

CULTURE GUIDE

ZEAL

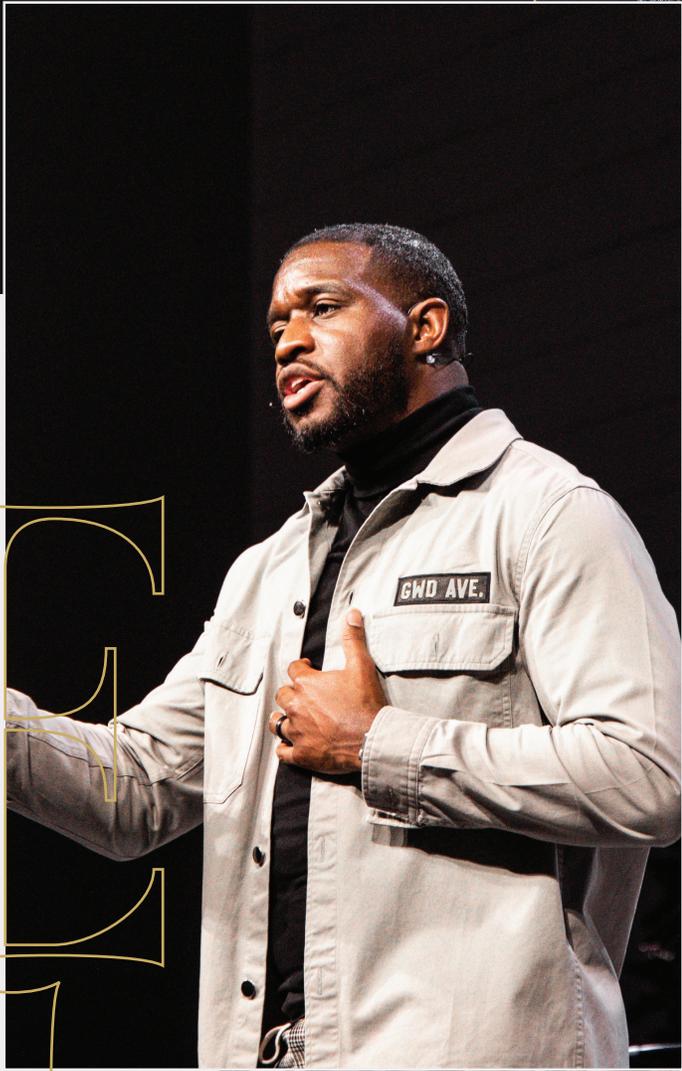
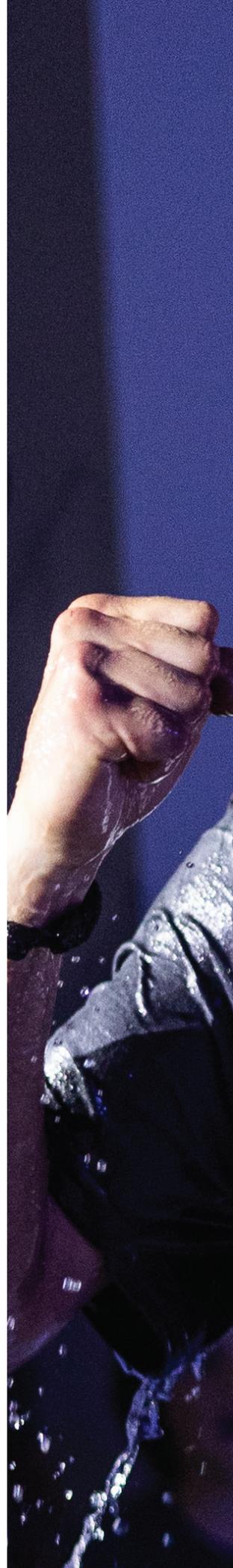


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WE EXIST TO HELP PEOPLE
ENCOUNTER GOD
EVERY DAY



OUR MISSION STATEMENT

GUIDING SCRIPTURE

Matthew 28:18-20

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 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. And behold, I am with you always, to the end of the age."

Matthew 6:5-13

"And when you pray, you must not be like the hypocrites. For they love to stand and pray in the synagogues and at the street corners, that they may be seen by others. Truly, I say to you, they have received their reward. But when you pray, go into your room and shut the door and pray to your Father who is in secret. And your Father who sees in secret will reward you.

"And when you pray, do not heap up empty phrases as the Gentiles do, for they think that they will be heard for their many words. Do not be like them, for your Father knows what you need before you ask him. Pray then like this:

*"Our Father in heaven,
hallowed be your name.
Your kingdom come,
your will be done,
on earth as it is in heaven.
Give us this day our daily bread,
and forgive us our debts,
as we also have forgiven our debtors.
And lead us not into temptation,
but deliver us from evil.*

John 3:16

"For God so loved the world, that he gave his only Son, that whoever believes in him should not perish but have eternal life.

Romans 12:10

Love one another with brotherly affection. Outdo one another in showing honor.

Malachi 3:10

Bring the full tithe into the storehouse, that there may be food in my house. And thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you a blessing until there is no more need.

1 Peter 4:10

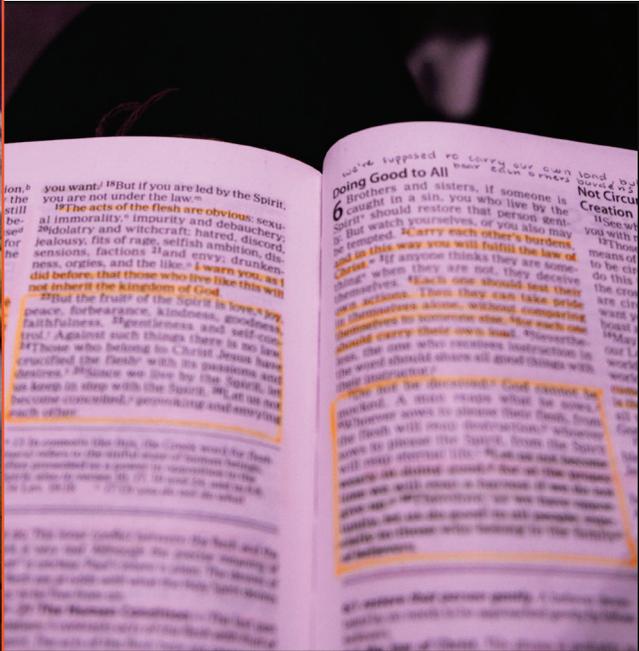
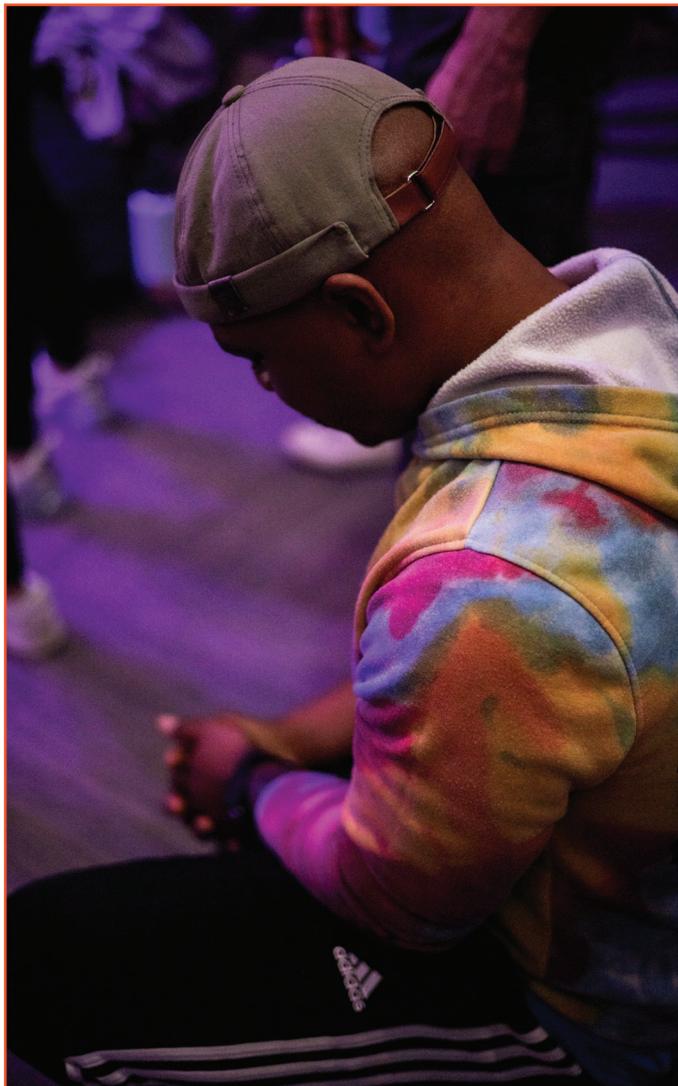
As each has received a gift, use it to serve one another, as good stewards of God's varied grace.

Romans 12:1-2

I appeal to you therefore, brothers, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewal of your mind, that by testing you may discern what is the will of God, what is good and acceptable and perfect.

Colossians 3:23-24

Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.



OUR VALUES

WHAT MAKES US UNIQUELY US

PRAYER
IS OUR PRIORITY

SERVING
IS OUR DELIGHT

GENEROSITY
IS OUR JOY

HONOR
IS OUR WAY

WORSHIP
IS OUR LIFESTYLE

PEOPLE
ARE OUR PRIORITY

JESUS
IS OUR MESSAGE

EXCELLENCE
IS OUR STANDARD



HOW WE TALK

- ✓ **WELCOME HOME**
- ✓ **YOU CAN BELONG BEFORE YOU BELIEVE**
- ✓ **MOST OF US ARE LIKE THE REST OF US**
- ✓ **LET'S START IT ON THE BOTTOM SHELF**
- ✓ **WE ARE BETTER TOGETHER**
- ✓ **IN COLORADO SPRINGS AS IT IS IN HEAVEN**
- ✓ **WE ARE A CHURCH OF GROUPS, NOT WITH GROUPS**
- ✓ **IF YOU ARE TOO BIG TO SERVE, YOU ARE TOO SMALL TO LEAD**

HOW WE SERVE

SOFT

HEART;

OPEN

HANDS

- EYES UP
- EXCELLENCE MATTERS
- HONOR UP, HONOR DOWN, HONOR ALL AROUND
- PEOPLE OVER PROCESS
- LEAD, DON'T POINT
- HEART BEFORE HAND

HOW WE SEE

OUR

VISION

- KNOW GOD
- FIND FAMILY
- DISCOVER PURPOSE
- MAKE A DIFFERENCE



HOW WE LEAD >>>

LEADERSHIP PROFILES

LOST PEOPLE SAVED
SAVED PEOPLE PASTORED
PASTOR PEOPLE TRAINED
TRAINED PEOPLE MOBILIZED

QUALITY 1

A PASSIONATE PURSUER OF JESUS

Leaders lead best when they encounter God every day. A leader can't give what they don't have, and the greatest thing they have to offer comes from Jesus.

QUALITY 2

IN COLORADO SPRINGS AS IT IS IN HEAVEN

Leaders keep their hearts aligned with the heart of the church's leadership, because a united church is a powerful force. Our agenda will always be to stay in step with God's Kingdom agenda to see heaven brought to earth.

QUALITY 3

A SERVANT LEADER

Leaders understand that if you are too big to serve then you are too small to lead. They understand that roles are different, but all roles are important, and are willing to do anything, everything, or nothing at all.





QUALITY 4

HAS CALLOUSED HANDS AND A TENDER HEART

Leaders work harder than everyone else and execute on mission relentlessly. Leaders have calloused hands from consistently working to advance the Kingdom of God, and tender hearts from persistently relying on God.

QUALITY 5

RUNS IN HEALTHY RELATIONSHIPS

Healthy leaders run in healthy relationships. Show me your friends and I will show you your future.

QUALITY 6



LEVERAGES INFLUENCE

Leaders understand and flow through influence.

LEADERSHIP CIRCLES

Healthy leaders run in healthy relationships, and healthy relationships begin and flow from a growing and thriving relationship with Jesus. The relational health of our leaders impacts the health of the church.

SO GOES THE HEALTH OF THE LEADERSHIP, SO GOES THE HEALTH OF THE CHURCH.



FAMILY

Our families are the epicenter of our lives and deserve our best. If things at home are wrong, nothing else is right.



THE CHURCH

Leaders fight to keep their calling clear and their hearts aligned with the vision of Zeal.



JESUS

Pursuing Jesus daily so that we can know Him more and make Him known, this will be the priority of our lives.



RELATIONSHIPS

Leaders run in life-changing relationships. Our closest friends will be like-minded and like-hearted people who love Jesus and His church.



THE WORLD

We are called to reach the world. We will be the light, representing Jesus and His church in our social circles and on social media.

LEADERSHIP ROLES



LEAD PASTORS

Seeks God's Direction for the Mission and Vision of Zeal Church, and Leads the Church in that Direction.

EXECUTIVE LEADERSHIP TEAM

Establishes and Oversees the Direction of Areas of Ministry



DIRECTORS

Develops the Leaders and Areas of Ministry

COORDINATORS

Creates the Winning Ministry Strategies for the Team



TEAM LEADS

Facilitates the Plan of Ministry for the Team and Leads the Charge

SERVANT LEADERS

Serves in their Area of Ministry to See the Plan Accomplished





OUR LEADERSHIP AIM

Leadership is about relationships AND results. Our systems and strategies are designed to produce fruit, not just activity. We establish goals and metrics to measure how we are going as well as to give us intentional indicators to guide future actions.

We trust and believe that God's gifting and calling will empower you to bear fruit in your leadership and ministry. We will review progress alongside these goals with you every quarter. Each leader will also discuss and develop goals specific to their teams.

TIME COMMITMENTS

God uses the Leader's visibility and availability as a crucial avenue for the people they lead to give their "More Yes" to Jesus. We want leading in God's great church to be exhilarating and not exhausting, so we want those who are serving to make it a spiritual habit of also attending Sunday worship gatherings. We call this, "Sit One, Serve One."

EXECUTIVE LEADERSHIP TEAM

40+ Hours

PASTORS

40+ Hours

DIRECTORS

40+ Hours

COORDINATORS

20+ Hours

TEAM LEADS

2 -4 Hours

SERVANT LEADERS

1 - 3 Hours

PASTORS/ DIRECTORS

ON THE WEEKEND

- Lead with one hand free and empower your team to do the works of ministry
- Pastor people alongside of teams
- Engage at all gatherings
- Observe and inspect teams
- Connect with guests

DURING THE WEEK

- Personally pursue Jesus
- Prepare and communicate with coordinators/assistant directors
- Shepherd, shape culture, and cast vision
- Meet bi-monthly for a Directors Meeting

ONGOING DEVELOPMENT

- Leaders know the mission, vision and code
 - Attend all Team Nights, Culture Connects and Culture Calls
 - Be available to meet with someone on Lead Team at least once a month for leadership development
 - Recruit and train new leaders
 - Continue to train and develop existing leaders
 - Stay inspired and keep dreaming
 - Connect monthly with another leader from another church who does what you do that you can learn from
 - Identify potential leaders
 - Increase teams across ministry area
-

ON THE WEEKEND

- Lead with one hand free and empower your team to do the works of ministry
- Engage at the gatherings you attend
- Lead spiritually alongside of teams
- Evaluate team
- Evaluate systems with assistant directors
- Connect with guests

DURING THE WEEK

- Personally pursue Jesus
- Schedule team
- Communicate with Team Leaders
- Follow up with new servant leaders

ONGOING DEVELOPMENT

- Attend Team Night, culture call, and culture connects
- Meets with Team Leads for 1 on 1 care
- Develop new leaders
- Continue to train and develop existing leaders
- Identify potential leaders
- Increases number of Team Leads per year

COORDINATORS

ON THE WEEKEND

- Engage in the gatherings you attend
- Lead spiritually alongside of teams
- Assign positions
- Ensure training of new servant leaders
- Inspect proper role coverage
- Report metrics

DURING THE WEEK

- Personally pursue Jesus
- Review metrics
- Communicate and provide feedback with team
- Review game plan with coordinator
- Carry code and vision forward

ONGOING DEVELOPMENT

- Meet with coordinator leaders for 1 on 1 care
- Attend all Team Nights, Culture Connects and Culture Calls
- Provide care for servant leaders
- Identify potential leaders
- Increases number of Servant Leaders per year

ON THE WEEKEND

- Attend huddle on the weekend you are serving
- Engage in gatherings that you attend
- Lead spiritually alongside of teams
- Welcome and connect guests

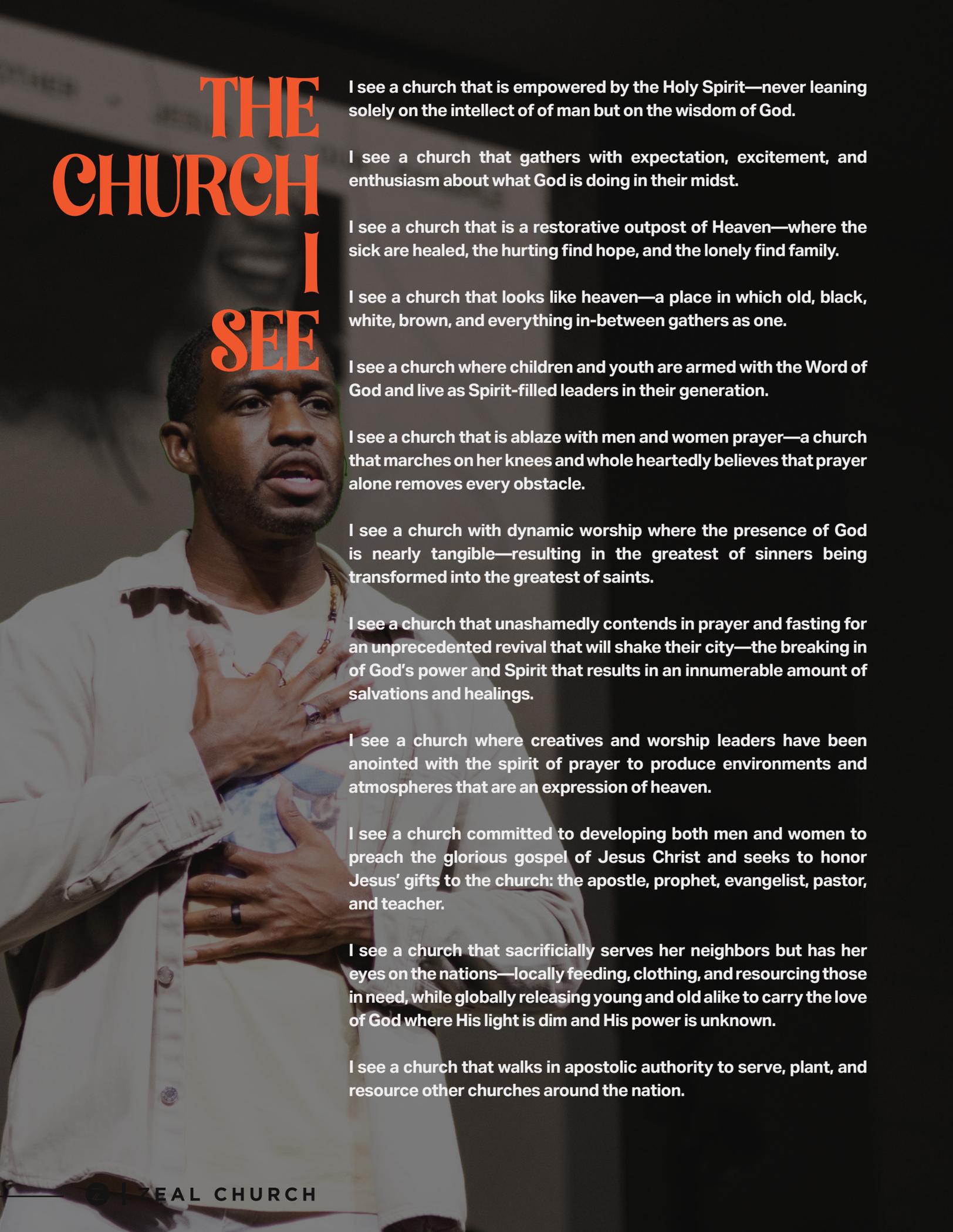
DURING THE WEEK

- Personally pursue Jesus
- Communicate and provide feedback with Team Leads
- Carry code and vision forward

ONGOING DEVELOPMENT

- Attend all Team Nights (3x per year)
- Attend Team Night at least once
- Identify potential leaders

THE CHURCH I SEE



I see a church that is empowered by the Holy Spirit—never leaning solely on the intellect of of man but on the wisdom of God.

I see a church that gathers with expectation, excitement, and enthusiasm about what God is doing in their midst.

I see a church that is a restorative outpost of Heaven—where the sick are healed, the hurting find hope, and the lonely find family.

I see a church that looks like heaven—a place in which old, black, white, brown, and everything in-between gathers as one.

I see a church where children and youth are armed with the Word of God and live as Spirit-filled leaders in their generation.

I see a church that is ablaze with men and women prayer—a church that marches on her knees and whole heartedly believes that prayer alone removes every obstacle.

I see a church with dynamic worship where the presence of God is nearly tangible—resulting in the greatest of sinners being transformed into the greatest of saints.

I see a church that unashamedly contends in prayer and fasting for an unprecedented revival that will shake their city—the breaking in of God's power and Spirit that results in an innumerable amount of salvations and healings.

I see a church where creatives and worship leaders have been anointed with the spirit of prayer to produce environments and atmospheres that are an expression of heaven.

I see a church committed to developing both men and women to preach the glorious gospel of Jesus Christ and seeks to honor Jesus' gifts to the church: the apostle, prophet, evangelist, pastor, and teacher.

I see a church that sacrificially serves her neighbors but has her eyes on the nations—locally feeding, clothing, and resourcing those in need, while globally releasing young and old alike to carry the love of God where His light is dim and His power is unknown.

I see a church that walks in apostolic authority to serve, plant, and resource other churches around the nation.



**ZEAL
FOR
YOUR
HOUSE
HAS
CONSUMED
ME**

—PSALM 69:9