



Developing Leaders

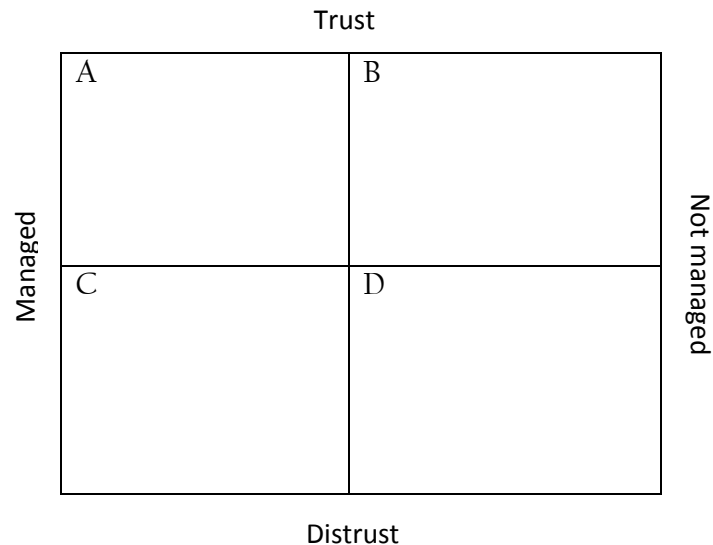
List all of the areas of ministry in your church/proposed church that you can think of. Consider specific areas such as: worship, preaching, discipleship, hospitality, sound ministry, small groups, counseling, assimilation, greeting, facility maintenance, children's ministry, youth ministry, etc.

		I am typically involved:		
Area of Ministry	Leader	When a conflict needs to be resolved	When money needs to be spent	When a volunteer position needs to be filled
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
15.				
16.				
17.				
18.				
19.				
20.				

Proposition: If you put a check in one of the right 3 boxes, regardless of whose name is in the “Leader” box, you are essentially still leading that ministry.

Moses & Jethro – Exodus 18

What kind of leaders do we want?



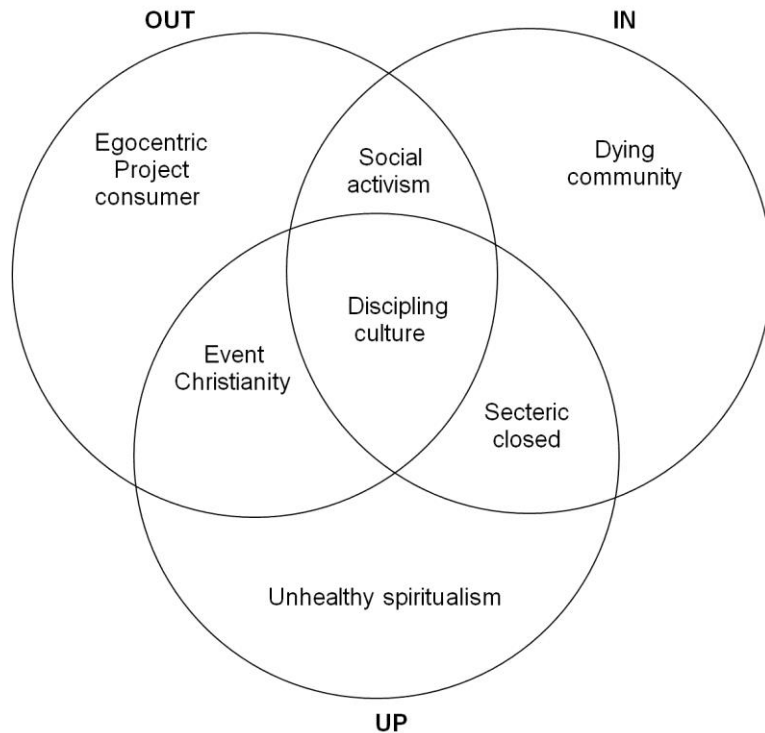
Don't mess with quadrant D. It will take time and discipleship to move someone from “C” to “A.” Many of our leaders are “A” leaders, but still need our management. The dream leader is “B” – the one who can be trusted, and doesn't have to be managed. They are a self-starter. They place themselves in a posture of accountability. They are self-calibrating.

Adapted from Wayne Cordeiro...

Identifying/Developing Leaders

Matthew 9:35-38

It Always Starts with Discipleship.



From Mike Breen – 3DM ministry

<http://mikebreen.wordpress.com/2011/01/21/missional-community-series-post-3/>

Teach and train initiative as an expectation, but then don't take responsibility for someone else's accountability.

Ask "Who is working harder to make this work? Me? Or Them?" This is true of areas of ministry, counseling, discipleship, etc.

If you are working harder, they are probably just filling a role instead of fulfilling a call.

How to train initiative – give projects with low risk, and then increase the risk.

Always start with Character over Skill.

It is much easier to train skill than it is to train character. Don't abandon the priority of character in the desperation of a need.

It will cost you much more in the long run.

Be careful not to give more responsibility than you are to give support and accountability.

Be sure to provide support, communication and training when you hand off responsibility.

If not you will wind up with people who are underdeveloped, burned out, hurt and feeling used.

It is very tempting in early stages of a church and in difficult stages of a church to just get somebody in a position so you “don’t have to worry about it.”

Be Careful of people looking for a platform

And early stages of a church plant are a prime target for wandering Christians who will finally get a “platform” for their ministry.

Be sure they can not only articulate your mission/vision, but also incarnate your values before you give them a voice.

Don’t give titles too soon

(1 Timothy 5:22) – It is much more difficult to take a title from someone than it is to simply move them to another area of ministry.

Develop a Clear Path for Developing Leaders.

What qualities/characteristics are essential?

How will they be trained?

What opportunities to test them are available?

How will they be evaluated when given opportunity? Is there a place for feedback?

Are there mentors available to walk alongside of them?