

Devising a Strategy for Developing Leaders

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CHURCHES WITHOUT A STRATEGY FOR DEVELOPING PASTORS, YOUTH LEADERS, CHILDREN'S MINISTRY WORKERS AND OTHER LEADERS WILL DECLINE OR STAGNATE FOR LACK OF ENOUGH LEADERS OR THE RIGHT KINDS OF LEADERS.

THE WHO

Present empowered leadership must support leadership development:

- a) Senior or Lead Pastor – some pastors value preaching/teaching/counseling to the gross neglect of developing leaders
- b) Core Church Leadership – staff (associate, youth, children's, worship, outreach pastors, church board and key volunteers must be supportive of the leadership development focus

How Do You Get These Folks on Board?

- i. Wide Look: Help key leaders see that developing leaders will benefit the church and kingdom for generations
 - ii. Long Look: Help leaders see that those they train will become a part of their legacy.
 - iii. Inside Look: Help leaders see that developing leaders leads to teamwork and more ministry productivity
 - iv. Closer Look: Help leaders understand that developing leaders is what will be rewarded
- c) Budget must support developing leaders - invest in books, conferences, time for research and development, consultants, coaches

THE HOW

1. Recruit a person or a team to lead leadership development.
Every church/major ministry area will need someone or a group to help design, champion, and implement your process. In a smaller church this typically falls on the pastor. Some pastors include it as a permanent part of their job description; others may train another staff person or highly qualified member of the church; others combine this with another role such as CE director, youth pastor, director of mobilization

Challenges: In small churches the pastor is bi-vocational, or overwhelmed by other time-consuming pastoral responsibilities, or a great volunteer leader is already maxed out with other responsibilities. Often people are apathetic.

Solutions:

- i. Put leadership development at or near the top of the church's/ministries' priorities.
- ii. Pastor and key volunteer leaders must get serious about personally recruiting people to get involved based on their gifts.
- iii. Overcome apathy by addressing people's reasons for lack of participation in ministry (encouragement, teaching on spiritual gifts, lack of confidence)
- iv. Adopt a team mentality (build ministry teams)

Sample Job Description

Ministry Title: Pastor of Leadership Development

Ministry Profile: The Pastor of Leadership Development should have the abilities or gifts of leadership, discernment, and administration. This person is expected to create, develop, and refine the process of leadership development and then administer it. This person should have a passion for emerging and existing leaders.

Ministry Summary: The Pastor of Leadership Development is responsible for developing, refining, and administering the church's leadership development process, which includes discovering, developing and deploying leaders.

Ministry Goals:

- Cast the vision for leadership development.
- Design an overall, intentional, systematic leadership development process.
- Oversee the implementation of the process.
- Raise up and develop a lay-leadership training team to help lead and operate the process.
- Influence the church culture so that leadership development becomes and remains a visible core value.
- Keep abreast of what is taking place in leadership development in America and abroad.
- Understand the leadership needs of the ministry.

Line of Authority: The Pastor of Leadership Development will report to the senior pastor and work with the pastor of lay mobilization.

2. Even if you have a person with a designated lead role that person will need to recruit and develop a team of volunteers.

3. Craft your own definition of leadership.

Before you can identify the people you want to recruit you need to know who you are looking for. Before you can begin developing them you need to know what skills and abilities you are trying to develop. Often in youth ministry pastors look for a certain personality type (extrovert, dynamic, good in front of crowds) which is not always the fit that you need.

Sample Definitions of Leadership

Leadership is the process of helping people accomplish together what they could not as individuals. Leaders are those who get leadership going.

Alan Nelson

Leadership is a dynamic process in which a man or woman with God-given capacity influences a specific group of God's people toward His purposes for the group.

J. Robert Clinton

Leadership is the ability to influence others based on one's character, capabilities, and the clarity of the ministry's direction.

Lewis Cooper

In essence leadership appears to be the art of getting others to want to do something you are convinced should be done.

James Kouzes and Barry Posner

Leadership is influence, the ability of one person to influence others.

J. Oswald Sanders

Leadership involves influencing one's peers as a team to carry out the purposes of the church.

Steve Stroope

Leadership is mobilizing others toward a goal shared by the leaders and followers.

Gary Wills

3. Identify the Leadership Levels (Ex. 18:21)

Leaders must be trained for all levels of the church.

- i. Identify all the church's ministries (along with the names of those serving) such as small group ministries, age-graded, worship, counseling, welcome, missions, etc.
- ii. Who are the leaders in each ministry (using your definition of a leader)? You are looking for people who are not holding a leadership position right now.
- iii. Configure the leadership positions into leadership levels

THE WHAT

DEVELOPMENT

1. Get young leaders together. It produces a unique chemistry.
2. Introduce young leaders to other leaders (Have “leader team” meet and talk to adult leaders in various spheres.)
3. Provide opportunities for them to lead something. They learn by doing. Give them increasing amounts of budget, resources, and opportunities.
4. Coach and debrief. Meet after leadership opportunities and ask evaluative questions.
5. Train parents to raise leaders.

An Example

STMBC approached Denver’s Stedman Elementary School and, in November 2010, 12 youth—six from the community and six from the church—began attending monthly Saturday meetings. Ranging in age from 11 to 14, participants were selected if they had exemplified balance and fulfillment in their lives by adhering to leadership principles. The program—which includes guest speakers, field trips and community projects—seeks to teach the young leaders effective communication skills, conflict mediation, decision-making, team dynamics, problem-solving, meeting structure, and response to change. It also promotes social ethics, positive self-awareness, professional development and hands-on experience. Integrity, accountability and respect are stressed.