

Leading a Frontline Hub*

**A hub is a set of
three to five community groups
connected geographically
for (1) more efficient mission
(2) more effective pastoral care
and (3) more exact equipping*



Three Areas of Responsibility on a Hub Leadership Team

Frontline believes in team ministry at every level of leadership, but the inherent plurality of the elder community can be unintentionally individualized in some ways by assigning an elder or elder-in-development to oversee a hub alone. In order to prevent that kind of isolated leadership, the following three areas of responsibility are recommended for healthy team leadership of a hub.

1. The **male hub leader** is the primary leader of the hub and the hub leadership team, who (1) casts vision, (2) coaches, and (3) provides pastoral care for the people in the hub, with particular focus on the primary male leaders of each community group, but not to the exclusion of female group leaders or group members, as needs arise.
2. The **female hub leader** is the primary provider of Titus 2 mentoring, shepherding, and coaching to female community group leaders within the hub. The female hub leader is also encouraged to coordinate any form of occasional hub-wide discipleship and equipping of women as she and the male hub leader might deem beneficial at any given time.
3. The **hub coordinator** or **hub deacon** assists the male and female hub leaders with communication, administration, and hub-wide missional engagement—leading the hub into larger missional opportunities that address key needs in that part of the city (see the *Missional Gatherings Rhythm Sheet* for further guidance). The hub coordinator will also serve as an expert on, and liaison with, congregation-specific city partners, as well as function as a “deacon at large” as care needs arise within the hub.

If the male and female hub leaders primarily *serve by leading*, hub coordinators or hub deacons primarily *lead by serving*. (In fact, this role could serve as a segment in the diaconate pipeline, and would ideally be increasingly filled by installed deacons, who serve in all the ways described above.) A hub deacon is able to respond to a broad range of unpredictable and ongoing needs that will inevitably arise within a hub rather than being assigned to a pre-existing task within a congregation. Once installed as a deacon, an existing hub coordinator’s title would then change to hub deacon.

These **three areas of responsibility** could conceivably be carried out by **as few as two people** (provided the female hub leader has the unique capacity and gifting to provide both Titus 2 mentoring and a measure of administrative and missional support), or **as many as four people**, where the hub coordination efforts are divided between an **administrator** and a **missional coordinator** as hub needs increase. Each of these three areas of responsibility are primed for **apprenticeship**, and male and female hub leaders as well as hub coordinators should be alert and diligent to include other people in the hub in their ministry efforts—both for the sake of developing leaders as well as sharing the ministry load.

Procedure for Proposing Male and Female Hub Leaders

Using the guiding principles listed below, each community director should:

1. present candidates for **assessment** to the Central Community Director and other community directors in the weekly community directors meeting, and then,
2. present those candidates for **consideration** to their respective congregational lead pastor, and, finally,
3. present those candidates for **final approval** to their congregational elders for final approval.



Principles for Selecting Male Hub Leaders

Because of how we desire hubs to function, our ultimate goal is that the role of male hub leader is (a) fulfilled by an elder. If that is not yet possible, then (b) someone in elder development. If that is not yet possible, then (c) someone who ideally meets the following criteria:

1. Because the role of male hub leader is an elder **pipeline** role, priority will be given to externally called and qualified men.
2. Because the role of male hub leader is a **pastoral** role, priority will be given to those men uniquely skilled in the art of shepherding and friendship, who also possess margin and an internal call.
3. Because the role of male hub leader is a **practical** role, priority will be given to those men with prior experience leading and multiplying Frontline community groups.

Responsibilities of a Male Hub Leader

See the *Science of Coaching* document for a visual depiction of these responsibilities.

1. Visit each community group in the hub at least once a semester.
2. Hold a visit-follow-up debrief meeting with the primary male and female leaders of each community group in the hub.
3. Meet in person with each primary male community group leader every sixty days for ministry coaching and personal pastoral care (with guidance from the *Art of Coaching* document).
4. In partnership with the congregational community director, schedule and co-lead at least one hub training per semester (either for community group leaders, assistant leaders, and apprentices only, or including all community group members as well).
5. Work to be available to all community group leaders in the hub for coaching and care through phone, e-mail, or personal interaction.
6. Meet with the female hub leader and the congregational community group director at least once a semester for strategic planning, coaching, fellowship, and vision-alignment.
7. Meet with the other hub leaders within the congregation according to congregation-specific meeting structures and frequency.
8. Gender-redeeming male servant leadership in the home and in the local church should not assume that it is superior. Rather, it should assume that it should take initiative. Therefore, the male hub leader should take initiative to schedule regular times on the calendar to empower the female hub leader, enlist her wisdom and her counsel, and work collaboratively with her for the health of the hub as a whole.



Principles for Selecting Female Hub Leaders

Because of how we desire hubs to function, our ultimate goal is that the role of female hub leader is (a) fulfilled by a deaconess. If that is not yet possible, then (b) someone in deacon development. Regardless of whether they are a deaconess, in the diaconate pipeline, or neither of those things, for any potential female hub leader, we are looking for women who ideally meet the following criteria:

1. Because the role of female hub leader is a diaconate **pipeline** role, priority will be given to externally called and qualified women.
2. Because the role of female hub leader is a **pastoral** role, priority will be given to those women uniquely skilled in the art of shepherding and friendship, who also possess margin and an internal call.
3. Because the role of female hub leader is a **practical** role, priority will be given to those women with prior experience leading and multiplying Frontline community groups.

Responsibilities of a Female Hub Leader

See the *Science of Coaching* document for a visual depiction of these responsibilities.

1. The invitation for the female hub leader is to function in the same spheres of leadership as the male hub leader—underneath his empowering servant leadership—along with the following baseline commitments for the two yearly blocks of August–November, and January–June.
2. Meet in person with each primary female community group leader every other month for ministry coaching and personal pastoral care (with guidance from the *Art of Coaching* document). On alternating months, it will be crucial for the female hub leader to connect by phone and check in with each of her leaders—by listening deeply, encouraging verbally, and praying for each leader on the spot before concluding the call.
3. In partnership with their community director and male hub leader, schedule, help speak into, and co-lead at least one hub training per semester (either the whole hub or the leaders in the hub).
4. Pursue regular communication with female community group leaders in the hub, with the goal that every primary female community group leader would be pursued, known, loved, heard, and prayed for.
5. Join the male hub leader in meeting with the congregational community group director at least once a semester for strategic planning, coaching, friendship, and vision-alignment.

