



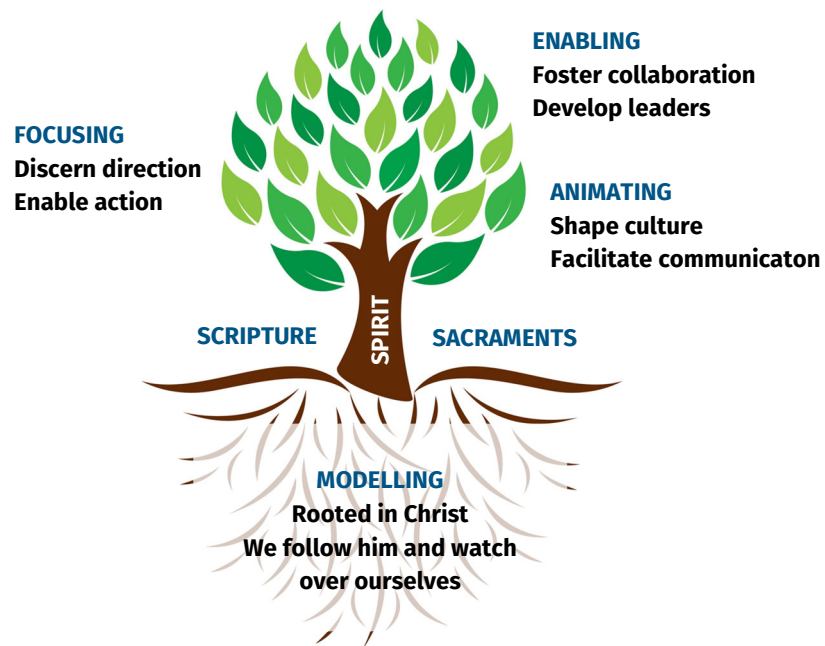
LEADING WELL

DEVELOPING LEADERS

SESSION 4
MAY 2023



Overview



Why?

Why would we want to develop leaders?

Principle For the sake of many invest in a few.

FILLING A GAP

-
-
-
-

BODY OF CHRIST

-
-
-
-

Who?

- Existing.
- Potential.

How?

What helped you grow as a leader?

'It is not enough for the leaders of the future to be moral people, well trained, eager to help their fellow human beings, and able to respond creatively to the burning issues of the their time. All of that is very valuable and important, but it is not the heart of Christian leadership. The central question is, "Are the leaders of the future truly women and men of God, people with an ardent desire to dwell in God's presence, to listen to God's voice, to look at God's beauty, to touch God's incarnate word and to taste fully God's goodness?"'

Henri Nouwen, In the Name of Jesus

Mark 3:13-19 – Identifying

- Pray.
- Talk.
- Involve.
- Ask.



'The measure of leadership is not the quality of the head, but the tone of the body. The signs of outstanding leadership appear primarily among the followers.'

Max DuPree

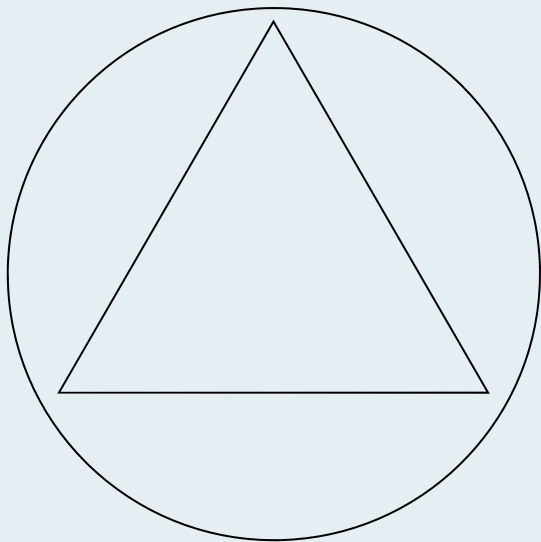
What do you look for in potential leaders?

How do you tell the difference between an unlikely prospect and an unwise choice?

Mark 3:13-19 – Invest

- Takes time.
- Takes it toll.





Five Ways to Develop Leaders at Your Church

Daily Reflection

Resource: Lead On, 30 Reflections to Refresh and Re-energise Your Leadership (CPAS).

Three questions to reflect on:

1. What would make today great?
2. What three things could I do today that would make the most difference for those I lead?
3. What am I reluctant to do/anxious about today that I need to lean into?

Weekly (Fortnightly) Leadership Triplets

Three leaders gather to chat and pray with one another about their leadership roles for 30-45 minutes once a week/fortnight for a set period of time (six weeks?).

Resource: 3i approach to exploring struggles.

This is one way to explore a struggle someone might be facing. It ideally involves three people using three stages over 30 minutes. It is important that the person owning the struggle isn't told what to do, but rather is helped to think about their situation and identify a next step forward through the asking of good questions and the sharing of wise insights.

ISSUE Describe the issue you are struggling with. Be as clear and precise as you can. Questions to reflect on include:

- What exactly is the struggle?
- Why does it exist?
- What is its impact on you?

INSIGHTS Share insights that might help the person better understand the situation and gain some perspective. Don't tell them what to do.

IDEAS Identify ideas that might help address the struggle. Questions to reflect on include:

- What ideas do you have for a way ahead?
- What would be the next step to take?
- What can we pray for you?

Monthly Leadership Book Club

Resource: Growing Leaders (CPAS), or pretty much any book on leadership.

Termly Leaders Event

Resource: TED talks or speaker. For a playlist of 12 talks on leadership go to https://www.ted.com/playlists/140/how_leaders_inspire.

Yearly Leadership Course

Resource Growing Leaders Course and Growing Leaders Youth , available from www.cpas.org.uk. One option is to run them in conjunction with other churches in your area.



DEVELOPING LEADERS

Choose one profile to work with. What could you offer to help them develop as a Christian leader? Identify clear practical things that are doable, appropriate and helpful. Write your ideas down in the place. If you have time move on to a second or third profile.

PROFILE 1

Max is 67, white, male, married, retired carpenter. Introvert with good emotional intelligence. Attended church all his life, and his faith has recently been renewed through attending a discipleship course put on by the recently arrived vicar. He is keen to help, is unsure what he has to offer, and you've spotted leadership potential within him.

Insights and Ideas

PROFILE 2

Lucinda is 54, female, married, primary school teacher with one two year old son. Extrovert with high energy and positive can do attitude. Came to faith through the church parent and toddler group 14 years ago and then Alpha when her son was a baby. Husband doesn't attend church, although doesn't mind her doing so. She has experienced some struggles with her faith in the light of difficult work relationships and wider family problems. You've noticed her current leadership role and want to encourage her development as a leader.

Insights and Ideas

PROFILE 3

Injit is 15, second generation immigrant family from Pakistan, male, in his GCSE year. He is captain of the school football team, popular amongst his peers. He is quite loud, some say 'gobby', and has been known to get himself into a bit of trouble at school. His family is Christian, and he has attended church regularly until he was 14, but has dropped off a bit at the moment. You've spotted leadership potential within him.

Insights and Ideas

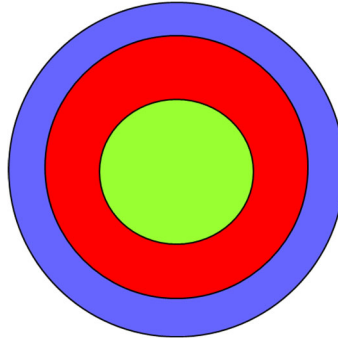
PROFILE 4

Rebecca is 47, single, white, female. She is a high flyer in the business world, currently working as director in a multi national company, a role that under normal circumstances involves quite a bit of international travel. She came to faith through the death of her best friend of cancer three years ago and the loving care that was offered to her by members of her local church. She is a high impact individual who likes to make a difference, has been reflecting on her life during lock down, wondering what the future might hold. You've noticed her current leadership role and want to encourage her development as a leader.

Insights and Ideas

Mark 6 – Entrust

- Appropriate and growing experience (Mark 6:6-13).



- Time for reflection and feedback (Mark 6:30-32).
- Ongoing input (Mark 6:33-34).
- Peer support (Mark 6:7,45-52).

LOOKING FOR LEADERS

LOOK FOR THOSE OF GOOD REPUTATION, FULL OF THE SPIRIT AND WISDOM (IN CHRIST)

Acts 6:3,5 offer us three things to look for, those who are 'of good reputation and full of the Holy Spirit and wisdom'.

- Good reputation, in good standing with others, trustworthy, people of integrity.
- Full of the Holy Spirit, people who are Christians, open channels for God to use. Evidence of the Spirit includes fruit and gifts, both of which are present when we are 'in the vine' (John 15).
- Wisdom, appropriate to age of life and stage of Christian faith. We don't invite anyone to be a leader of others. There are some who lack the wisdom necessary for leadership at this point in their life.

LOOK FOR THOSE WHOM GOD IS CALLING (CALL)

When Jesus chose the twelve to be his apostles, he spent a night in prayer (Mark 3:13-19). We can only assume he was seeking his Father's leading. Not a bad place to start. God's choice is often unexpected. The temptation will be to choose 'people like us'. That is a poor basis on which to invite people. Take time to be open to his leading, and to God prompting us towards people we wouldn't initially have selected. It is normally best to discern who God may be calling to leadership with others and not on our own (see Acts 1:24, Acts 6). Here are some things to look for:

- Sense of God's call, willingness to serve in this way.
- Committed to the church, loyal.
- Gratitude, someone with a sense of privilege of being called.
- Confirmed by others, seen as a leader or potential leader.

LOOK FOR THOSE GROWING IN CHRIST-LIKENESS (CHARACTER)

The following passages give guidance for what to look for those exercising leadership in the gathered life of the church, although some aspects apply to specific roles and some are more generic across all leadership roles. Luke 22, 1 Timothy 3:1-7, 2 Timothy 2:2, Titus 1:5-9 and 1 Peter 5:1-4.

- Above reproach (integrity); faithful in marriage, temperate, self-controlled, respectable, hospitable, not given to much wine, not violent but gentle, not quarrelsome, not a lover of money (1 Timothy 3:2-3) See Growing Leaders pp.167-172 for a fuller description.
- Good reputation with outsiders (1 Timothy 3:7).
- Trustworthy, reliable, faithful (2 Timothy 2:2).
- Humility, someone who isn't caught up with themselves, but is genuinely humbled by what God is doing in others and through them (Philippians 2:1-11).
- Servant-heartedness, someone who serves people through their gifts, rather than enslaves people to their gifts or glorifies themselves through their gifts (Luke 22:24-30).
- Willingness to change, someone with an appetite to become more like Christ, teachable, and who is open to feedback.
- Appropriate confidence, positive 'can-do' attitude.
- Discipline, ability to act according to their decisions.

LOOK FOR THOSE WITH THE RIGHT ABILITIES TO LEAD (COMPETENCE)

Here are some generic qualities for competent leadership.

- People skills, able to relate well to a range of people, respected by others within the community. Good honest relationships. Desire to see others develop. Cares, considerate. Emotional intelligence.
- Team player, not a solo operator, able to work with others, belief in leadership within community. Draws together a team.
- Able to get things done, initiates, energy, action orientation, enthusiasm.
- 'Big picture' mind-set, able to see beyond the immediate, challenges assumptions, looking for what next.
- Learner, seeks to grow and develop.

Of course no one has all these attributes, but we need wisdom to know where to set the bar. Too high and no one can make it. Too low and we risk putting people into positions of leadership who may damage others or themselves. A great question to reflect on is how to tell the difference between an unlikely prospect and an unwise choice?

RESOURCES

THE ONE TO READ

Growing Leaders from Diverse Cultures, Andy Jolley (Grove Leadership 21)

TOP READS

- Growing Younger Leaders, Ruth Hassall (BRF/CPAS)
- Leading Well with Others, James Lawrence (Grove Leadership 40).
- Building Leaders, Will Mancini and Aubrey Malphurs (Baker)
- Growing Leaders, James Lawrence (BRF/CPAS)
- Lead On, James Lawrence (BRF/CPAS)

OTHER RESOURCES

- Growing Leaders Course (CPAS)
- Mentoring Matters Course (CPAS)
- Growing Leaders Youth Course (CPAS)
- [Growingleaders.com](http://growingleaders.com), a website dedicated to developing young people as leaders with lots of great resources from Tim Elmore, including books and a podcast.



Lead On

A free monthly email with articles, resource recommendations, reviews for all interested in improving their leadership. Sign up at www.cpas.org.uk/leadon.



Leading Evangelism Learning Hub

Want to see the ministry of evangelism central to church life rather than on the periphery? Then sign up for our 14 month Hubs for incumbents to attend with others involved in leadership.

www.cpas.org.uk/hub.



How to Nurture a Faith Sharing Culture

An exciting and accessible new church resource to help leaders nurture a faith-sharing culture in their church, congregation, fresh expression or church plant.

www.cpas.org.uk/faith-sharing.



Venture and Falcon Holidays

CPAS runs around 70 fun-filled holidays for 8-18 year olds each year. The holidays are run by volunteers, and if you are interested in helping on one or know a young person who would benefit from a great holiday with a focus on Jesus visit www.ventures.org.uk.



Making Mission Possible

CPAS enables churches to help every person hear and discover the good news of Jesus. We are a registered charity working with individuals, churches and dioceses to resource local churches for mission in the UK and Republic of Ireland. To support our work or find out more, please visit www.cpas.org.uk or contact 0300 123 0780.