



Leadership Booklet

WELCOME

A heartfelt thank you for committing to lead at ICC. Effective leadership is an essential part of building a strong and healthy church that furthers God's Kingdom.

We truly believe that your investment of time, energy and resource will result in lives and eternities being changed. We also believe that leadership at ICC will enlarge you spiritually and personally.

We are here to support you in your role in any way that we can. We believe in you and we make a commitment to cover your life and that of your family in prayer.

OUR VISION

TO BUILD A DYNAMIC
MULTICULTURAL
CONNECT CHURCH THAT
IMPACTS THIS NATION
AND BEYOND

ICC'S VISION CAN ONLY BE ACHIEVED THROUGH A STRONG
UNIFIED LEADERSHIP TEAM WHICH RELEASES AND EMPOWERS
INDIVIDUALS TO BUILD GOD'S HOUSE. (Eph.4:1-3)

2020 VISION



To be a strong church of 1,000
disciples who call ICC home

To see \$1 million going to missions each year

To be a House of Prayer for all nations (Gen.28)

To believe God for our building projects
to be debt-free



PROPHETIC VISION

from Bishop Alexey Rudenkiy @ Synergy 2018

I've heard from the LORD *multiplication*, multiplication. You need to extend & you are ready for that. You are not to be in one place. You already have many leaders, many teams, many teams of worship. You need to *extend* in this city... not to be in one place but here's what I see...

I see about *four or five places* in this city. You are to *launch new churches* there in those places. And here's what you will begin to see... in the time span of *10 years* you will have the same amount as here in each of those churches. God will do that. Do you know why? Because God wants to *enlarge* your borders.

You should not just *stay here* and enjoy the children's ministry, creative arts ministry... the Church is called to influence the society. Just imagine how you as a church can *influence the society* around you. This is something that is in the *heart of God*.

LEADERSHIP

We want to establish a strong church of 1,000 disciples, which will reflect active committed leaders. Leadership underpins our ability to grow and develop effective Christians who will influence the 7 Worlds (Arts & Entertainment, Media, Business, Government, Education, Religion & Family).

Leadership in God's house is a privilege and an investment that has eternal significance. We believe the church is Christ's primary vehicle for the expression of God's Kingdom family here on earth, and yes, we get to be part of building it.

***"The church, you see, is not peripheral to the world; the world is peripheral to the church. The church is Christ's body, in which he speaks and acts, by which he fills everything with his presence."
Ephesians 1:23 (MSG)***

Always remember, the church is the one thing that Jesus said He would build:

"I say to you that you are Peter, and on this rock I will build my church, and the gates of Hades will not overcome it." Matt.16:18

We build an altar, God will build His house!

We are to bring our lives as living sacrifices, holy & acceptable, each time we approach God's altar - the place of covenant (Rom.12:1-2)

Leadership is about people. As leaders, God has entrusted us with looking after and the discipling of His people, whatever role we have.

Our investment in seeing people grow in Christ, grow in character and competency, means we literally become a part in someone else's story.

We can be confident God is going to equip us and give us the talent, words, wisdom, compassion, energy, stamina and strength we need to lead. Paul says in Philippians 4:13 ***"I can do all things through Christ who strengthens me"***.

We strengthen ourselves in God through prayer and His word. As we commit to pray together, to stay together, grow together, dream together, work together and lead together, we will help grow a strong and healthy church.

It is our obedience and passion that inspires others to also obey. As we say yes, generations will continue to follow our lead. Wherever we lead, we are helping shape an eternal purpose.

BE SHEPHERDS OF GOD'S FLOCK THAT IS UNDER YOUR CARE, WATCHING OVER THEM, NOT BECAUSE YOU MUST, BUT BECAUSE YOU ARE **WILLING**, AS GOD WANTS YOU TO BE; NOT PURSUING DISHONEST GAIN, BUT **EAGER TO SERVE**; NOT LORDING IT OVER THOSE ENTRUSTED TO YOU, BUT **BEING EXAMPLES** TO THE FLOCK. AND WHEN THE CHIEF SHEPHERD APPEARS, YOU WILL RECEIVE THE CROWN OF GLORY THAT WILL NEVER FADE AWAY.

1 PETER 5:2-4

CREATING A LEADERSHIP CULTURE

At ICC we want to *Make Disciples, Mature Partners & Multiply Leaders* who are **Missional**. To achieve this we have to identify and equip current and potential leaders how to:

- **THINK** LIKE A LEADER
- **ACT** LIKE A LEADER
- **LISTEN** LIKE A LEADER
- **GROW** LIKE A LEADER
- **MULTIPLY** LIKE A LEADER
- **PRAY** LIKE A LEADER

LEADERSHIP VALUES

Prayer is our priority. ICC is a multicultural house of prayer. So, before we serve & connect with people, as royal priests we are to carry the presence of God and minister to Him first through prayer & worship in spirit & truth (John 4:23-24).

Presence Driven. Before we serve and live for Him, we must learn to be WITH Him (Exo.33:16,19). As a presence driven church, Christ is our source and our source determines our strength. We must minister out of a fresh and growing relationship with Jesus. We commit to building our own personal altar as well as the church altar through prayer, worship & the word (journaling). Hence, our midweek wednesday combined prayer meeting is a priority for us.

The heart of a son/daughter, the attitude of a servant. We commit to a life of service and honour. We recognise that true leadership seeks to give first rather than receive. Our leadership models an ongoing heart of humility, generosity & spiritual hunger. We want to raise *servant leaders* who can mobilise others to serve, *build* a team, *lead* a team and *trust* their team.

Stewardship. We value the fact that time is precious and endeavour to live every moment in the light of eternity. All that we have - our time, talents, treasure (wealth), relationships (family & friends), opportunities etc... are all given to us by God and as such we must be fruitful and multiply.

Excellence is our Essence. We represent God's Kingdom on earth, modelling leadership integrity in every aspect of our lives. Excellence is not perfection, but rather making incremental improvements and progress. We honour God by seeking to be excellent in the small details as well as on a larger scale.

Atmosphere is our activity. We recognise we can influence our environments and in every situation endeavour to generate an atmosphere of expectation (faith, hope & love), revival and respect. We should be *thermostats*, not thermometers, who can bring energy, vision and unity into every team and meeting.

Communication is our Commitment. We choose to communicate consistently and positively. So its not just *what* we say, but *how* we say it. We choose to resolve all negatives positively. Because God's life giving Spirit lives in us so we should speak life & truth in love to everyone.

THE REALITY
OF OUR **REACH,**
IS DETERMINED
BY THE DEPTH
OF OUR
CONNECTION.



LEADERSHIP RESPONSIBILITIES

We have many different leadership roles, ministries and styles of connect groups within ICC. Yet, as an ICC leader we all have the following leadership responsibilities:

CREATE PURPOSEFUL CONNECTION

“As iron sharpens iron, so one man sharpens another.” (Prov. 27:17)

“By this everyone will know that you are my disciples, if you love one another.” (John 13:35)

God created us with a deep need for meaningful connection with other people; without it we struggle to find deepening relationships. At our very core, we are relational beings. In ICC we value being **God’s Kingdom Family** and as such both ministries and connect groups at ICC are responsible for creating environments where the individuals in their ministries or connect groups can experience regular authentic connection. Regular connection could look like a Bible study discussion, a hang out, serving together, or Sunday coffee; there are plenty of options.

Connect groups

Our Connect groups operate throughout the year. Many connect groups meet on Friday nights all over Brisbane and a few meet on Sundays after church at ICC. We encourage everyone to start off in a Discipleship 360 Make Disciples connect group.

Ministries

While all ICC’s ministries play an essential role in facilitating the operation of our vision and values, they are also a key point of connection. Some people will struggle to turn up week in week out for a function, but they will if relationship is an active component of serving. Our goal is that all our ministries are places where those involved are outworking their gifting and passion and finding purpose in building God’s Kingdom and, at the same time, are building important friendships.

BY THIS EVERYONE WILL KNOW THAT YOU ARE MY DISCIPLES, IF YOU LOVE ONE ANOTHER. JOHN 13:35

FIRST POINT OF CARE

As leaders we are entrusted as the first point of care for those in our ministries and Connect groups. In life we all experience valleys and peaks; at some stage we need care. Care can be as simple as a few minutes of extra prayer or taking a dinner to a new mum or member who is sick. It could just be listening or helping them find a connect group that will help them in their current season. When we invest in relationship, genuine care is a natural outcome.

When it comes to more serious pastoral cases, we are not expected to navigate or meet these needs on our own. Our pastoral care team and our leadership oversight are trained and available to step in and support us in carrying the weight of any serious issue, especially in *crisis* (eg marital breakdown, death etc), *chronic* (eg. addictions etc) & *critical* (e.g. domestic violence, serious illness) care cases. We should never lead alone. We are not counsellors, so please highlight any pastoral needs you feel unable to navigate with your oversight. We encourage you not to make promises concerning confidentiality as it is never right for you to carry the weight of burden on your own.

MOVE PEOPLE FORWARD

Studies have shown that we forget 90-95% of what we hear. This is why many people experience little change simply by hearing sermons on Sunday.

Connect groups and ministries offer an awesome opportunity to help others grow in spiritual truth. We can hear about it on a Sunday, then read about it, watch it, talk about it and then go on to practise it. 'Connect groups and ministries can help take information and turn it into knowledge through repetition, accountability and intentional application.

If you are reaching out to a friend that you know fairly well, do invite them to the connect group that you are attending. However, if you meet someone new to the church, who are looking to join a connect group, please direct them to Ps Olivia or Ps Faith to assist them. This process helps us to assess their needs as sometimes due to various reasons their needs may not be properly met in a connect group setting. It is also part of us making sure our connect groups remain a safe place for all concern.

Moving people forward one step can be as simple as pointing them in the right direction and walking with them on the journey. This may look different for each person.

For one it may be attending church on a more regular basis, for another it may be being water baptised, baptised in the Holy Spirit, starting to tithe, serving on a ministry team, regular Bible reading, praying aloud or re-connecting with an estranged family member. The opportunities for growth are endless yet the key is *intentionality*.

Our multicultural church is full of individuals with complex backgrounds, experiences, and mind-sets and one size doesn't fit all. The process must begin with knowing people and where they are at. Some of the key opportunities to help people move one step forward are below:

FIRST STEPS

ICC'S FIRST STEPS is a self-study course aimed at helping those who have recently made a commitment to follow Jesus Christ as their personal Lord and Saviour. The material is designed for anyone to work through the booklet at their own pace. It covers some of the basic foundations of the christian faith and is simplified precursor to our Discipleship 360 Make Disciples book. If people have any questions they can contact one of the pastors or leaders who will be able to assist them with any questions they may have.

NEXT STEPS

ICC NEXT STEPS is designed to help people engage with God, play their part in His Church and connect with others; equipping individuals to lead a purpose-filled life. Information on our NEXT STEPS can be found at icclub.org under the button "I'm New". Often the next step includes:

- *ICC Welcome Lunch* - people will be introduced to the history, values, & ministries of the church, as well as the ministry leaders & pastors.
- *The VIP course* - runs over three one hour sessions on three Sundays. It helps new people to understand the values, organisational structure, as well as finding out their spiritual gifts and how they can partner with ICC by investing their time, talents and treasure.

JOINING A D360 MAKE DISCIPLES CONNECT

For those new to Christianity or new to ICC, the best thing they can do is to work through the Make Disciples book, which is an 8-week self-study book with connect group discussions about foundational biblical principles. We believe this is a critical step and one we as leaders need to be proactive in encouraging people in. We want to see those new to Christianity taken through the material by either us as leaders or with a leader in our Connect groups. You don't need a theology degree to help someone as all the material is provided. Alternatively, regular Sunday groups for newcomers to work through the Make Disciples book will take place on Sundays.

The D360 Make Disciples book can be purchased from the ICC Resource Desk on Level 1 on Sundays. For Connect group or Sunday group for newcomers enrolment / details please contact the ICC Office 3257 1868 or Ps Olivia.

PRAY FOR THOSE WE ARE LEADING

In studies of small group success factors, there is no doubt that prayer is the key and bottom line in all successful group ministries.

As leaders we carry the responsibility to purposefully pray for those we lead. As believers in Christ, we have the distinct privilege of tapping into the unlimited resources of our Heavenly Father at any time. Let's be very *intentional* about bringing those in our ministries and connect groups before God and praying God's will over their lives.

PROVIDE REGULAR PROGRESS REPORTS

In all aspects of life and work we measure what we care about. Each of us as leaders here at ICC, need to be able to give a hand-on-heart, honest account for every person we are responsible for. Our reporting contributes in a major way to the understanding of the ongoing health and growth of our church. We are currently using the **UCARE** church database program that helps us provide pastoral care and organise church events.

OUR LEADERSHIP STRATEGY

Making disciples is not enough, we must ***multiply leaders***. Our strategy in multiplying leaders involves **IDENTIFICATION, INSTRUCTION, IMPARTATION & INTERNSHIP**. In identifying potential leaders we firstly look for men and women of **'F.A.I.T.H.'**

Faithfulness

Jesus taught on three areas of faithfulness which includes faithfulness: (1) in the little things, (2) faithfulness in managing our finances (tithes & offerings) and (3) faithfulness in what belongs to others (stewardship).

Available

Some people are talented but are unavailable to be trained or developed due to other priorities or schedules.

Involved

If someone is available but uninvolved, it could mean the person is lazy or unmotivated. We look for people who are already involved in serving in some capacity, who don't wait for a pastor or leader to ask them to serve - they are already involved in some way.

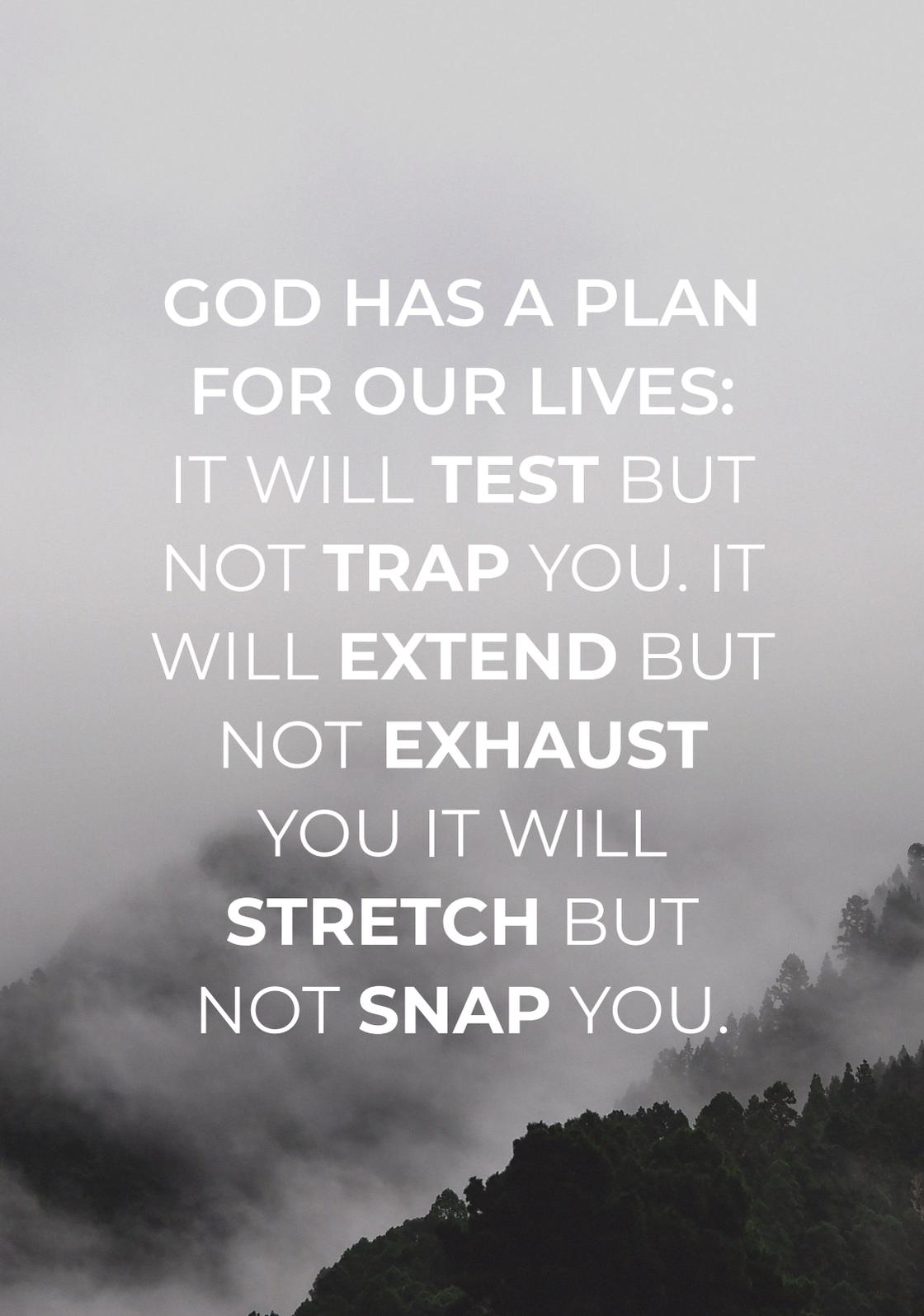
Teachable

Teachability is closely associated with humility. When a person thinks they know enough and doesn't want to learn anything from you - they are no longer teachable. At ICC we believe you can learn from anyone and almost every situation. It's important to have a posture that seeks to learn, grow and develop (spirit, soul & body).

Hungry

A hungry person is one who is always looking to grow, first and foremost in the Word of God and prayer, secondly to learn and want more responsibilities and opportunities.

Once we identify a person with these qualities, we then need to commit to developing them. We do this through modelling infectious leadership and by providing opportunities for them to lead. Have your **Leader in Training (LiT)** take over some responsibilities or lead various aspects of your group or team as you watch, assist, correct, and encourage. Motivate your LiT to act on the potential that God has placed inside of them, share what you believe God has in store for them, pray for and with them and continually speak words of life over them.



GOD HAS A PLAN
FOR OUR LIVES:
IT WILL **TEST** BUT
NOT **TRAP** YOU. IT
WILL **EXTEND** BUT
NOT **EXHAUST**
YOU IT WILL
STRETCH BUT
NOT **SNAP** YOU.

LEADERSHIP EXPECTATIONS

Leadership in God's house is a privilege and it carries **responsibilities** and **expectations**. Leaders aren't perfect; we are all growing and becoming more Christ-like, but as leaders at ICC, there is a responsibility for our leadership team to have a level of Christian *maturity* so we can lead out of a place of strength and wholeness. Our leadership team must be unified, on board, sold out and have the same heart (Phil.2:2; Eph.4:1-3).

WHERE THERE IS UNITY GOD COMMANDS A BLESSING. PSALM 133:1

Some key areas that each of us needs to be committed to are:

A GROWING PERSONAL WALK WITH GOD

The foundation of everything we do as leaders stems from an authentic Christian walk. Spiritual leadership is shaped by spending time in the presence of God. Jesus set us the greatest example of this during His time on earth. His entire ministry was dependent on His relationship with His Father. We encourage you to keep the basics of our Christian walk at the forefront, including regular reading of the Bible and time in prayer and worship. We must also pay attention to our physical and emotional health.

WATER BAPTISM

"Go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." Matthew 28:19-20

"...and this water symbolises baptism that now saves you also - not the removal of dirt from the body but the pledge of a clear conscience toward God. It saves you by the resurrection of Jesus Christ." 1 Peter 3:21

Water baptism is an instruction directly from Jesus. It's an outward testimony of the inward change in a believer's life. It's an act of obedience to the Lord. It's a public profession of faith and discipleship. It is a key next step in the lives of those we are privileged to lead. As leaders, we want to model obedience. Always ask the people in your groups whether they

have been water baptised, and if they haven't encourage them to do so using God's word and your own testimony.

BAPTISM IN THE HOLY SPIRIT

As leaders, we need a commitment to the power of the Holy Spirit working through us. Baptism in the Holy Spirit is a separate and distinct experience to salvation that God offers to all believers. Upon salvation, the Holy Spirit comes to live within the believer; but when we are baptised in the Holy Spirit, the believer is enveloped by and immersed in the Holy Spirit. Just as the indwelling Spirit that Christians receive when they are saved reproduces the character of Jesus, so the outpoured or baptising Spirit reproduces the ministry of Jesus, adding His super to our natural.

**“But you will receive power when the Holy Spirit comes upon you;
and you will be my witnesses in Jerusalem, and in all Judea and
Samaria, and to the ends of the earth.”**

Acts 1:8



ALL IN @HEARTS UNITED

This crucial time together as leaders & committed partners provides an opportunity where our leadership team get to hear directly from our Senior Pastor & leaders. Hearts United is usually on the first Wednesday of the month.

These nights are used to convey heart, shape culture, outline vision, add competency, celebrate and come together in prayer & fellowship. These times are vital in creating a strong unified leadership team.

A COMMITMENT TO TITHING & OFFERING

We believe that tithing is a key principle which unlocks blessing in our lives as individuals and also funds God's house, resourcing it to have Kingdom influence and impact. We encourage you to read the MAKE DISCIPLES book which so clearly articulates our heart and vision around honouring God first with our increase.

We also believe in the principle of sowing and reaping and as such we sow by giving offerings (separate to the tithe). Every year we collect a *Heart for the Nations* offering which is focused on resourcing international and local missions. We have used these funds to help build a school for pre-school kids in Bulgaria, to support the Children of Destiny orphanage & school in Nairobi, as well as ILINK training & conferences (Impact Leaders to Impact Nations for the Kingdom) in various countries.

PARTICIPATION IN ICC'S ANNUAL HEART FOR THE HOUSE OFFERING

Since ICC began in 1988, we have been able to take major steps forward because of the generous and sacrificial offerings of our church. Our staff and leaders have always led the way in this offering as a powerful example to the rest of the congregation of what we can achieve together. As leaders we are committed to leading the way in this area also and so to encourage and inspire the rest of the church.

PULSE LEADERSHIP

As part of our leadership development strategy we have started PULSE leadership nights focusing multiplying leaders through intentional training & mentoring by core ministry leaders. We hope that new leaders will emerge and more potential leaders will join these sessions.

A NOTE FROM THE SENIOR MINISTER

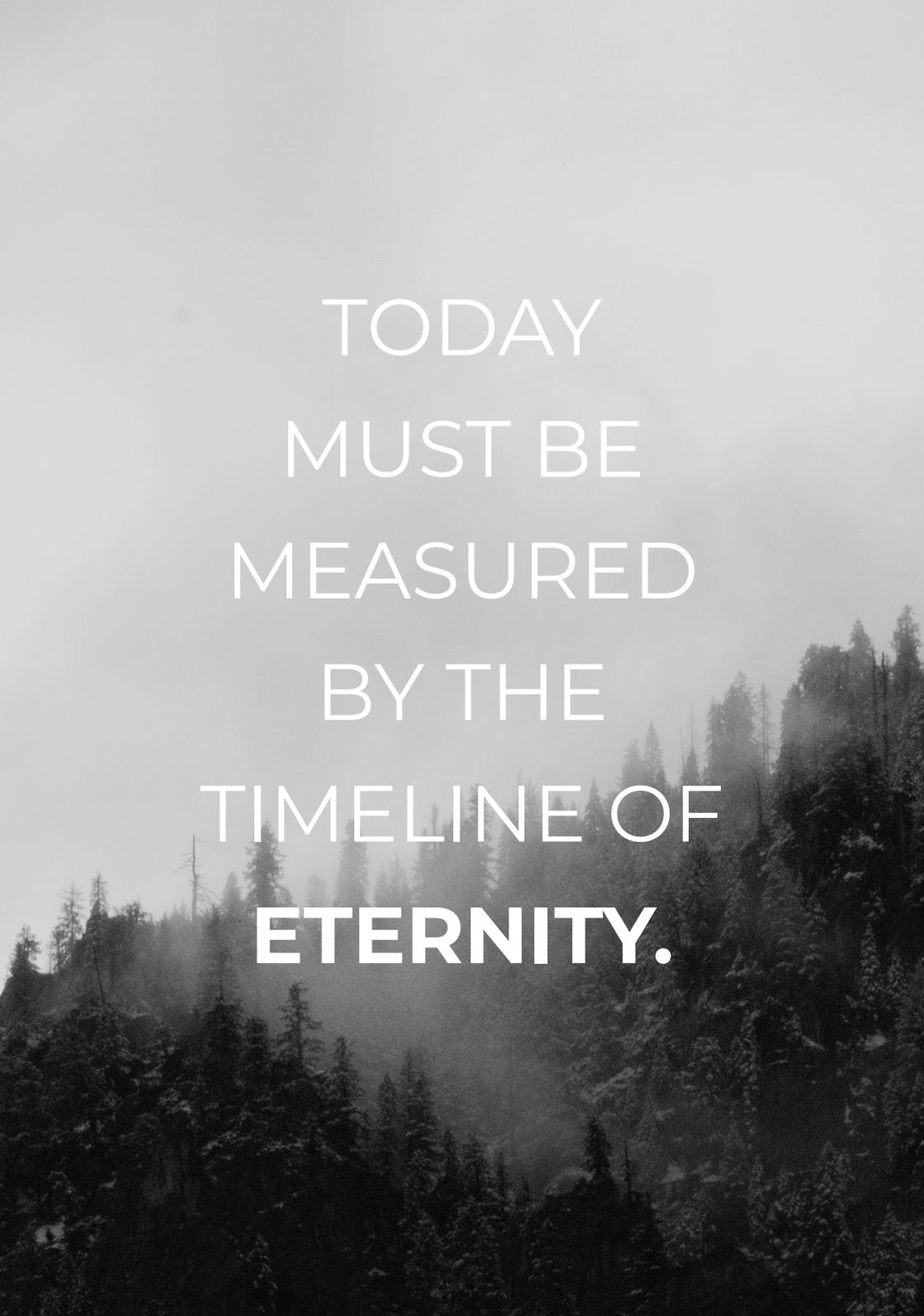
We want to thank you for being faithful to God's call upon your life and helping share the responsibility of leadership in His house here at ICC. It is always a TEAM EFFORT!

By actively partnering with us in creating opportunities for people to connect with one another, receive encouragement and support, and grow in their faith, you are paving the way for our city, our nation, and the nations of the world to encounter the love of Jesus. For this reason, we are so grateful for the time and energy that each and every leader at ICC pours into the lives of their team and group members.

Whichever of the Seven Worlds you are called to as a leader — Church, Family, Business, Education, Government, Sports/Entertainment & Arts or Media, know that you are a necessary and valued part of the body of Christ. Your commitment to outworking the vision and values of ICC means others will be equipped and empowered to step into the fullness of everything God has for them. You can be sure that the example you set by your character, the words you speak, and the giftings you bring will create an echo into eternity.

We believe there is no greater cause than that of reaching people for Jesus, - making disciples, maturing partners & multiplying leaders. So we pray that you will be blessed as you invest your time, energy and resources into building God's kingdom. Enlarge your leadership, as God enlarges His house.

Senior Minister, Jonathan Mok



TODAY
MUST BE
MEASURED
BY THE
TIMELINE OF
ETERNITY.



INTERNATIONAL
CITY CHURCH