

LEADERSHIP DEVELOPMENT

FIRST IMPRESSIONS MODULE #2
LEADER GUIDE

A FEW THINGS TO REMEMBER:

- *Stay Engaged: small distractions make people not feel cared for.*
- *Time: Interrupt and apologize if needed to help others have time to contribute and keep the group on track”*

CONNECT (5 min): Spend time allowing team members to connect with one another relationally.

- What’s the best thing that happened to you today?
- What are you most looking forward to at this gathering?
- What did you want to be when you were growing up?

CELEBRATE (5 min): Ask how they’ve seen God working in their area of ministry since you met last.

- What is celebrated gets replicated. It reinforces values.
- Celebration is not just for celebration; it is for training.

CHECK-UP (5 min): Check in with your team members

- Ask follow up from last Check - In
- Prayer?

COACHING (40-50 min): Facilitate discussion using the guide below and summarize with the leadership principles below.

- Remind your team members of what they are moving towards.
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Focus Competency: People developer - having a mindset for growth and looking for the potential in others.

Opening Question: What do you feel makes an outstanding leader?

ASSIGNMENTS

Assignment 1: Read Matthew 20:25-28 and answer the questions below.

Assignment 2: Read articles and answer questions.

Assignment 3: Make a list of 5 qualities of an effective ministry leader.

Assignment 4: Seek out 3 individuals this week (that are not family) and give them specific encouragement. Take notes on their responses, and think on how this encouragement helps to develop your relationship.

Assignment 5: Assist your current leader in leading the weekly team huddle next time. How did it go? Was it comfortable for you?

ASSIGNMENT 1

Matthew 20:25 -28

But Jesus called them together and said, “ You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them. But among you it will be different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must become your slave. For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many.”

QUESTIONS

1. What are the 2 or 3 traits Jesus describes spiritual leadership as in this passage?
2. How would you rate yourself as being a servant leader on a scale of 1 to 5 (1= Needs development, 5= Model for others to follow) Why?
3. What makes it difficult as a leader to humble yourself enough to serve people well?
4. Imagine you have to teach a new leader how to grow future leaders using the example from the scripture. What is the one thing you would tell them is the most important in the development process?

ASSIGNMENT 2

5 Ways To Develop Leaders Within Your Church

Leadership development is always near the thoughts of most pastors. Whether it's volunteer leaders to run the Children's Ministry or lay leaders to organize small groups, the church always needs quality leaders.

In many cases, the first thought is to try and hire someone. A staff position, official title, and salary are bound to attract a leader with proven experience and relevant education, right? Sometimes, yes. However, the search and hiring process can be very time consuming and become even more difficult when budgets are tight. Leadership development of church members becomes not only a part of our call to serve the church but necessary to see it thrive.

However, it sometimes seems like a long and uncertain journey between members in the pew and the caliber of leaders needed in the church. As pastors, though, we know that each member bears the image of God and has a unique calling to serve as an ambassador of Christ. As such, we need to develop a clear path in our churches to help members take further steps down the path God has called them.

Here are five ways to create a clear path of leadership development to raise up staff-level leaders from within your congregation.

1. Foster a culture of ownership.

When I was an Associate Pastor in Denver, one of the things that we declared every week in our Sunday gatherings was that our church was not simply the non-profit organization in the eyes of the government nor just the staff who were on the website, but rather that the church is the people of the church. Our goal in this was to help our congregation see themselves as the church and to own the ministry.

To begin [developing church staff-level leaders](#) within your community, you must first empower your members to see themselves as the church and having the responsibility and authority to serve as such. At its core, this is what discipleship is about – helping people to see their identity in Christ and equipping them to live out this identity. In this case it means helping them see that they are truly ambassadors for Christ, not meant only to tell others about Jesus, but also to be his hands and feet serving as the church is called to serve.

2. Create leadership opportunities within various ministries.

Once you help people see the importance of their personal role in the church, it is important to reinforce this by [giving them the opportunity](#) to serve and lead in ministry. In many cases, this may mean giving away ministry responsibilities that are currently held by staff members. In our church, we referred to this as pushing ministry to the fringes. By giving away our ministry (without the fear of being replaced), we built opportunities for church members to explore their own leadership abilities while also freeing us up to expand the ministry or give attention to other areas of ministry.

When Jesus called his disciples, he did not stop with teaching them theology. Rather, as a part of their training, he called them to do what he was doing - to step into his ministry. It's one thing to tell someone that they are a leader. It's an entirely different thing to invite them into leadership and show them what they are capable of.

3. Encourage people to consider their calling(s).

It is my belief that God doesn't simply call us to one thing, but rather to many things. I am called to be a faithful husband, a loving father, a diligent employee, and to serve the church - to name a few of the things I believe God has called me to. That said, I believe there are unique and special moments when God calls us to step into something completely outside of the current path – as the call to ministry often is. In such cases, it is often the people around us that help us discern what God is up to.

IT IS ALL PASTORS' RESPONSIBILITY TO TALK WITH PEOPLE OFTEN ABOUT WHAT GOD IS DOING IN THEIR LIVES.

The truth is most people don't stop to consider what God is calling them to. Life is often too busy, the demands of their life are too loud, and the path that they've chosen seems to be set in stone. However, as pastors, we have the unique opportunity to encourage people to consider their calling even if it seems outrageous or unlikely. As members come to see the leadership gifts that God has entrusted to them, it's important that they at some point are asked to consider why God has given them. For some, it might be to serve as Godly leaders in the workplace, while for others it might mean exploring a calling into vocational ministry.

Your church already has leaders among your members, it may just take some work to help them see it in themselves and learn how to make use of those gifts.

How can you begin to develop leaders within your church?

QUESTIONS

1. Look at our church as a whole, how do volunteers help it to thrive?
2. How do you help people see themselves as owners in the church? How did someone do that for you?
3. How do you help others to identify God's purpose in their life?

Read Article and answer questions:

https://api-assets.life.church/uploads/message/824/podcast_show_notes/how-to-develop-leaders.pdf
(Leader Guide/Notes for Craig Groeschel's Podcast on Leadership)

Developing people doesn't happen accidentally. Developing leaders must be intentional. I want to give you five big thoughts when it comes to being intentional about developing the people you lead.

1. Self-awareness is the first step to growth and development. People have an unlimited capacity for self-deception. A problem someone doesn't know about is a problem they can't solve. People don't know what they don't know. The best foundation of future success is self-awareness in the present. As leaders, we can never assume people naturally become aware. Through tools, training, coaching, and testing, we can help create self-awareness.

2. Development hinges on trusted relationships. People often believe trust must be earned. Not us. We have a different assumption. I'm believing we hire the best and surround ourselves with high integrity. I believe trust is given, but mistrust is earned. When I'm trusting of others, they are more likely to trust me. When trust becomes more than lip service, it opens the door for true growth. When you talk to some leaders, they make you think they are important, but when you talk to the best leaders, they help you know you are important.

3. People must own their own development. Strive to give your team members two things: permission to fail and room to rise. They need permission to fail because growth always involves the risk of failure. Push them out of their comfort zone. You aren't seeking perfection. You're seeking growth, and growth and comfort never coexist. Remember, you don't have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

QUESTIONS

1. Section 2 is about having trusted relationships. How easy is it for you to step into a new relationship with trust? What is an example of how you have "earned mistrust" in someone else?
2. Do you feel that encouragement goes hand-in-hand with leader development? Why or why not?
3. Section 3 talks about giving team members room to grow and permission to fail. What ways do you feel you have been given room to grow or room to fail in your current ministry?

Assignment 3:

Make a list of 5 qualities of an effective ministry leader

Assignment 4:

Seek out 3 individuals this week (that are not family) and give them specific encouragement. Take notes on their responses, and think on how this encouragement helps to develop your relationship.

Assignment 5:

Assist your current leader in leading the weekly team huddle next time. How did it go? Was it comfortable for you?

Key questions you may want to ask your participants in this final section:

What stood out to you the most? What challenged you the most?

What questions did these assignments raise for you?

What leadership strengths did this affirm in you?

What growth areas did this reveal to you?

What accountability question would you like for me to ask you next time we meet?

How can you put this into practice before we meet again?

COMMUNICATE (2 min): Share important information items with your team including your next meeting time.

CARE (5 min): Spend time praying as a team. You may want to take specific prayer requests from your team members.