



Greater Sydney SDA Conference

Thinking About Empowering Leadership

Leaders of healthy churches consider it as one of their most important tasks to equip, support, motivate and mentor individuals to become all that God wants them to be. They invest the majority of their time in discipleship, delegation and multiplication.

“Leaders of growing, healthy churches do not have to be superstars. In fact the superstar model can be a hindrance for church growth. God generally does not fulfil His plans through super-gifted stars. If someone plays this role (or has to play this role because the church expects it) it is usually a sure sign that something is not going right in this church.”

Christian Schwarz - *The ABC's of Natural Church Development*

Effective, Empowering Leaders:

1 – Know that the first step is _____ with _____

Effective leadership begins with an intimate relationship with God, resulting in Christlike character and a clear sense of God's calling for leader's lives.

Leadership skill without spiritual vitality is useless

2 - Continue to _____

Self Leadership is **your** responsibility

See attached reading – Bill Hybles *Courageous Leadership* Ch 9 and John Ortberg's article on character formation.

3 – Cultivate _____ relationships

“A Christian worker needs a relationship network which embraces mentors, peers and emerging leaders in order to ensure a balanced healthy perspective on life and ministry.” – Paul Stanley

One common characteristic of leaders who finish well is that they have had mentors to guide them along the way” Arch Hart

4 – Focus on _____

People are pastor watchers: whatever they see their pastor doing is what they conclude is **really** important.

No significant change happens without major change in how the pastor spends his/her time.

Identifying Potential Leaders (Maxwell Interview - attached)

Look at:

- Evidence of gifting in potential leaders
- Character
- Obedience over knowledge
- Willingness to learn over experience

Design entry-level leadership opportunities

Mentorship

- Pray for the emerging leader lots and lots and lots
- Observe your leaders in action regularly
- Celebrate small wins
- Provide training as needed
- Listen emphatically and care personally
- Ask probing questions to promote reflection and refocusing
- Focus on both personal and ministry development

Creating A Leadership Farm In Your Congregation

(Shaping an intentional leadership development pathway)

Cause

Context

Coaching

Comrades

Curriculum

Reflection Questions

-How has your relationship with Christ deepened in the last six months?

-What Scripture, books, seminars or other input has stimulated your personal growth in the last six months? How have you responded?

-To whom are you accountable for your spiritual and character growth? For your growth in ministry skills? For the strategic direction of your ministry?

-What percentage of your time is devoted to developing and resourcing leaders?

-Who has been a model for you in ministry? What did you learn from them and how did you learn it?

-If an emerging leader modelled his or her ministry after yours, what would he or she conclude is important? Why?

-What blockages prevent you from becoming an empowering leader?

Useful Books

Anderson, Leith. *Leadership That Works*. Minneapolis, MN: Bethany House, 1999.

Finzel, Hans. *The Top 10 Mistakes Leaders Make*. Colorado Springs, CO: Victor, 2000.

Gibbs, Eddie, and Ian Coffey. *Church Next*. Leicester, Inter-Varsity Press, 2000.

_____. *The 7 Habits of Highly Ineffective Churches*. Lincoln, NE: AdventSource, 2004

Hybels, Bill. *Courageous Leadership*. Grand Rapids, MI: Zondervan, 2002.

Maxwell, John. *Developing the Leaders Around You*. Nashville, TN: Thomas Nelson, 1995.

_____. *Developing the Leader Within You*. Nashville, TN: Thomas Nelson, 1993.