

# Lay Leader Development

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# Welcome and Goals

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- For each of you to leave feeling seen and encouraged in their vital role in the church.
- For each leader to discern where God is already nudging them.
- For each leader to see the wide variety of resources available to them.
- For each leader to leave with an action step that fits them well.



# Welcome & Goals

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- Discipleship
- Discernment
- Development
- Deployment

**Flourishing Disciples**



**Become flourishing Leaders**



**Who lead flourishing churches**



# Abiding & Discipleship

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1. Your primary identity is in Christ.
2. Apart from Christ you can do nothing.
3. You must be a daily follower of Jesus, before you can lead others towards Jesus.
4. In order to be an effective leader you must make discipleship a priority in your daily life

# 3 Essential Spaces for Discipleship



## **Public Teaching**

People gather in large groups to learn key aspects of the Biblical story, learn how to study the Bible, and learn discipleship basics from preaching and teaching.



## **Divine Encountering**

Being alone with Jesus while meditating on His Word, enjoying His presence, and listening for His voice.



## **Transparent Forming**

Micro-groups of people who build trust with each other enough to be transparent, intimate, and accountable for the purpose of growing into maturity in Christ.





# Discipleship

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Questions to consider:

- What does your current discipleship plan look like?
- 3 Essential Spaces for Discipleship - Describe what you do in each of these spaces and how often.
  - Do you have regular time abiding with Jesus in the Word?
  - Do you regularly hear and apply Biblical teaching?
  - Do you have regular time with a micro-group to be vulnerable with (for encouragement & accountability)?



# What is a lay leader?

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**All leaders must be disciples.  
But not all disciples are leaders.**

Lay Leaders are highly invested, non-ordained, covenant partners who are developed and deployed to lead within a congregation.





# What is a lay leader?

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What does it mean that ECO wants to shift from

**Clergy Centered**



**Unleashed Laity**



# What does a Lay Leader do?

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Lay Leadership covers a variety of roles within a church:

- **Non-Commissioned**
  - Leading Ministry
  - Worship
  - Small Group Leadership
- **Commissioned**
  - Preaching
  - Administering Sacraments
  - Micro-Expressions



# What is expected of a lay leader?

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## ECO's Ten Core Leadership Competencies:

1. Maturity of Faith and Personal Call
2. Personal Integrity
3. Biblical Knowledge and Interpretation
4. Theological Knowledge
5. Polity Knowledge and Application
6. Sacramental Knowledge
7. Missional Engagement
8. Leadership Development
9. Team Leadership
10. Preaching and Teaching



# Discernment

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- Leadership development is not one-size-fits-all.
- You each are wonderfully and uniquely made.
- Finding the right fit means listening carefully to the...
  - Inner call of the Holy Spirit
  - Outer call of the church community



# Discernment Questions

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- How is God already moving in you and your life?
- What is the Holy Spirit nudging you about?
- What is the most life-giving way you have served God?
- What passions and gifts has God given you?
- What have other people affirmed in you as your giftings?
- If you could dream about ANY way to serve God, what does that dream look like?
- I would be excited if I could learn more about...



# Development

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What might be keeping you from stepping more fully into your gifts and passions?

- Lack of opportunity
- Skills that need to be learned
- Certification in something
- Training
- Emotional/Spiritual growth
- Mentoring

# LAY LEADER DEVELOPMENT TRAINING



## INTRO TO THE 10 CORE COMPETENCIES

Do you desire to be introduced to ECO's 10 Core Leadership Competencies? Do you desire to grow in your biblical knowledge, understand your own calling, and improve your leadership skills?

## LAY LEADER TRAINING: LEVEL 1

Do you desire deeper biblical knowledge and practical ministry skills? Do you desire to better understand your gifts and calling? Have you already been serving but never had much training?

## LAY LEADER TRAINING: LEVEL 2

Do you desire advanced leadership training which includes graduate-level education and opportunities to be mentored by an ECO Pastor? Do you want to be equipped to serve as a solo pastor or church planter?

### WHO?

This course is designed for **church leaders** to learn how to become more effective in their roles and to be trained for a position they have yet to step into.

This course is designed for lay leaders who want deeper equipping and discernment about how God is calling them to be used for the sake of his Kingdom.

These courses are designed for the **lay leader** who wants to serve in their presbytery as a solo pastor, pulpit supply, or church planter.

### HOW?

- Self paced
- Self-led (individually or with a group)
- 10 videos
- Free

- 10 month virtual cohort with 6-12 other students
- Facilitated by an ECO Pastor
- 19 video lessons
- Homework assignments and bi-monthly Zoom meetings with the facilitator
- \$1000 (less if done in person)

- 12 seminary courses through FIT
- Psychological Assessment
- Theological Integration Interview
- \$6500

### WHY?

- Prepare to be an officer in your church. Can serve as officer training.
- Receive training that will help you serve your ministry better
- Grow as a disciple and leader

1. Become a Church Commissioned Pastor giving you the ability in a church or a micro-expression of a church to preach and administer the sacraments. A student must be an ordained officer before they can be commissioned.
2. Be equipped to discern and lead more effectively in your church, deepening your theological knowledge and practical ministry skills to better serve your congregation.

1. Become a **Presbytery** Commissioned Pastor giving you the ability to become a pastor of a small congregation, solo pastor, or church planter.
2. Advanced level theological training without getting a full degree. Receive a certificate that you have completed graduate level lay leader training.

# Development



# Development Resources

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Video Library



Lay Leader  
Courses



Topical Trainings

Looking for a resource you don't see? Email [info@flourishmovement.org](mailto:info@flourishmovement.org)



**Questions?**



# Development & Deployment

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# Deployment

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Once a Navy SEAL is properly trained and equipped (developed), they are deployed on a mission to put their new skills to use for the sake of the USA.

Once a Christian is properly trained and equipped (developed), they are deployed on mission to put their gifts to use for the sake of Jesus and the kingdom.

**Development does not make  
sense without Deployment!**



## What is your flourishing next step?

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- How is God nudging you to develop?
- How and where will you deploy your gifts?

### Flourishing Next step Commitment

I will check out the Lay Leader Training Level 1 Cohort and fill out the application if it is a good fit for me.

By February 15, 2025, I will tell my friend and fellow elder, Sara, so she can help me keep this commitment.

### Flourishing Next step Commitment

I will ask three people who know me well what gifts and passions they have seen in me.

By February 15, 2025, I will meet with my pastor to discuss the ways I could use these more for our congregation.

**Writing your Flourishing Next  
Step Commitment**

**Sharing your Flourishing Next  
Step Commitments**



**Praying over your Flourishing Next  
Step Commitments**