



So you want to develop leaders in your church. But maybe your church is a new church plant or has a lot of new Christians in it who aren't exactly ready to be coached. How does the plan for leadership development change?

In this workshop, we are going to examine a **5 stage process in which you can start to develop leaders in your church**. In each section, we will explain what the stage is, what your role as a pastor will be, and then we'll lead you through some questions to help you determine who in your church is in this particular stage.

Stage #1 Establish A Relationship

This is the very first stage of development. Before you can develop someone as a leader, you first need to start getting to know them. This begins by simply stepping out and connecting yourself with people in your church. Learn about what they know, what you have in common, and make a connection to their heart. You don't need to be best friends, but you need to break through the "Pastor vs. Church-goer" awkward relationship. *This is NOT something that can be faked. People can usually read right through you if you have ulterior motives. For now just stick to genuinely caring about them. The leadership stuff will come later.

Action Steps:

List up to 5 people in your church that you need to intentionally meet or begin a relationship with. (Maybe you see some potential in that person, or maybe they are just sharp).

ACTION STEPS

*Notes don't change anything.
Don't take notes, take action!*

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What can you start doing in the next 2 weeks to begin building these relationships?

Stage #2 Engage A Follower

As your relationship with the 5 above people begins to develop, you will start to notice their strengths, level of commitment in the church, and any barriers they have from becoming more involved. As you continuously connect and care for them, begin to encourage them and acknowledge the areas in which they excel. Challenge them to be the best that they can and remove the barriers they have from continued growth and influence. Show how their individual strengths play a part in accomplishing the church’s vision and inspire them to get more involved. *Note. If you skip Step 1 and go right into Step 2, this step will not work as well. People are more receptive to encouragement and inspiration from a friend then they are getting it from their pastor. If they believe you have ulterior motives, they may back away and avoid you.

Action Steps:

Think of the relationships you have with the people in your church. Identify one person that if you invested a couple hours a month in, you could help bring out one of their current skills, abilities, or passions.

What resources would you need in order to accomplish this?

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How do these skills, abilities, or passions help to accomplish the vision of the church?

Stage #3 Embrace A Team Member

Some people have tremendous amounts of skill, passion, and leadership potential, but they just won't get off the bench and get in the game. It's part of your job as a pastor to help inspire and rally these people to make a difference through the church. Once you are able to see the passions and skill sets of people, you can now begin to make connections to where their talents can be used. Invite them to join you in the mission of the church and help get them set up for success.

What ways are you currently using to proactively invite people into meaningful ministry?

Which of the following do you need to work on the most? (Creating easier on-ramps to serving, connecting people's passion with a ministry, or equipping those who are serving)?

What is one thing you can begin to do this week to help improve the listed area above? (Ex. Who do you need to meet with, what resources need to be gathered)?

Can you think of a person that right now needs to be invited into meaningful ministry?

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Stage #4 Coach An Apprentice

Not everyone you could pick for this position will become great leaders. The key is learning how to be discerning of both character and personal ability.

When looking for an apprentice, which of these common mistakes are you most likely to make?

- Making your decision based on church politics?
- Underestimating the person’s capacity?
- Making assumptions.

What are some of the key characteristics that you look for in an apprentice?

What steps do you need to begin to take to emphasize apprenticing to your church staff or key leaders?

- Step #1: _____
- Step #2: _____
- Step #3: _____
- Step #4: _____
- Step #5: _____

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Stage #5 Mentoring a New Leader

After you have selected your apprentice(s), it's time now to begin coaching and mentoring them. This is where the rubber meets the road and where apprentices transform into strong leaders. It's not so important how many apprentices you have as it is that you have someone that you are mentoring.

What are the biggest barriers you face in mentoring someone/or beginning to mentor someone?

What needs to change so that you can overcome the above barriers?

There are 6 attributes that you should live out as you mentor.

1. Demonstrate a willingness to be “with” them
2. Always asking questions and challenging them
3. Interpreting and translating leadership techniques in a way that the new leader can understand.
4. Don't stop growing.
5. Focus on relationships and results
6. And last, don't try to make the apprentice someone that they aren't.

Which of the above do you need to dedicate the most time to improving?

List any action steps you need to take in order to approve the above area.

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