

# Leadership Development: Raising Up Young Heroes

Team Up Conference

Friday 9/21/12

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# I. Introduction

## *A. What is job #1 for today's urban leader?*

“There is no true success without successors.” -  
Maxwell

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## Ephesians 4:11-16

“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, **to prepare God’s people for works of service**, so that the body of Christ may be built up ...”

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***How much more impact would the Church have on the world today if Christian leaders were more intentional about leadership development?***

- » *More ministries launched*
- » *More lives transformed*
- » *More marriages and families restored*
- » *More resources distributed to the poor*

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## II. The Reality

1. There is a HUGE LEADERSHIP VACUUM in our ministries today!

*The need for leaders to shepherd a broken and “fatherless” generation today is overwhelming.*

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2. Too many leaders are leading out of SCARCITY vs. abundance!

a. Moses and his scarcity paradigm: Exodus 18:15-26

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**An abundance leadership mindset says,  
Jesus worked with and through others.**

Who is around you that needs to be developed?

**What are you presently leading daily and weekly  
that others can be equipped to lead?**

When you “give ministry away,” it is not that you become less or have less, as in “subtraction;” in fact, you become more, have more and the Kingdom is advanced... because of multiplication” ... that’s ABUNDANCE!

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### 3. You will never HAVE TIME to develop young heroes.

Therefore, be VISIONARY and STRATEGIC enough to choose to make this a priority because it was Jesus' priority! Your leadership legacy depends on it and your ministry will grow because of it.

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# III. The “EEE’s” of developing next gen. leaders

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## Phase 1ne:

**ENGAGE the pain and challenges of your own emergence as a leader.**

This will fuel your vision and value for the priority of indigenous leadership development.

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## Phase 2wo:

**ENLIST and identify the emerging leaders around you.**

You can't intentionally develop what you haven't identified as your target audience.

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***A. Make a list of all the people in your life who you believe have leadership potential.***

*Jesus enlisted Matthew to follow Him.*

*Matthew 9:9-12*

*“As Jesus went on from there, he saw a man named Matthew sitting at the tax collector’s booth. “Follow Me,” He told him and Matthew got up and followed Him...”*

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***B. Qualities to look for in the emerging leaders you identify:***

**1. INFLUENCE- a natural ability to influence others whether through personality, spiritual authority, lifestyle, communication, etc.**

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2. **CHARACTER**- Healthy fear of the Lord, honesty, humility, integrity, self-control.

3. **RELATIONAL**- The best leaders must have people skills. A measure of sensitivity to the feelings of others, the ability to listen to, hear from and care for people.

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4. PASSION - For God, personal growth, Kingdom expansion; action oriented, makes things happen.

5. SAVVY- Understands people, culture, street smart, values technology.

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## Phase 3hree:

**ENVISION** young heroes with your kingdom dream and speak into their lives as to their potential, their calling, qualities, gifts and possible roles on the team.

Help them to see what you see!

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## Phase 4our:

EQUIP young heroes with the training, skills, experiences, tools and resources they will need for effective leadership.

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# Equipping game plan:

**A. Identify the skills, experiences, tools, resources, etc. your young heroes need to learn.**

*Note: Utilize various people, resources, conferences, etc. both internally and externally which can fulfill the equipping challenge.*

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# 1. Potential SKILLS for equipping:

- How to prepare and lead a Bible study
- Basic counseling skills
- How to share their faith
- How to study God's Word
- How to meet with God

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- How to lead a small group
- How to disciple new believers
- Time management skills
- Balancing life and ministry
- Fundraising and personal money management skills

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**B. Provide the appropriate type of training according to the desired outcomes. This may be curriculum driven, be experiential, require reading or online training etc.**

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**C. Potential GROWTH OPPORTUNITIES for shaping a servant leader's values.**

**1. Mission to the elderly**

- Convalescent homes
- Shut-ins/widows
- Adopt a grandparent

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## 2. Mission to the Sick

- Children's hospital visitation-sing, read to them, etc.

## 3. Prison/ Juvenile Hall / Children's Homes Ministry

- Prison Fellowship –  
“Angel Tree”

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## 4. Mission to the Hungry

- Serve at a local downtown mission
- Provide a food pantry at your church
- Sponsor a child- Compassion International or World Vision

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## 5. Mission to the Neighborhood

- Community based VBS
- Adopt-a-Block
- Neighborhood Clean up or School Beautification/ Adoption
- Graffiti Clean Up

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## 6. Work/ Ministry Projects

- Construction related support in a rural setting or through disaster and relief work

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## 7. Cross cultural Missions

- Serve in a refugee camp by building homes, feeding the poor, passing out clothes, sharing evangelistic dramas, showing the Passion of the Christ DVD, etc.

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## Phase 5ive:

**EMPOWER** young heroes by personally mentoring and investing in their development.

Mentoring Types:

Discipler, Coach, Counselor, Teacher, Sponsor

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## A. Best practices for empowering young leaders:

- Spend time with them- eating, talking, walking, traveling, co-teaching, etc.
- Develop them HOLISTICALLY!
- Confront them when necessary

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- NURTURE and believe in them!
- Affirm them privately and publicly
- Resource them with appropriate tools (ie. technology, books, budget, etc.)
- Connect them with other key leaders, relationships, opportunities that will enhance their growth.

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## B. Empowerment /Delegation 101

“I do it” ... “You watch”

“I do it” ... “You help”

“You do it” ... “I help”

“You do it” ... “I support and supervise”

Four Phases of Ease-J. David Stone

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## Phase 6ix:

**ENTRUST** young heroes with  
**REAL** ministry responsibilities  
and coach them towards  
effectiveness.

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## A. Matthew 10:1-8

*“He called His twelve disciples to Him and gave them AUTHORITY... These twelve Jesus sent out with the following instructions... As you go, preach this message: ‘The Kingdom of heaven is near. **Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons.** FREELY YOU HAVE RECEIVED, FREELY GIVE... I am sending you out like sheep among wolves. Therefore be as shrewd as snakes and innocent as doves.”*

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**B. Ephesians 2:10: “For we are God’s workmanship created in Christ Jesus to do good works, which God prepared in advance for us to do.”**

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## C. Mobilize young heroes to serve through ministry teams.

- Creative arts team
- Media/ Graphics team
- Praise and worship team
- Drama team
- Audio Tech crew

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## **C. Mobilize young heroes to serve through ministry teams.**

- Administrative Support team
- Greeting and Ushers team
- Intercessory Prayer team
- Missions and Outreach team
- Follow-Up team
- Ambiance and Set-up team

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## Phase 7 even:

**ENCOURAGE young heroes consistently along their leadership emergence journey.**

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## A. Practice Barnabas' "son of encouragement" strategy:

- Affirm their growth and progress
- Listen to them compassionately
- Schedule time for evaluations, reviews and feedback sessions.
- Celebrate individual and team accomplishments

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- Motivate them toward higher education
- Pray over them
- Speak into their lives
- Model personal health, transparency, grace and truth

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## Phase 8ight:

**ELEVATE** young heroes so that they can emerge more boldly.

Be their biggest fan, promoter and sponsor. Challenge them to go further, dream bigger, be deeper and live more balanced lives!

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