

Church Planters' Meeting
Developing Leaders
February 2007

We are a community of church planters, coaches, and advisors who seek to transform the San Diego-Tijuana area by igniting a movement of gospel-centered church planting. One key element in every movement is leadership development. A movement cannot sustain growth beyond its leadership capacity. To ignite a church planting movement there must be an ever-increasing number of leaders. The purpose of this paper is to more fully engage us in leadership development. Here are twelve building blocks.

1. Understand who develops leaders

In developing leaders in the church, the most important question isn't "how?" but "who?" Who develops leaders? The Bible makes it clear: Christ develops leaders in the church (Mt.16:18; Acts 1:1, 20:28; Ep.4:11). Christ does it by exercising his leadership, in our midst, as: prophet, priest and king.

- A. Prophet – Authority → Vision → "This is where God is leading us!"
- B. King – Control → Plan → "This is how we can get there!"
- C. Priest – Presence → People → "You can be a part of this. I'll help you!"

2. Clarify the values we want to instill in leaders

- A. Gospel-Centered – Committed to viewing all of life through Gospel
- B. Missional – Committed to living in mission to engage culture
- C. Grace-Renewal – Committed to on-going grace renewal

3. Commit yourself to developing leaders

To develop leaders you must be willing to:

- A. Share the ministry
- B. Make it a scheduling priority
- C. Pursue personal growth

4. Cultivate and communicate vision

Leaders who develop leaders cultivate and communicate Christ's vision for:

- A. The work of the church (Mt.28:18-20; Mk.16:15-16; Lk.24:45-49; Acts 1:8)
- B. The development of leaders (Ep.4:7-13; 2Tim.2:2)
- C. The potential of each developing leader (Mt.4:19, 16:18; see also A. above)

5. Organize the ministry

- A. Develop a Ministry Map
- B. Insert existing leaders
- C. Use brackets to show needs

6. Pray for leaders

"One of those days Jesus went out to a mountainside to pray, and spent the night praying to God." (Luke 6:12-13)

"The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." (Mt. 9:37-38)

- A. Pray
- B. Look
- C. Receive

7. Understand the process

A. Potential leaders

To potential leaders, Jesus said, "Come and see" (Jn. 1:39). The key word during this phase is "know." The followers get to know Jesus, his character, his vision. And Jesus gets to know the followers on their turf. (Mk. 1:16)

B. Emerging leaders

To emerging leaders, Jesus said, "Come and follow me" (Mt. 4:19, Mk. 1:17). The key word during this phase is "show." Jesus models his life and ministry as the emerging leaders observe and listen.

C. Existing leaders

To existing leaders, Jesus said, "Come and be with me" (Mk. 3:14). The key word during this phase is "grow." Jesus calls them into an intimate relationship with him and involves them in ministry.

8. Know the potential leaders

- A. Where do you find them?
- B. How will you get to know them?
- C. What's the next step?

9. Show the emerging leaders

- A. Identify (Three questions)
- B. Invite
- C. Involve

10. Grow the existing leaders

What do they need from you?

- A. Clear expectations
- B. Personalized leadership
- C. Regular and honest feedback

11. Take time to reflect

- A. Evaluate
- B. Celebrate
- C. Recalibrate

12. Help your leaders develop leaders

Things to consider as leadership needs/base expand

- A. Revise Ministry Map
- B. Assist leaders in developing apprentices
- C. Facilitate leadership connections