

# COMMITMENT #5

**A STRONG CHURCH IS DEVELOPING AN INCREASINGLY GODLY, DIVERSE, AND COMPETENT LEADERSHIP CORE.**

*Evaluate the progress of your church by the development of your leadership core. —Dr. Robert Cupp*

## DEFINITION

Strong churches are committed to building and maintaining team leadership and emphasizing Jesus as the Senior Pastor. Some have used John Frame's Triperspectival Prophet-Priest-King grid while others have looked directly to Ephesians 4 (APEST) for a team leadership framework. Practically, team leadership requires diverse gifting, humility, and self-awareness with each leader knowing "who he/she is" and "who he/she's not." From this awareness, a balanced team can be built to serve all of the needs of a strong church and equip the saints for the work of ministry. A strong church has a working plan for developing leaders in every area (staff, elder, deacon, gospel community leader, volunteer, etc.). In order to multiply healthy and effective leaders, strong churches give significant energy to equipping and coaching as well as pastoral support for the hearts of these leaders. A strong church is seeing holistic growth, year-over-year, in the lives and ministry of their leadership core.

## QUOTES TO PONDER...

*A man alone, ain't got no chance. —Ernest Hemingway*

*A strong team is the most important element of a company's ability to achieve success. That wisdom is often stated but seldom turned into specific "actions." I would suggest, especially in startups, a company becomes the people it hires. The first few hires help the founders create the environment they will all work in...It is also the team that drives (and interviews) all future hires and their ideas and biases get incorporated in the team. —Vinod Khosla*

*Churches that consistently produce leaders have a strong conviction to develop leaders, a healthy culture for leadership development, and helpful constructs to systematically and intentionally build leaders. All three are essential for leaders to be formed through the ministry of a local church. —Eric Geiger and Kevin Peck*

*Conviction for developing others gripped Moses. He understood that leadership is always a temporary assignment—always. It is a temporary assignment because leaders do not ultimately own the teams, ministries, or organizations they lead. We simply steward what the Lord has entrusted to our care for a season. The brevity of life ought to birth urgency in us to develop others. Not to mention that our time in this life is much more limited than that of Moses! He lived to be 120 and lived with an urgency to develop others; how much more should we embrace the temporary nature of our time as leader? Part of wise and selfless stewardship is developing others and preparing them for their impending time to lead. —Eric Geiger and Kevin Peck*



*The basic giftedness development pattern: 1) ministry experience, 2) discovery of gift, 3) increased use of that gift, 4) effectiveness in using that gift, 5) discovery of other gifts, 6) identification of gift-mix, 7) development of gift-cluster, and 8) convergence. —Robert Clinton*

*The majority of leaders will emerge via common entry patterns. It is self-initiation in the entry patterns that indicates strong potential for upper-level leadership. Plateauing in a leader's development is indicated by a declining frequency of initiative and response to ministry challenges and ministry requirements. —Robert Clinton*

## BIBLE STUDY

**Read 2 Timothy 2:2 and 3:10-11.**

What do you notice about the way that Paul trained Timothy?

As you read 2 Timothy 3:10-11, which of those elements are included in your current training of leaders? Which are missing? What would it require to add more of what is missing as you develop the next generation of leaders?

What are some of the reasons many don't receive the kind of fathering leadership development that Timothy received from Paul? To what extent has this been reflected in your own development as a leader?

## QUESTIONS FOR ASSESSMENT

What is the current distribution of gifts on your leadership team? Which of the APEST gifts are represented on your team (Apostle, Prophet, Evangelist, Shepherd, Teacher)? Which of the Triperspectival gifts (Prophet, Priest, King)? Which gifts are most lacking on your church's leadership team? How is that affecting your church currently? How are you actively working to build a more balanced team?



Do you have an intentional leadership development pipeline? What does it include? How many resources (time & money) are allocated to leadership development monthly?

Are the leaders on the staff team using their gifts to equip the saints in their area of strength? How might you train leaders in the diversity aspects that Paul mentioned in II Tim 3:10-11? Most Western leadership development is more classroom-centered, less personalized, and primarily focused on teaching and conduct.

- How might you help leaders in training find their unique purpose in the kingdom? (vocation/call/mission fit)
  
- How will you help them grow in faith?
  
- How will you help them learn to wait on the LORD? (patience)
  
- How will you help them see that the primary marker of someone who is mature is love (I Tim 1:5 says the entire goal of instruction is love)?

Life, Limits, Trials, and Submission: “All of life, in community, on mission” was the context Jesus used in development. Waiting on the LORD in a desert season was significant for Joseph, Moses, and the Apostle Paul. Robert Clinton has highlighted God’s tendency to send tests of obedience, integrity, calling, and perseverance. Do you have avenues for observing and speaking into leaders in development as they encounter trials and tests of many kinds?

If you were to evaluate the trajectory of your church based on the development of your leadership core over the past one to three years, where would you expect the church to be headed? Is your core deeper (more formed) and wider (more leaders) than it was this time last year? Why or why not?



What other insights would be helpful to better understand this area in your church?

## COMMITTED TO ACTION

What's one thing you or your team could do this week to strengthen this area?

What would it take to see this commitment strengthened over the next year?

