Andrew Jennings, Daniel Carpenter, or Barry Ford.
* Please remember that serving in our classes is a privilege, not an obligation. We have an opportunity to help people grow spiritually every week. Make that your priority whenever you are on campus.

**Position Descriptions**

**Directors:**

Directors are the primary leadership role in a class. As such, they must demonstrate a high level of involvement in the class. This role requires the most time and effort; candidates should be flexible and show an ability to manage others well. The major expectations of directors are as follows:

* Willing to serve for 12 months
* Already members of FBD or willing to become members
* Directors lead the class as a whole. They are responsible for the Sunday School schedule, announcements, etc.
* Willing to make outreach calls and coordinate class events from a managerial standpoint.
* Should make every attempt to attend Sunday School each week and to make allowances for weeks he/she will miss
* Should display a concern for the class’s spiritual health and a willingness to help it remain healthy
* Directors are the first point of contact for class members with prayer requests or other issues
* In the absence of a media coordinator, directors should update Facebook pages and create events
* Should be willing to volunteer to help with outreach or events

**Teachers:**

Teachers are the most visible leaders on Sunday Morning. Many first-time guests will base their decision to return largely on the teacher. Consequently, teachers should be friendly, knowledgeable about Scripture, good communicators, and able to handle odd questions or statements from class members firmly, but graciously. Other expectations include the following:

* Willing to serve for 12 months
* Except in special circumstances, should be members or willing to become members of FBD.
* Primarily responsible for being prepared to teach each week
* Responsible for finding substitutes on weeks they will miss
* Should be willing to discuss the lesson or other topics with class members who have questions or concerns
* Able to handle constructive criticism and willing to be evaluated occasionally
* Willing to teach what the church asks them to teach
* Willing to attend as many class and singles-wide events as possible
* Willing to volunteer to help with outreach or events

**Table Leaders**:

Table discussion leaders are extremely important to the Sunday morning lesson. Since we want to be able to connect what is taught to the everyday lives of class members, discussion is encouraged to be part of every Sunday morning. It is vital that discussion leaders know that they are facilitators; they should not use discussion time to teach a mini-lesson of their own. These leaders should have strong skills facilitating and controlling discussion. They should be calm and not easily agitated. Expectations for this role include the following:

* Willing to serve for 6 months
* Able to control discussion without becoming agitated or angry
* Patient with those who do not know Scripture well
* Able to deal with wrong answers lovingly, but firmly
* Willing to intentionally spot visitors and invite them to sit at the leader’s table
* Supportive of the class as a whole
* Able to articulate the gospel message to guest who do not know it

**Welcome/Outreach Team Members**:

The First Dallas experience begins and ends with our welcome/outreach team. On a grand scale, the church’s First Impressions team under Michael Volbeda sets the tone for what FBD is about. In class, though, these leaders are the first people guests and members see as they come into the room, and they are the ones who will follow up with guests and with members who have been out for a few weeks. When people think of their morning at FBD, they will generally remember three things: Dr. Jeffress, the Sunday School teacher, and how they were greeted. Consequently, greeters must be willing to come early to be ready before guests arrive. They need to be outgoing and prepared to greet whoever arrives, regardless of appearance or personality. Other expectations are ss follows:

* Willing to serve for 6 months
* Outgoing and willing to start conversations with others
* Willing to make phone calls and email contacts to visitors and members
* Willing to pray with class members about various personal issues
* Displays wisdom concerning how to handle different personalities
* Able to articulate the gospel message in various contexts (e.g. in person, on the phone)
* Able to be at church to greet either at the visitor’s desks or at the door of the class

**Event Coordination Team Members:**

Of all the leadership roles, this is probably the least visible. Nevertheless, event coordinators are necessary and valuable. No one person can plan a year’s worth of events, and no team of individuals will succeed with its events if it is not unified. This role requires humility because not every suggestion will be used. Coordinators should not take the rejection of a suggestion personally, but understand that the team will work together to create great events.

These leaders should be able to plan, organize, and execute an event within the parameters allowed by the ministers. They should show a strong interest in seeing events succeed and be willing to reach out to members in order to gain attendance. Other expectations include the following:

* Willing to serve for 6 months
* Committed to attending all events during their tenures unless absolutely impossible
* Have a good feel for what the class enjoys or does not enjoy
* Able to make all planning sessions during their tenure
* Able to work well in groups
* Willing to give personal invitations to class members and make announcements on Sunday mornings
* Able to recruit volunteers and willing to delegate responsibilities

**Reasons for Removal:**

Church leaders should always seek to be above reproach. We understand that the Bible says we are held to a higher standard because of the role we fill. We hope that no one who takes on a leadership role will ever have to be removed. Nevertheless, issues arise that can and may result in ministry staff removing a leaders from his or her position. Such reasons include, but are not limited to the following:

* Consistent behavior toward a class member deemed inappropriate by ministry staff
* Consistently and unrepentantly behaving in a sinful manner (language, sexuality, substance abuse, etc.)
* Being ejected from a church-related sporting event
* Substantiated evidence of engaging in a sexual relationship
* Consistent, negative language about the church, class, or ministers
* Multiple failures to meet expectations

In some cases, a minster may ask a leader to step down for reason not related to moral conduct. Such cases will be clearly explained to the leader. Furthermore, a minister’s request that a leader not continue after the initial tenure has elapsed is not necessarily a reflection on the character of that person. As those responsible for the well-being of this church, ministers may have to make a judgment call about whether a volunteer fits the position well.

**Looking for Future Leaders**

As we look toward the future of our classes, the only certainty we have is change. Leaders will come and go, new members will want to get involved, and experienced leaders will move away. Thus, we should always be looking for those people in our classes who can be the next wave of leaders. Furthermore, the church body is where the church members exercise spiritual gifts, and Sunday School is a primary area for that exercise. As we look for those future leaders, please keep a few things in mind about potential leaders:

* They do not need to perfectly exhibit all the traits listed above, but they should have some of them and must be teachable in those areas they lack strength.
* They should show a commitment to First Dallas, and have been attending regularly for at least a month.
* If they do not immediately jump at the opportunity, don’t count them out. Come back at the next round of training and ask again.

Finally, we will be initiating a limit on directorship tenure. This will allow for fresh leadership every year or two and give the sitting directors a break. Leaders will anonymously nominate new director candidates during the 4th quarter (Oct.-Dec.) meeting each year. Directors who currently serve may stay on for one more year if deemed appropriate by church ministers. After two years of service, a director must sit out for a year, though that person may still serve in another leadership capacity. Final decisions on all director placements will be made by church leadership; nominations do not ensure election. New director candidates must be actively serving in another leadership role at the time of their nomination.