

## Developing and Sending out New Leaders

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### 1. Find Them

Help them find you!

Regardless of the size of your church, a minimum of 1/3 of your time should be spent focusing on developing leaders.

Talking to them after Service / Section Shepherds

Visiting Small groups

Poll your leaders “who do you see as potential leaders?”

Multi-Cultural, Inter-Generational, Leadership Team: we’re all biased / limited – culture, prejudices, theology, experiences

I give thanks to my God always for you because of the grace of God that was given you in Christ Jesus, that *in every way you were enriched in him in all speech and all knowledge*— even as the testimony about Christ was confirmed among you— *so that you are not lacking in any spiritual gift*, as you wait for the revealing of our Lord Jesus Christ

1 Corinthians 1.4-7

The leaders are THERE but they are NOT yet READY!

### 2. Watch Them

Loner? Follower? Organizer? Liked? Spouse? Kids?

“do you know \_\_\_\_\_?”

What you win them with is what you win them to.... / Ministry Focus/Style

Some great leaders in the Bible had many initial doubts and fears

Look for *potential*, not full maturity.

Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ. For this I toil, struggling with all his energy that he powerfully works within me.

Colossians 1.28,29

### 3. Test Them

Do you need to lower the bar?: Are your standards too high for leaders to emerge?

Faith?              Fruit?              Friendly?              Followers?

- 1) I Do – *You Watch*
- 2) I Do – *You Help*
- 3) You Do – *I Help*
- 4) You Do – *I Watch and Encourage*
- 5) You Do – *Someone Else Watches*

...pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty.              Acts 6.3

### 4. Evaluate Them

Fear - he or she is directly accountable to the living God who knows and sees all.

Freedom - obedient and faithful to their call to serve with all the creativity and energy which God gives.

What do your other leaders think of them? / Tread Lightly – Rumors Likely

They have a relationship with a Person, not a program.

Now when they saw the boldness of Peter and John, and perceived that they were uneducated, common men, they were astonished. And they recognized that they had been with Jesus.              Acts 4.13

### 5. Endorse Them

Membership / Leadership Positions – Assistant, In Training, Apprentice

Build Loyalty – both Ways!

They help unite the team, leading the whole church in spiritual unity.

When Timothy comes, see that you put him at ease among you, for he is doing the work of the Lord, as I am. So let no one despise him. Help him on his way in peace, that he may return to me, for I am expecting him with the brothers.

1 Corinthians 16.10,11

## 6. Expand Them

If they have found a comfy niche of service, push them to keep growing & stretching

Putting the right people in the right place at the right time for the right reasons.

Focus leaders on the important, not the urgent.

“One who is faithful in a very little is also faithful in much, and one who is dishonest in a very little is also dishonest in much.” Luke 16.10

## 7. Encourage Them

Give them, and yourself, permission to fail: provide an environment of grace

Explain and practice the difference between Justification and Sanctification.

Justification	Sanctification
I am Saved!	I am being Saved!
Something to Believe	Something to Do
Objective Fact	Subjective Feelings
Released from Sin's Penalty	Being Released from Sin's Power
Change in my Legal Status	Change in my Lifestyle
A Possession	A Progression
What God does for me	What God does in me
Imputed Righteousness	Imparted Righteousness
Put in His Church	Protection for your church
Enlisted into His Service	Endure until you see Him
Christ dying for my sins on cross	Christ at work in me by Holy Spirit

Failure is part of the growth process and you are in their corner no matter what.

Leadership development happens through personal, intentional (life-on-life) relationships: it cannot be “out sourced” to programs or other people.

“Simon, son of John, do you love me?” He said to him, “Yes, Lord; you know that I love you.” He said to him, “Tend my sheep.” John 21.16

## 8. Resource Them

Equip the new leader to develop the ministry skills they need to fulfill their new role.

What might be acceptable/effective ministry both in your IF and in the church of their homeland.

Train leaders with high expectations.: Give them your BEST STUFF!

Now if anyone builds on the foundation with gold, silver, precious stones, wood, hay, straw— each one's work will become manifest, for the Day will disclose it, because it will be revealed by fire, and the fire will test what sort of work each one has done.

1 Corinthians 3.12,13

## 9. Release Them

Destination: NEXT

Encourage them to SUGGEST and perhaps help train their replacement.

Mission accomplished: Guilt free

Therefore, my brothers, whom I love and long for, my joy and crown, stand firm thus in the Lord, my beloved.

Philippians 4.1

## 10. Network with Them

Alumni Association?

Emailing articles that fit their need.

Recommend books, conferences, resources.

Keep them on your prayer list!

When I send Artemas or Tychicus to you, do your best to come to me at Nicopolis, for I have decided to spend the winter there. Do your best to speed Zenas the lawyer and Apollos on their way; see that they lack nothing.

Titus 3.12,13