



OVERVIEW

Summary

Rooted Church is a church plant in Joplin, Missouri that seeks to be a Family of Missionary Disciples for the Glory of God and the Good of our Cities. Rooted Church is made up of people who live and work throughout the Southwest Missouri region and we seek to strategically start new Missional Communities across Jasper and Newton Counties. We are a family, we live life together as brothers and sisters in Christ putting the Gospel at the center of all we do. We are missionaries, we live as a sent people who creatively and tangibly seek to share the Gospel in word and deed locally and globally. We are disciples, we daily seek to grow in the Gospel and help others do the same.

LEADERSHIP DEVELOPMENT PLAN

Objective

Rooted Church is committed to developing leaders and building a culture where people are equipped for service and leadership within the body of Christ and the community.

Leadership Pipeline

Level One- Lead Yourself

Roles:

Church Member (join the family)

Responsibilities:

- Actively serves on a ministry team
- Actively participates in a Missional Community
- Fulfills all expectation of a Rooted Church member

Knowledge:

- Membership Class

Experience:

- Ministry Service
- Missional Communities

Coaching:

- Membership Interview
- Equip Classes

Core Competencies:

Discipleship: Knows the Gospel and takes responsibility for growth.

Stewardship: Faithfully stewards time, talent, and treasure.

Vision: Supports vision of ministry area.

Strategy: Serves effectively in ministry role.

People Development: Displays willingness to learn and be developed.

Collaboration: Works with others in humility and unity.

Ministry Specific: Participates in ministry team meetings and trainings.

Level Two- Lead Others

Roles:

Internship

Ministry Leadership

Missional Community Leader

Responsibilities:

- Provides leadership for a ministry team or Missional Community

Knowledge:

- Read: Total Church
- Read: What is the Gospel
- Read: Saturate

Experience:

Coaching:

- Missional Community Leader Meetings
- 1:1 Coaching with Elder Team Member

Core Competencies:

Discipleship: Knows basic doctrines, practices, spiritual disciplines, and exhibits the fruit of the Spirit

Stewardship: Faithfully stewards the giftedness of others.

Vision: Articulates and implements vision for the ministry area which they lead.

Strategy: Leads others to unite around and execute ministry strategy.

People Development: Develops other people within ministry area.

Collaboration: Works through and with others.

Ministry Specific: Takes lead in training and equipping team members.

Level Three- Lead Leaders

Roles:

Internship

Deacon Process

Church Planter Residency

Elder Candidates

Responsibilities:

- Oversees a ministry area with the responsibility of leading leaders

Knowledge:

- Read: Trellis and the Vine

Experience:

- Ministry Leadership Opportunities

Coaching:

- 1:1 Coaching with Elder Team Member
- Group Discussions
- Mid & End Process Assessments

Core Competencies:

Discipleship: Understands and applies systematic and biblical theology and teaches others.

Stewardship: Faithfully stewards the resources of the church.

Vision: Contextualizes vision for ministry area.

Strategy: Designs ministry strategy and implements in ministry context.

People Development: Creates a development pathway for ministry area.

Collaboration: Works through leaders.

Ministry Specific: Meets with ministry leaders for coaching and spiritual formation.

Level Four- Lead the Church

Roles:

Elders (Pastors)

Responsibilities:

- Provides vision and sets the strategic direction for the church as a whole.

Knowledge:

- Completion of all assignments as outlined in the Rooted Church Elder Process.
- Complete ongoing educational opportunities to develop theology and practical knowledge.

Experience:

- Serve on the preaching team.
- Provide pastoral counseling for church members.

Coaching:

- Participate in ongoing coaching from pastors and ministry leaders outside Rooted Church.

Core Competencies:

Discipleship: Teaches theology and serves as a Christ-like example.

Stewardship: Faithfully stewards opportunities with church's resources.

Vision: Creates the vision for the church.

Strategy: Thinks strategically about the church as a whole.

People Development: Creates a development culture.

Collaboration: Works through team leaders.

Ministry Specific: Manage systems and programs of the church through coaching leaders.

Leadership Tracks

MC Leader Track

The MC Leader Track is for those who aspire to lead a Missional Community. Prior to serving as a MC Leader the individual must meet all qualifications for church membership and be an active member of a MC. Those aspiring to MC Leadership must submit a proposal for a new Missional Community for review by the elder team and complete a 6 month season as an understudy with a current Missional Community leader. Upon completion and with approval of the elder team, the individual will be tasked with starting a new MC. After being installed as a MC Leader, the individual will meet monthly with a member of the elder team and quarterly with the whole MC Leader team for discipleship and leadership development.

Deacon Track

The Deacon track is for men and women who aspire to servant leadership in the church body and the community. The Deacon track combines theological study, ministry leadership, coaching, and ministry specific skill building opportunities. Candidates for the role of Deacon will be assessed prior to service and will demonstrate servant leadership ability through a period of hands on ministry experience lasting at least 6 months. After being installed as a Deacon, the individual will meet monthly with a member of the elder team and quarterly with the whole Deacon team for discipleship and leadership development.

Elder Track- The Elder track is for men who aspire to pastoral ministry and are seeking to be equipped to lead in the local church. The Elder track combines theological study, ministry leadership, pastoral skill building, and preaching. Prior to beginning the Elder track, men are assessed for Character, Calling, Conviction, and Capacity to lead. The entire process takes about a year.

Intern Track- The Intern track is for those who aspire to ministry and are seeking to be equipped to lead and serve in the local church (specifically in the context of a church plant). This track is designed around the individual and both the needs of the church and the heart of the intern are taken into consideration as we partner with you to mutually serve one another.