

# True Vine Ministries Leadership Training

## *“Liberating the World with the Love of Christ”*

### **Forward 2025**

Coming into 2025 the Lord spoke a word of Forward! What does Forward look like? Forward is being dynamic, purpose-driven, and responsive to the needs of the congregation, community, and the world. Forward is different. Forward requires strong biblical teaching. Forward requires prayer and dependence on the Holy Spirit. Forward requires innovation. Forward requires spiritual growth. Forward requires initiative.

### **The Promise**

#### **Haggai 2:9 (NIV)**

9 ‘The glory of this present house will be greater than the glory of the former house,’ says the LORD Almighty. ‘And in this place I will grant peace,’ declares the LORD Almighty.”

### **Responsibilities:**

Be patiently persistent  
Don't drop the ball  
Reengage excellence

### **Things change:**

Systems Change = Planning Center/Church Center  
Staff/Leadership Change  
Operational Change

### **Elder's Initiative:**

Vision Support  
Leadership pipeline  
Discipleship  
Membership Engagement  
Pastoral Care  
Evangelism

# The Five Important Expectations of Subordinate Leaders

As a pastor, my role is not only to shepherd the congregation but also to oversee the leadership structure of the church. Subordinate leaders, including elders, ministers, deacons, deaconess, ministry leaders, and small group leaders, play a critical role in the spiritual health of the church. It's important that the expectations for our leaders is clear to ensure that the body of Christ is built up, the gospel is faithfully proclaimed, and the work of ministry is effectively carried out. Below are five key expectations for subordinate leaders, supported by scripture.

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## 1. Faithfulness to the Word of God

Subordinate leaders must be committed to the faithful teaching and application of God's Word. This is perhaps the most critical expectation. Leaders are entrusted with the responsibility of guiding others in truth, which requires a deep commitment to Scripture and sound doctrine.

### Scripture Reference:

- **2 Timothy 2:15** – *“Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth.”*
- **Titus 1:9** – *“He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”*

As leaders, you must know and understand the Word, teach it faithfully, and be able to defend it against error.

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## 2. Integrity and Personal Holiness

Subordinate leaders should demonstrate personal integrity and holiness, modeling a life that reflects the character of Christ. Leadership in the church is not just about skills or knowledge; it's about spiritual maturity. Leaders must live in a way that is consistent with the gospel.

### Scripture Reference:

- **Titus 2:7-8** – *“In everything set them an example by doing what is good. In your teaching show integrity, seriousness, and soundness of speech that cannot be condemned...”*
- **Proverbs 12:22** -- *The LORD detests lying lips, but he delights in people who are trustworthy.*

The church's leaders are not above reproach but are called to live exemplary lives so that they can be trusted by the congregation and be effective in guiding others toward holiness.

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### 3. A Servant's Heart

Leadership in the church is not about lording over others but about serving others in humility and love. Jesus Himself modeled servant leadership, and all subordinate leaders are expected to embrace this attitude in all areas of ministry.

#### Scripture Reference:

- **Mark 10:43-45** – *“But whoever would be great among you must be your servant, and whoever would be first among you must be slave of all. For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many.”*
- **Philippians 2:3-4** – *“Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves. Let each of you look not only to his own interests but also to the interests of others.”*

Leaders must be ready to put others' needs before their own and serve selflessly, just as Jesus did. This involves a willingness to serve in various capacities, from leadership roles to the smallest, behind-the-scenes tasks.

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### 4. A Heart for Evangelism and Discipleship

Subordinate leaders are expected to have a passionate commitment to evangelism and discipleship. Church leaders are not only to care for the flock but also to seek the lost and disciple the saved, ensuring that both evangelism and spiritual growth are priorities.

#### Scripture Reference:

- **Matthew 28:18-20** – *“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you...”*
- **2 Timothy 2:2** – *“And what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.”*

Leaders are expected to actively engage in both sharing the gospel with the lost and mentoring believers to grow in their faith. This is essential for the multiplication of ministry in the church.

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## 5. Unity and Teamwork in the Body of Christ

Subordinate leaders should work together in unity, recognizing that the church is a body with many parts, each serving a vital role. Leaders are expected to foster unity and work collaboratively, avoiding division and personal agendas. The church thrives when leaders work together for the common good of the gospel.

### Scripture Reference:

- **Ephesians 4:3** – *“Make every effort to keep the unity of the Spirit through the bond of peace.”*
- **1 Corinthians 12:25-26** – *“That there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.”*

Leaders should prioritize peace and unity, working collaboratively in the ministry and placing the well-being of the church above personal differences. The church's strength and witness depend on the harmony among its leaders.

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### Conclusion

The role of subordinate leaders in the church is vital to the health and growth of the congregation. When these expectations are met, the church will be equipped to carry out its mission and glorify God in all things.

# **Covenant Agreement Between Subordinate Leaders and True Vine Ministries**

## **Preamble:**

This Covenant Agreement is entered into by the leadership team of True Vine Ministries (hereafter referred to as "the Church") and the subordinate leaders called to serve under its authority (hereafter referred to as "Subordinate Leaders"). Recognizing the call to ministry and the weight of leadership in the body of Christ, we affirm our mutual commitment to uphold the mission and vision of the Church while fostering a spirit of unity, accountability, and service. This covenant is founded upon biblical principles, mutual respect, and the desire to honor God in all aspects of leadership.

## **Article 1: Purpose**

The purpose of this covenant is to establish and affirm a relationship of mutual accountability and commitment between the Church and the Subordinate Leaders. It outlines the responsibilities, expectations, and commitments of both parties as they work together for the glory of God and the advancement of His kingdom.

## **Article 2: Responsibilities of Subordinate Leaders**

As Subordinate Leaders in the Church, we acknowledge and commit to the following responsibilities:

### **1. Spiritual Growth and Accountability:**

- We commit to pursuing a personal relationship with Jesus Christ through prayer, the study of Scripture, and regular participation in the life of the Church.
- We will maintain personal accountability in our spiritual walk, being open to correction and guidance from the Church's senior leadership and fellow leaders.

### **2. Commitment to the Church's Vision and Mission:**

- We commit to aligning our leadership efforts with the vision, mission, and values of the Church, recognizing that our service contributes to the greater work of God in the community and the world.
- We will actively participate in church activities and initiatives, faithfully supporting and promoting the Church's ministries.

### **3. Leadership with Integrity:**

- We will lead by example, exhibiting a life of moral integrity, honesty, humility, and respect for others.
- We will strive to foster an environment of transparency, trust, and respect within our teams and the broader church community.

### **4. Teamwork and Collaboration:**

- We commit to working cooperatively with other leaders and members of the Church, understanding that the work of ministry is a team effort.

- We will prioritize communication, mutual support, and conflict resolution in a biblical manner, promoting unity and peace within the Church.

**5. Stewardship of Responsibilities:**

- We will be diligent in fulfilling the specific duties and roles entrusted to us, managing our time, resources, and energy wisely for the service of the Church.
- We will seek to continuously improve our skills and leadership capabilities through ongoing learning and development.

**Article 3: Responsibilities of the Church**

The Church, in turn, commits to the following responsibilities toward the Subordinate Leaders:

**1. Prayer and Spiritual Support:**

- The Church will regularly pray for the Subordinate Leaders, seeking God’s guidance, wisdom, and strength on their behalf.
- The Church will provide opportunities for spiritual growth and renewal, ensuring that Subordinate Leaders are equipped to lead effectively.

**2. Clear Communication and Expectation:**

- The Church will communicate clearly and regularly with the Subordinate Leaders regarding expectations, goals, and any changes in direction or priorities.
- The Church will provide feedback and guidance in a constructive and supportive manner, helping Subordinate Leaders grow in their roles.

**3. Accountability and Mentorship:**

- The Church will provide opportunities for Subordinate Leaders to receive mentorship, counsel, and accountability from senior leadership or designated mentors within the Church.
- The Church will hold Subordinate Leaders accountable to biblical standards of conduct and performance, offering correction in love when necessary.

**4. Support and Resources:**

- The Church will ensure that Subordinate Leaders have the necessary resources—to effectively carry out their ministry.
- The Church will seek to create an environment of support, where Subordinate Leaders feel encouraged and equipped for their roles.

**Article 4: Mutual Commitment**

We, the Subordinate Leaders and the Church, make the following mutual commitments:

**1. Commitment to Respect:**

- We will treat one another with respect, valuing the unique gifts and contributions of each person, and seeking to build up the body of Christ through love and humility.

**2. Commitment to Unity:**

- We will actively pursue unity in the Church, seeking to resolve conflicts biblically and fostering an atmosphere of peace and harmony among leaders and members.

**3. Commitment to Accountability:**

- We will hold one another accountable in both our personal and professional lives, ensuring that we are all living in accordance with the biblical standards of leadership and faithfulness.

**4. Commitment to Growth and Development:**

- We will support one another in our individual and collective growth, both spiritually and professionally, recognizing that we are all on a journey of transformation in Christ.

**Article 5: Dispute Resolution**

In the event of a dispute or disagreement between Subordinate Leaders and the Church, we commit to addressing the matter in a manner that honors God, following the biblical process outlined in Matthew 18:15-17. We agree to seek reconciliation and resolution through prayer, open dialogue, and mutual understanding, with the goal of restoring fellowship and unity.

**Article 6: Duration and Review**

This Covenant Agreement will remain in effect as long as the Subordinate Leaders serve in their respective roles within the Church. It will be reviewed periodically to ensure that it continues to reflect the needs, responsibilities, and commitments of all parties. Revisions or updates to this covenant may be made as needed, with the agreement of both the Subordinate Leaders and the Church leadership.

**Article 7: Acknowledgment and Signature**

By signing this Covenant Agreement, we affirm our commitment to serve in unity and faithfulness, fulfilling our respective roles and responsibilities with diligence and integrity, as we labor together in the work of ministry for the glory of God.

**Signed,**

**Subordinate Leader(s):**

**Church Leadership:**

Name(s): \_\_\_\_\_

Lead Pastor: \_\_\_\_\_

Signature(s): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## Fresh Anointing

As leaders in the Lord's Church, we are called to lead God's people with a heart that is continually aligned with His will. However, in our human limitations, we cannot carry out this divine responsibility through our own strength, wisdom, or understanding alone. The work of ministry is far too great, the challenges too complex, and the needs of God's people too profound for us to depend on our own abilities. This is why we desperately need a fresh anointing from the Holy Spirit.

A fresh anointing is not simply a momentary experience but a continual outpouring of God's presence and power that enables us to fulfill our calling. In a world that is constantly shifting—whether through societal changes, personal struggles, or the overwhelming needs of those we serve—a fresh anointing is necessary to keep our hearts and minds attuned to the voice of God. It gives us the strength to remain faithful, even when our own strength wanes, and the insight to make decisions that are in line with His kingdom purposes.

The Scriptures teach us that the anointing of the Holy Spirit empowers us to live holy lives, to proclaim the gospel with boldness, and to serve others with the heart of Christ. When we are anointed afresh, we are renewed in our passion for God's Word and His people. Our ministry is no longer a product of routine or human effort, but a supernatural overflow of His grace.

Moreover, a fresh anointing equips us to discern the deeper needs of those we lead and to address them with compassion and clarity. It enables us to break through spiritual strongholds, to heal emotional wounds, and to restore lives in a way that only the Holy Spirit can accomplish. Without this divine empowerment, our leadership would be reduced to mere human effort—lacking the depth, vision, and anointing that is needed to lead the Church into greater faith and fruitfulness.

In the same way that anointing oil in the Old Testament symbolized consecration and empowerment, the fresh anointing of the Holy Spirit consecrates us for the work of ministry, setting us apart for His service. It reminds us that we are not leading in our own power but by the grace of God, who equips us for every good work.

Therefore, as leaders in the Church, we must consistently seek the Lord for a fresh anointing—one that not only sustains us but also empowers us to lead with love, wisdom, and discernment. Without this continual renewal, we risk becoming spiritually dry and ineffective in the work to which we are called. A fresh anointing is not just a luxury; it is a necessity if we are to fulfill our God-given purpose and lead His people in faithfulness and victory.