



LEADERSHIP DEVELOPMENT



What Qualifies a Person to be in LEADERSHIP?

In order for someone to be in leadership at Thrive, he or she must

- **JOIN** the church and complete Leadership Training (The Next Step Experience ...)
- Submit to the **AUTHORITY** of the Senior Pastor, the Elders, and the pastoral team (trust leaders)
- **REGULARLY** attend a weekend service (we have 2 options; Hebrews 10:24-25)
- **PARTICIPATE** in a Thrive Tribe (lead one is preferred)
- **SERVE** in an area of ministry (several opportunities; Acts 9:36)
- Faithfully **RETURN** their tithes and **GIVE** their offerings at ThriveCCAthens (Matthew 6:21 heart follows treasure)

The Four F's of Leadership (Romans 8:1)

We ask all potential leaders to answer a series of questions related to their faith, family, finances and freedom

This is not legalism ... rather, this is a high biblical standard for leaders administered with grace

Question: How many drops of black paint does it take to make a bucket of white paint gray?

We believe it is important to raise the bar for those in leadership ... not just "anyone" can be a leader.

1. FAITH

Do you have a consistent daily QUIET TIME where you study the scriptures and pray?

Psalms 119:9, 11, 105 – How can a young man keep his way pure? By living according to your word. I have hidden your word in my heart so that I will not sin against you. Your word is a lamp to my feet and a light to my path.

Luke 6:40 – A student is not ABOVE his teacher, but when fully trained, becomes LIKE his teacher.

This verse describes the principle of influence

You can only give away what you have in your own life

If you want to influence others toward God you must spend time with Him

Do you have a basic UNDERSTANDING of the Bible?

It is not necessary that you have a degree in theology or that you are a Bible scholar

However, it might be a good idea to pick up a Life Application Bible at Wal-Mart or on Amazon

Are you allowing the Holy Spirit to produce His FRUIT in your life?

Galatians 5:22-23 – The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

Can you receive correction and instruction from those in AUTHORITY? Romans 13:1-4
According to this passage ... all authority in our lives has been established by God
Authority, submission, accountability, confrontation ... these are all good words

Are you prone to GOSSIP and criticism?

Proverbs 18:21 – Life and death are in the tongue ... (KJV). Words kill and words give life.
They are either poison or fruit. You choose (MSG).

Guard your words ... be very careful what you say about others (especially your leaders)
Don't disguise gossip as a prayer request ... that's cowardice

2. FAMILY

Is your marriage HEALTHY? Would your spouse agree?

Do you have regular COMMUNICATION with your spouse? Would your spouse agree?

Are there critical issues in your marriage that need to be RESOLVED?

Do your children RESPECT and OBEY you?

Do your children have REBELLIOUS behaviors that need your attention?

Is your family a PRIORITY over work and hobbies? Even ministry?

WOMEN:

Do you submit to your husband's godly leadership? Would your husband agree?

MEN:

Are you the spiritual leader in your home? Would your wife agree?

Jesus modeled for us how to lead ... as servants, not dictators

Matthew 20:28 and Mark 10:45 – For the Son of Man did not come to be served, but to serve ...

Ephesians 5:25 – Husbands love your wives, just as Christ loved the church and gave himself
up for her ...

1 Timothy 3:5 – If you can't manage your own family well, how then can you take care of (lead)
God's church?

3. FINANCES

The tithe is returning the first 10% back to God ... giving is greater than 10%

Leaders: Your greatest complainers are not givers ... here's proof:

Matthew 6:21 – Where your treasure is, there your heart will be also. (notice ... heart follows treasure)

Malachi 3:8-11 – Will a man rob God? Yet you rob me. But you ask, 'How do we rob you?' In tithes and offerings. You are under a curse – the whole nation of you – because you are robbing me. Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this, says the LORD Almighty, and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it. I will prevent pests from devouring your crops, and the vines in your fields will not drop their fruit ...

Do you TITHE on a regular basis?

We check and it is required for leaders

Here's another way to ask that question:

Are you tithing or are you ROBBING God?

If you don't tithe ...

You're not trusting God ... rather, you trust yourself

You (mistakenly) believe that you are a better "money manager" than God

Here's why I tithe ... I believe that God can do more with 90% of my income that is blessed than I can do with 100% of my income that is cursed

Do you have UNNECESSARY debt?

We offer Stewardship classes ... it would be cruel to require tithing and not offer training

Proverbs 22:7 – The rich rule over the poor and the borrower is a SLAVE to the lender.

Are you GENEROUS with your resources to those in need?

Proverbs 28:27 – If you give to the poor your needs will be met (you will be blessed), but a curse is on those who close their eyes to poverty (you will be cursed).

4. FREEDOM

Freedom is foundational to the other three F's (faith, family, finances)

All of the others flow out of our freedom in Christ

1 Corinthians 3:17 – Where the Spirit of the Lord is, there is liberty [freedom].

Does the Holy Spirit GOVERN your life?

Are the fruit (singular) and the gifts (plural) of the Holy Spirit EVIDENT in your life?

Is it possible for us to live a life of FREEDOM?

We are saddened by the growing number of Christian leaders who fall (some morally, others financially)

Too many leaders are losing their reputations ... some are losing their marriages and families

Does this trend have to continue?

Is it really that difficult to follow God

Recently, I spoke to a leaders who said to me:

“I’m making progress, but I think I will always struggle with this particular sin in my life”

There is only one problem with this perspective ... it is simply not biblical

John 8:31-32, 36 – Jesus said: If you abide in My WORD [hold fast to My teachings and live in accordance with them], you are truly My disciples. And you will know the TRUTH and the TRUTH will set you free. So if the Son liberates you [makes you a free man], then you are unquestionably free.

John 1:1, 14 – In the beginning was the WORD, and the WORD was with God, and the WORD was God. The WORD became a man and lived among us. [Jesus/Word]

John 14:6 – I am the way, the TRUTH, and the life. No one comes to the Father except through Me. [Jesus/Truth]

So ... According to God’s Word:

It is possible to live FREE of HABITUAL and DISQUALIFYING sin

However ... We can only do so through Jesus and by the Holy Spirit governing our lives

Today ... as a result of Freedom Ministry

We can live a clean, pure, holy life before the Lord

This same freedom is available to all believers

AUTHORITY

Leaders must demonstrate a proper understanding of, respect for, and submission to all God-placed authority in their lives

Romans 13:1 – Everyone must submit himself to the governing authorities, for there is no authority except that which God has established.

Hebrews 13:17 – Be responsive to your pastoral leaders (overseers). Listen to their counsel. They are alert to the condition of your lives and work under the strict supervision of God. Contribute to the joy of their leadership, not its drudgery. Why would you want to make things harder for them?

Here is a great definition for authority (learned through a few painful experiences in ministry):

- A person does not know if he is submitted to authority until he disagrees with those in authority over him
- No one in a position of authority has the right to do anything illegal, immoral, unethical, unbiblical, or abusive to those who serve them

Most disagreements do not fall into these categories

- Most disagreements center on a difference in philosophy or perspective (merely preference)
- A submitted person communicates to the point of being understood (even if he is not agreed with)
- A submitted person leaves the issue for God to deal with rather than contending any further
- Ultimately, submission in these instances is to God; not the person in authority over us

How do you respond when you disagree with those in authority over you?

Don't make major life decisions when you are disappointed, angry, or frustrated (emotionally challenged)

Don't look to anyone/anything other than God for your identity (title, position, rank on the Org Chart)

Do the last thing God told you to do UNTIL He gives you something new to do

Again ... Are you on the right bus?

- It is your job to choose the right bus
- It is their job to choose your seat on the bus
- Once chosen, you have to choose to sit there or find another bus

Don't try to "escape" an uncomfortable situation (rebuke the devil ... find out it is God)

- If you do, you will have to take this test again
- Why not pass this test HERE and NOW

Ecclesiastes 2:24 – There is nothing better for a man than to find satisfaction in his work. This pleasure comes from the hand of God.

Ecclesiastes 3:13 – A man should enjoy his work ... for this is a gift from God.

Ecclesiastes 3:22 – There is nothing better for a man than to be happy in his work. That is why we are here.

Questions: (Please Discuss with your Area Leader)

What are the top three frustrations you face as a member of this team?

If you could change one thing in your team, what would it be ... and why?

Is there an elephant in the room that no one can talk about?

Do you believe that this team is open to your input, suggestions, and ideas?

Can you follow your Senior Pastor as God's appointed leader here?

Do you completely trust God?

Do you completely trust your Senior Pastor?

CONCLUSION

Consider these verses in regard to what God has assigned/called you to do:

John 17:4 – Jesus prayed: I have brought you glory on earth by COMPLETING THE WORK you gave me to do.

Colossians 4:17 – Paul wrote: Tell Archippus, ‘See to it that you COMPLETE THE WORK that you have received in the Lord.’

So ... to summarize:

In order for a church to be healthy, its LEADERS must be healthy

If MY CHURCH is to be a vibrant, healthy, thriving, life-giving, growing church I MUST BE HEALTHY

Are you healthy?

Are you completing the work God gave you to do?

Psalms 90:12 – Moses prayed: Teach us O Lord to number our days and recognize how few they are. Help us to make the most of the time we have.

Growing Your Church to the Next Level

We often chart church growth on a linear basis; it actually happens on a step-by-step progression (picture stairs)

With each step we take, we must develop the necessary processes/policies/structures to properly assimilate the people we have reached in order to be prepared for the next step

Failure to do so results in stagnation and ultimately you cannot grow beyond that step/place
As a matter of fact, it is likely that you will begin to decline

90% of all churches in America cap out under 200

90% of all churches in America are either stagnant or in decline (isn't that alarming/disturbing?)

Most of the growth in the other 10% is “transfer growth” from the declining churches
 Not reaching the lost, un-churched, de-churched world (only trading partners/exchanging the unfulfilled)

The gospel never changes, but we must package and present it in a relevant way to reach new people

If your church plateaus/peaks in its growth, you have reached a landing on the stairs (Levi’s mattress)

At this point you must gather yourself and determine IF you want to go any further

If you want to reach more people, you must continue to take additional steps

Balance Statement:

I would never suggest that “bigger is better” ... only that “healthy is better”

The goal in becoming a healthy church is NOT to fill the building with PEOPLE

The goal in becoming a healthy church is to fill PEOPLE with GOD

If you do that well, numbers will follow

The church will grow as a by-product (NOT as a goal)

Principle: Healthy things grow ... whether babies, plants, businesses, or churches

Important Questions:

Do you want your church to grow?

If yes: How big is too big? What is your current capacity?

How many people can you effectively care for today?

If God answered your prayers: Could you effectively minister to everyone he sent your way?

Our vision: We exist to see people saved, healed, set free, disciplined, equipped, empowered and serving

Here’s what we’ve learned: If you HELP people, God will send you MORE people, because God LOVES people

Your vision should describe and define “how” you will HELP people (create a list)

Not one event should go on the calendar unless it accomplishes part of your vision

Not one dollar should be spent/budgeted unless it accomplishes part of your vision

Ask yourself: Why would God send people to us if we aren’t prepared to help them?

Four Keys to Healthy Church Growth

As churches get older, they often lose their focus ... get out of alignment

What lenses need to be flipped so you can see more clearly? (eye doctor ... new prescription)

What minor adjustments and tweaks need to be made? (mechanic ... tune up/alignment)

Fact: Your church is perfectly designed to get the results that it is getting

If you keep doing what you’ve always done, you’ll keep getting the same results you’ve always gotten

Insanity: Doing the same thing again and again ... expecting different results

1. You must continually cast the vision and download the DNA

Vision leaks ... so you must constantly impart the vision (Habakkuk 2:2; napkin test)
You cannot “assume” that everyone automatically has your values (even ministry staff/key leaders)

2. You must develop a culture that embraces/welcomes change

Do not allow a “turf protection mindset” to develop anywhere in your team (lethal)
STAFF: Don’t do anything a volunteer can do (Exodus 18:17-23)
PASTOR: Only do what only you can do (delegate everything else)
Accept that transitions are part of God’s plan (healthy bodies eliminate)
Develop a system that encourages continued development of the team
Don’t be afraid to identify lethargy or non-productivity (confrontation is missing tool)
Make sure that leaders are qualified and healthy enough to lead (Four F’s)
Personal spiritual growth is not an option ... rather, it is a requirement for leadership
Lovingly identify who has stopped growing and “spur them on” to love and good works (Hebrews 10:24-25)

3. You must hold to your values but embrace new/improved methods

Be accountable ... create and monitor job descriptions (staff and volunteers)
Define and communicate “clear expectations” for your staff and volunteer leaders
Understand the difference between excellence and perfectionism (excellence values people)
Provide effective/relational oversight (consider Outlook for staff)
Avoid the complacency that comes from a sense of accomplishment (celebrate and move on)
When survival is no longer in question it is easy to let off the gas

4. You must learn to think bigger than you are ... and not be afraid

Take a fresh set of eyes to what you are currently doing (gift cards to mystery guests)
Record/watch a service from beginning to end (honest feedback from a guest’s perspective)
Identify what needs to change in your church (make a list of what is wrong and get to work)
Determine if you are a Teflon church or a Velcro church (do people slide through or stick)

Ask yourself:

Based on customer service alone, would guests return to our church or go elsewhere?
If I was not on staff/in leadership here, is this the church I would “choose” to attend?

Note to Staff:

Your leaders are doing exactly what you have led and rewarded them to do (what’s rewarded is repeated)
What behaviors do you “reward” in your church? (intentionally or unintentionally)

If you want your church to experience healthy and lasting growth, you must decide which of these two questions you will ask:

Q # 1: COMMON – How can we get our people to invite their neighbors, family and friends to our church?

Q # 2: UNCOMMON – How can we create a great Guest Experience in our church?

You must create a system that produces the behavior of inviting unchurched people
 You must create systems that work together: parking, greeters, signage, friendly volunteers,
 “safe” services

When this is true, your people will naturally invite guests (as a by-product)

You won't have to beg them or even remind them ... you simply prepare the way

In addition to placing a high value on customer service and excellence in ministry, growing churches:

Keep their weekend service(s) in the 60-70 minute range (75 max)

Have a biblical model of church government (cracked foundation ... patch, caulk, paint)

Have effective administrative processes/systems to compliment all of their ministries

Have great worship, great children's ministry and great preaching (three legs on a stool)

Psalms 20:4 – May God grant you the DESIRE of your heart and make all your PLANS succeed.

God wants to give you the desire of your heart (to reach more people)

God wants you to develop and implement plans to accomplish your vision (desire)

If you truly want to GROW and HELP people:

What is your PLAN?

What STEPS are in place to help them?

Specifically ... How will you HELP people?

CONCLUSION:

List three behaviors you want to see your church members do consistently

List one thing you are doing systematically to increase these behaviors

List one thing you are doing unintentionally to discourage these behaviors

Consider these verses in light of your “church history” and “personal experience”

Ephesians 3:20 – God can do ... far more than you could ever IMAGINE or request in your wildest DREAMS.

Think of all you have imagined and dreamed about regarding your church

God's dream for your church is better than your dream

Isaiah 43:18-19 – Forget the FORMER things. Do not dwell on the past. See, I am doing a NEW thing. Do you not perceive it?

Where you are going is greater than where you have been

Your future is brighter than your past

Your windshield is bigger than your rearview mirror

Building a Strong Core Team

Exodus 18:17-23 (NIV)

Jethro (father-in-law) said to Moses:

1. What you are doing is not good (fairly B & W ... confrontational)
2. You and these people who come to you will only wear yourselves out
Not all from God ... his yoke is easy, burden is light (Matthew 11:28-30)
3. This work is too heavy for you; you cannot handle it alone
God said to Adam: It is not good for man to be alone (Genesis 2:18)
God himself is three persons ... community (small group)

Listen to me and I will give you some advice:

1. Show them “the way to live” (SrPs example) and “the duties they are to perform” (Team Leads)
2. Select capable men ... who fear God, who are trustworthy
3. Appoint them as officials (referees, overseers, coaches) over 1000's, 100's, 50's, 10's
Whether we like it or not ... different people have different capacities
We don't determine our assignment ... we simply carry out our assignment
I wonder if some of these men were disappointed and wanted more responsibility?
4. Have them serve as judges for the people
5. Have them bring every difficult case to you
6. This will make your load lighter because they will share it with you
Look at Deuteronomy 32:30 and I Corinthians 12 (Message)
7. If you do this ... you will be able to stand the strain (avoid burnout) and ...
8. All these people will go home satisfied (not disappointed or unfulfilled)

I asked several lead pastors from fast-growing, well-known churches:

- What qualities are you looking for in the men/women who make up your core leadership team?
- What strengths do you want to see when selecting the leaders who will be in your inner circle of decision makers?

Following is a summary of their responses:

1. You must be able to **Expand the Vision**

- Do you bring new ideas to the table?
- Do you pray and hear God about the global vision (big picture) of the church?
- Do you see the whole scope of ministry at the church or just parts?
- Are you creative and always looking for innovative approaches to ministry? (Craig Groeschel)
- Are you able to take general vision and execute a plan to accomplish specific goals?

2. You must be able to **Coach the Team**

- Do you represent and communicate your Senior Pastor's values?
Without adding your own spin and/or preferences

- Do strong leaders thrive and mature under your leadership?
Can you lead leaders? (Proverbs 28:14)
- Do Team Members feel cared for and nurtured under your leadership?
Do you have a pastoral gifting?
- Do you communicate effectively to those under your leadership?
Three essentials for any leader: Communication, Leadership, Pastoral Care/Oversight

3. You must be able to **Carry the Weight of Ministry**

- Can you minister publicly with excellence?
Do you have confidence, presence, and substance?
- Can you deal with issues appropriately and with little input from your Senior Pastor?
- Can you have a healthy confrontation with Team members and/or church members?
The ability to confront issues is essential in the life of any effective leader
Good words: confrontation, authority, accountability, submission
- Will you publicly defend the vision of the church?
Are you fully on board?

4. You must **Keep Your Personal Life in Order**

Luke 6:40 Student/Teacher ... You can only impart what is true in your own life

Thrive's "requirements" for leaders include:

Faith, Family, Finances, Freedom ... the Four F's of Leadership

- Do you have a healthy marriage?
It's easy to say YES ... Would your spouse agree?
- Do you truly care for/love people?
Jesus had compassion for broken people (Matthew 9:36)
- Are you a passionate Christ follower?
Do you regularly read/study the scriptures and pray?
- Are you a good steward of your personal finances?
- Are you a generous giver (time, talent, treasure)?
- Are you gracious and free from legalism?
- Are you fun and enjoyable? (Brady Boyd ... a fifth F is fun)

Consider these verses in regard to your personal HEALTH as a leader/example:

Not everyone is a leader ... It is important that we **"raise the bar"** when selecting/identifying leaders

1 Corinthians 11:1 – **IMITATE** me I imitate Christ ... Follow my **EXAMPLE** as I follow the example of Christ.

1 Corinthians 4:16-17 – I beg you ... **IMITATE** me. For this reason I am sending you Timothy, my son whom I love, who is faithful in the Lord. He will remind you of my way of life in Christ Jesus, which agrees with what I teach everywhere in every church.

Philippians 4:9 – Whatever you have learned, received, or heard **FROM** me or seen **IN** me ... put these things into practice and the God of peace will be with you.

Basic Principles of Leadership Development

1. *Produce a Leadership Environment*

Recruit a Team.

Bring in motivated enthusiastic people who fully embrace the vision and are ready to serve. With a team in place, energy increases, community flourishes, and fresh ideas abound!

Empower.

Avoid micro-managing; empower. Your team does not need you to hover over them. Show that you value them by asking questions and offering direction, but trust God in them to do great things.

Celebrate.

Celebrate individual acts of service and team results that have made significant impacts. Make certain to *publicly affirm* those team members and leaders who are doing well.

Be Flexible.

Standards of excellence are important and the essentials must be firm, but non-essentials need some flexibility. If the focus is on what is most important, reaching the lost for Jesus, while maintaining established team expectations, the outcome will always produce desired results.

Ask for feedback.

Ask your leaders and team for feedback and be open to making changes. Your openness alleviates fear and creates trust.

Lead Relationally.

Get to know your team as *people*! Learn about their family, life, walk with God, and dreams for the future.

Set a Great Example.

Be motivated, enthused, energized, and passionate! Your leaders/team will serve to the level of enthusiasm you model for them.

2. *Recognize Leadership Potential*

Look for individuals who have a proven circle of influence, who have already shown faithfulness in some ministry capacity, and who possess a love for God and people that is contagious. Once the potential is recognized, simply conduct the leadership interview. Get to know them, their gifts and passions and skill sets, and their heart for serving the Lord. The goal is to release the full potential in an individual, not simply fill a leadership slot on your team. The interview is a part of the leadership application and honor code which are located in the Next Steps book.

3. Train and Release

Let people walk with you through life for a season, with the goal of releasing confident and competent leaders into ministry. How?

You Do it!

Don't try to sell your team, just bring them in and let them become a part of it. See if it is a fit.

You Do It- They Watch.

Clearly explain the roles and responsibility of the position. Establish standards of excellence, fully train them in the skills necessary to succeed.

They Do It- You watch.

This is pivotal to ensure the right person is in the right position. Serve alongside them; watch until you are confident in releasing them fully. Make corrections, affirm them, use teachable moments, and give honest feedback.

They Do It!

Releasing a leader is not subtraction- it's actually multiplication. By letting go, you exponentially increase Kingdom impact through multiplication of vision, heart, and ability.

4. Coach Continuously

The goal is to remain in relationship with the new leader, continually equipping them, building them for works of the ministry. How?

- **Monthly Leadership Meetings** – bring your lead team together to cast vision, address issues, build community, and set spiritual foundation through prayer.
- **Continuing Education Courses** – create re-training moments for all teams in order to keep both the mission and responsibility of the ministry in front.
- **Quarterly Leadership Roundtables** – host all those serving in a specific leadership Role and focus on training in all the practical and visionary aspects of their ministry.
- **Conferences** – spiritual growth – ensure that your team is participating in conferences and events to challenge and grow their faith throughout the year.
- **Small Groups** – relational growth – real life change happens in the context of relationships.
- **Core Values** – example: Thrive Core and Behavioral Values - Love for God, Love for People, Work Ethic, Attitude

- **One-on-One Interactions** – use teachable moments to continually train, develop and affirm.

5. Measure what Matters

In setting measurable goals for each of these four principles, team health and leadership ability is confirmed.

Leadership Environment:

Ask: How many leadership positions are open? What is leadership/team turnover rate?

Leadership Potential

Ask: Who am I targeting for leadership? Who is on my leadership bench? Who have I taken through the leadership interview?

Train and Release

Ask: How much time do I invest in training new leaders? How competent are the leaders I have released?

Coach Continuously

Ask: Who are you coaching and in what capacity? How many leaders attend your monthly meeting? How many leaders are active in a small group?

Additionally: Quarterly Ministry Evaluation Meetings

These meetings are for clear communication, setting of goals/expectations, problem-solving and personal touch for the leader.

How to Develop Effective Leaders in Your Church

A common struggle amongst pastors is picking the right leaders. This is true for both church planters who are establishing launch teams and seasoned pastors who are looking to continually develop leaders.

It can be difficult enough to identify leaders, and it can be even more difficult to develop good leaders.

The truth of the matter is that who you choose to fill the leadership roles in your church matters. With some guidance and wisdom from John Maxwell's book, *"Developing the Leaders Around You"*, I want to show you how you can identify potential leaders in your church.

Additionally, I want to show you how to equip and develop individuals into the type of leaders that will help carry forth the dream and vision God has given you.

Ready? Let's go!

Identifying potential church leaders

Something important to remember when considering who you will ask to serve with you in your ministry, is that you want to pick people who are best suited for the task at hand.

Although you may not feel like it, you are the CEO of your ministry and as such, it is your responsibility to implement leaders that will take on the vision God has given you.

Consider the following example:

Mark has a masters degree in history. He has studied nearly every time period. When it comes to historical topics and facts, he is like a human encyclopedia. There is no doubting his brilliance and keen attention to detail.

Now, what would you think if Mark went in for a job interview to be an accountant?

I would have to think that no matter how brilliant he is, he would never get the job. Not because he lacks intelligence or dedication, but because he is not suited for the tasks required of accountants.

This same mentality applies when considering and developing leaders in your church. Even people closest to you may not be natural-born leaders.

What is important here is to ask yourself, “What sort of leadership qualities am I looking for in people?”

John Maxwell provides a list of 10 qualities that one needs in order to develop the best leaders around them.

10 qualities of effective leaders

1. **Character:** Character flaws cannot be ignored because they can eventually make a leader ineffective.
2. **Influence:** What is the leader’s level of influence? Who influences this leader? Who does he/she influence?
3. **Positive attitude:** One’s attitude can affect many aspects of life.
4. **Excellent people skills:** A great leader knows how to make others feel welcome and comfortable in their own skin. He/she can also ask great, sometimes probing questions, without coming across as being negative.
5. **Evident gifts:** Things like spiritual gifting and the like.
6. **Proven track record:** A proven leader will always have a proven track record.
7. **Confidence:** It is a fact that people are attracted to other people who convey a certain degree of confidence.

8. **Self-discipline:** When it comes to self-discipline, there are two areas to consider; how someone handles his emotions and how he uses his time in a day.
9. **Effective communication skills:** Things like: a genuine concern for people, ability to focus on the responder, ability to communicate with different kinds of people, eye contact and a warm smile.
10. **Discontent with the status quo:** A leader who loves the status quo soon becomes a follower.

Whether you are a seasoned pastor with plenty of quality leaders or a young pastor working to establish a launch team, I challenge you to continually assess your leaders using the ten characteristics mentioned above.

How to equip church leaders for excellence

John Maxwell provides a few guidelines to help us understand the importance of equipping the people we are serving with and how to put it into practice.

1. Develop a personal relationship

All good mentoring relationships begin with a personal relationship. Think of a time someone may have mentored you.

Equipping potential leaders takes time and commitment.

2. Share your dreams

It is important for potential leaders to know what sort of dreams you have in your heart for the church.

This allows them to buy-in to the dream God has given you. It also helps them to know that you are a real person, their peer, and not just their leader.

3. Set goals for growth

Your leaders cannot thrive without some achievable goals. According to Maxwell's book, there are a few simple rules to follow when setting goals for growth.

Things like: **making the goal attainable, appropriate, and measurable.**

This is vital because nothing can be more demotivating to a potential leader than a seemingly unachievable goal or expectation.

4. Train your people

No matter what you want to teach people, it will be best taught by being an example, by mentoring and counseling the individuals, monitoring their progress and goals, and motivating by encouraging and spending quality time together.

5. Give them "The Big Three"

According to Maxwell, "The Big Three" are accountability, authority and responsibility. Your leaders will continuously feel motivated to grow and accept challenges as they are given more responsibility and authority. However, this cannot be done without proper accountability. Weekly meetings and follow up sessions will play a huge part in utilizing "The Big Three."

6. Follow-up

Factors determining follow-up includes things like: discussing the importance of one's task, the demands of the work itself, the newness of the work, the newness of the worker, and the responsibility of the worker.

How you can develop leaders in your church

In his book, *"Developing the Leaders Around You"*, John Maxwell states that,

"Developing the leaders you have nurtured and equipped means making sure that they fulfill their potential for the long-term, not just while they are with you."

This is, however, one of the hardest things to accomplish in raising a team of people. It is also why many pastors neglect to do it at all.

But if you do achieve this, then the rewards are many because you can "create a legacy of leaders who can develop future generations of leaders after you."

Below are three guidelines Maxwell lists as a basis for continuing the development between you and your leaders.

1. **Find your potential leaders' motivations and harness them.** Ask yourself what they want, if they have a way of getting it, and make sure the rewards are adequate. Increase their motivation so that they then push themselves to become the leaders they know they can be.
2. **Be a good listener.** Listening to your leadership team(s) only adds to your personal success as a leader and, likewise, to their own development. When you listen to their ideas, you give them an opportunity to increase their contribution, to feel needed, and to feel respected.
3. **Develop a plan for their personal growth.** Help your leaders develop their own plans for personal growth. A personal growth plan has four main ingredients: setting aside time for daily growth, filing quickly what you learn, applying quickly what you learn, and following your plan consistently for at least one year.

Leadership starts with you!

Identifying, equipping, and developing leaders around you is not always the easiest of tasks, but it is a necessary task. Your time, energy, and efforts in developing leaders at your church will pay off.

But it all begins with you!

30 Ways to Create a High Touch Environment

1. Love and accept yourself.
2. Express your love openly. Stand at the door and shake hands. Say things like, "I wish everyone could have the privilege of pastoring you."
3. Put energy into being likeable.
4. Be the first to apologize.
5. Let other people save face. Let them off the hook.
6. Smile a lot.
7. Make all the friends you can.
8. Be transparent and authentic.
9. Lead by example.
10. Be predictable and consistent.
11. Never show your anger in public.
12. Think people not events.
13. Practice the 30/30 principle (the most important part of a service is the 30 minutes before and after the service – spend time with people.)
14. Walk slowly through the crowd.
15. Always be a friend to the little man. The popular come and go.
16. Return all emails and phone calls within 24 hours.
17. Write notes.
18. Reward faithfulness openly. Take time to do it.
19. Laugh more. Make everything fun.
20. Don't miss significant events (births, weddings, funerals, anniversaries, graduations, achievements, etc.) They only come around once.
21. Heal the hurt when someone is wounded.
22. Give others credit and accept none.
23. Connect people with other people.
24. Remember names.
25. Focus on their interests. Ask questions.
26. Let them know you need them.
27. Value people. If you don't value them, you will manipulate them. Manipulation is moving them for your advantage. See them as a person to be loved.
28. Follow the 101% Principle. Find the 1% that you agree on and give it 100% of your effort. Find common ground. Don't focus on differences.
29. Follow the Golden Rule. In every situation, treat people the way you want to be treated.
30. Seek out resources to help you grow in your relationship skills.

Thrive Community Church Social Covenant

We commit to love, value, respect and protect each other.

Therefore, we continually choose to:

Fully invest in relationships by:

- Listening to each other
- Encouraging and affirming each other
- Offering, soliciting and receiving honest feedback
- Believing the best motives
- Resolving conflict with forgiveness and reconciliation
- Being vulnerable and teachable with each other
- Reproducing ourselves in others

Fully empower relationships by:

- Trusting each other within healthy boundaries
- Challenging constraints and engaging in healthy confrontation
- Developing potential in each other, which results in personal growth
- Walking in unity with grace and truth
- Focusing on the task(s) at hand
- Being accountable to produce fruitful returns
- Extending the opportunity to dream and have fun

Signed: _____ Date: _____