



L E A D E R S H I P
G R E E N H O U S E



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And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes.

— Ephesians 4:11-14

A recent Barna *State Of The Pastor* report highlights a shocking reality: many church leaders believe we are slowly drifting into a leadership crisis. 72% of the pastors Barna surveyed said that “they fear the Christian church will decline because of inadequate leadership.” This report says that 83% of pastors surveyed said “churches aren’t rising to their responsibility to train the next generation of leaders.”

This report backs up what you, as a pastor or as a leadership team, may be beginning to experience on the ground. As you look at the ministry needs in your church or as you look to bring on new leaders for boards or elder teams, you discover that the leadership bench is empty. In these moments, we can identify with the 83% of pastors who said the church hasn’t stepped up to develop leaders.

If I could make an assumption about you or the leadership team you sit on, it would be that it’s not that you don’t want to develop leaders. Only 6% of the pastors surveyed said

leadership development wasn’t a priority. That means that the overwhelming majority of pastors and leaders within the church see this issue and want to address it. I will assume that you want to address the leadership issue, too, but maybe you just aren’t sure how. You realize there is a need for your church, but it’s not something you have *had* to address before.

In the past, other institutions like Bible Schools or Denominational programs carried the weight of leadership development, and our churches reaped the rewards of pre-made leaders. I don’t say this in judgment but in thankfulness to these insinuations that have not only played a huge part in my development but have blessed the local church for many decades. But the reality is that the days of pre-made leaders have come to an end, and as we look ahead to the future of the church, one of the most valuable skills we can develop is an intentional leadership development process.

The Leadership Greenhouse

When developing leaders, I love the picture of a greenhouse. A greenhouse is an environment that allows a tiny seed to establish roots and eventually grow into a healthy plant. It is a safe environment for a plant where it is cared for, watered, given the best possible soil, and cultivated to ensure its health so that one day, it can be transplanted into someone's yard or garden.

Our churches require a nurturing environment akin to a greenhouse for nurturing potential leaders. These spaces should facilitate the growth of both men and women in their understanding of God and foster deep connections with the gospel. It is crucial to provide settings where individuals can not only absorb knowledge but also apply it as they take on leadership roles within the local church. Having mentors available to guide through

both mistakes and successes is essential as individuals apply their learning. These environments should actively engage individuals in utilizing and honing their skills and gifts. Ultimately, our goal is to establish settings that equip and cultivate potential leaders, empowering them to be deployed within the church and beyond to fulfill the mission and bring glory to God.

This series is designed to give you a foundation to build an in-house leadership development process that will fit your unique ministry context. To be clear, there is a lot of work that you and the team you are a part of will need to do to build a leadership development process within your church, but this series is somewhat like the blueprints to help guide you as you build.



How This Series and Study Guide Work

This series comprises six equipping videos and a study guide to help you think through developing leaders. We also added an appendix at the end of the study guide with additional information that will serve you as you think through various aspects of developing leaders.

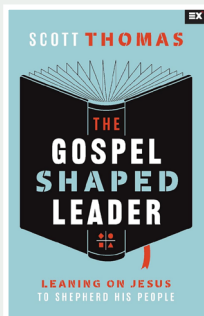
This study guide is here to help prime the pumps for discussion around your leadership table. You know the leadership team you are a part of, you know the needs of the church and the context you are in, so please

use these questions as a spring board to dive deeper.

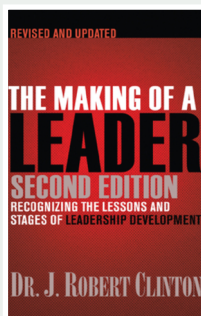
To help with that, if you are the facilitator, I would encourage you preview each session to see if it speaks to your context in a unique way. To get the most out of each session, there is some homework for each member of the team to do on their own before each session. This homework is meant to help get each leader think about the up topic but from a slightly different vantage point.

Additional Resources

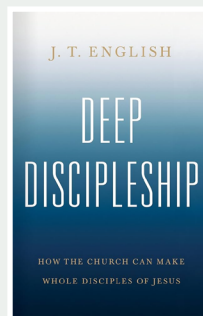
Again, this course is meant to be a primer on leadership development, so there is plenty of space to dive deeper and explore each topic. Below are a few that we would recommend you use to help you think through leadership development within your unique context.



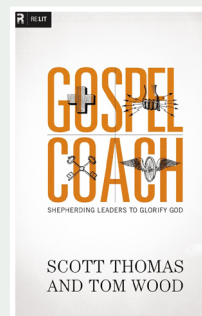
The Gospel Shaped Leader
Scott Thomas



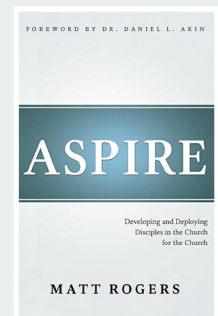
The Making of a Leader
Dr. J. Robert Clinton



Deep Discipleship
J. T. English



Gospel Coach
Scott Thomas and Tom Wood



Aspire
Matt Rogers

Welcome to Leadership Greenhouse

"If we want to have healthy churches, it starts with healthy leaders. One of the best things we can do is intentionally invest time and energy into developing healthy leaders to step into various leadership positions in our church. The question we need to ask before we get started is, what makes a leader healthy?"

Homework

1. Read Luke 10:2. Write out three observations from the text.
2. How does this text speak to the need to develop leaders?
3. What kind of impact does leadership have on your church?
4. What are some characteristics that would make a leader healthy?

Group Discussion

1. Before watching video #1, take some time as a group and create a combined list of the key characteristics that make up a healthy leader. Are there any themes that come out? Once you have finished this discussion, watch video #1.
2. Spend some time reading through 1 Timothy 3:1-13. As Paul describes the qualifications for leadership in the church, is he focused on ability or character?
3. Why does character matter so much when it comes to leadership?
4. Luke gave us three categories to help us think through healthy leaders: head, heart, and hands. When we think about leaders, which categories do we tend to focus on, and which do we tend to neglect? Why?
5. As you look at the categories of head, heart, and hands, what are the three essential competencies or skills you would want to see developed in each category of a potential leader's life?
6. Spend some time praying as a team for your church's future leaders. Ask God to begin working in people's lives, giving them the passion, skills, and character to serve the church. Ask God to give you eyes to see the potential leaders already in your congregation.



“If you want to develop leaders in the local church intentionally, you are going to be making an investment that will have long-term benefits. This investment is one of the best ones you can make as a leadership team, and although there is a cost, it will benefit your church long term.”

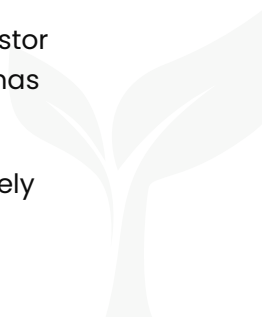
Homework

1. Does your church currently have an intentional leadership development plan? If so, please briefly describe what it looks like.
2. If you don't have an intentional leadership development plan, who are you depending on to raise your future leaders? What are some of the positives and challenges of this?
3. Read 2 Timothy 1:6 and 2 Timothy 2:1-2 and Eph 4:11-13. Write out five things that stand out to you from these verses.
4. What role does the local church play in “fanning into flame” the gifts and abilities of a potential leader? What does it look like for the church to entrust and equip men and women to do the work of ministry?

Group Discussion

1. Luke gave us three key reasons why investing in leadership development is wise. Which one stuck out to you, and why?
2. If we invest in developing leaders, there will be costs. What will be the cost for your church if you don't make this investment?
3. Case Study: One Sunday after church, you and the youth pastor are talking, and the youth pastor mentions that they are so thankful to have some help in youth ministry and how impressed they are with one of the young adults who has been helping out. The youth pastor tells you this young adult is dependable and always willing to jump in and help out whenever they are asked. They also mention that they have had several great spiritual conversations with them and are really blown away by the questions they are asking about theology and faith and how there seems to be a growing hunger to know Jesus.

Before you can ask some questions, the youth pastor gets tapped on the shoulder by a parent, and your conversation ends. You are left wondering if this young adult leader could one day become a leader in the church.

- a. What would be some clues from the conversation that this young adult has leadership potential?
 - b. What would be some follow-up questions you would want to ask the youth pastor about this young adult and their faith that would help you know if this person has leadership potential?
 - c. What are some next steps you could take as a leadership team to invest actively in this potential leader?
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"If you don't try to create the future you want, you must endure the future you get."

— John C. Maxwell

Homework

1. Read Proverbs 11:14. Write three things that stand out from this verse.
2. Think about your leadership team's focus. How much time do you spend working on the church (vision, where you are going, some of the larger obstacles you will face to move the church's vision forward) compared to how much time you spend working in the church (week-to-week issues, practicals of Sunday worship gathering, programs and events)?
3. How do you think the vision of the church and leadership development work together?

Group Discussion

1. Give everyone a piece of paper and ask them to write out in one sentence the vision of the church or your current five-year goals. Then, go around the room and have each person share what they wrote down.
 - a. Is there alignment around the leadership table? If not, ask the group why.
2. As you look ahead, what kind of leaders will the church need? Make a list of ministries and leaders that you will need to move forward toward the vision and goals.

If you don't have alignment, a priority for your team needs to be to schedule a leadership retreat or vision development time with your team. Developing a vision and goals to move the church toward that vision is a key need for you and your team.

3. Create a triage list of the most urgent and least urgent leadership needs related to your vision or goals. What leaders will you need and when?

It's good to have timelines and goals, but remember that leadership development is not linear but static. Although you may have time frames, the reality is that developing character, skills, and knowledge only sometimes fits within our time frames.

4. Spend some time once again praying as a group. Submit your plans, goals, and dreams to Jesus. Pray that God will continue to prepare and raise up the leaders you will need. Pray for men and women of godly character, a deep love for Jesus, and the skill and gift that will be needed to lead within the church.

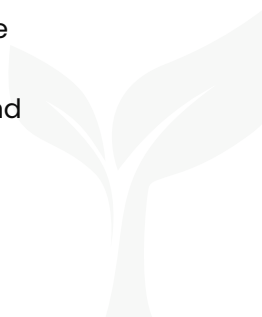
Building a Leadership Greenhouse

"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them." — John C. Maxwell

Homework

1. Spend some time reading 1 Samuel 16:1,7-13. What does this passage reveal about what we look for in leaders versus what God is looking for in leaders?
2. How would you define character?
3. How do you discover someone's character?
4. How do you think someone's character is transformed?

Group Discussion

1. Relationships are key to getting to know someone. What are some ways you can work to develop deeper relationships with your current team? What are some challenges to developing relationships?
 2. As you think about potential leaders, what would be some basic requirements you would want every potential leader to meet before inviting them into the process?
 3. As a team discuss some of the expectations you would have for this process? Think through the time commitment, homework, cost of books or resources. What is the ask you are inviting potential leaders into?
 4. Developing a basic development plan is a crucial element of leadership development. As a team, you have already thought through head, heart, and hands and designed three essential competencies or skills for each category. Now, you want to look at your list of what kind of leaders you will need to move forward with your vision and goals. You created this list in our last session together. As you think about the leaders you will need, what specialized competency or skills will need to be developed for this particular leadership position of need? Think of two or three competencies or skills required for this leadership position. Again, use the head, heart, and hands categories to help you in this process.
 5. After you have created a list of competencies or skills for each category, you will need to think about what material would be helpful in developing these competencies or skills. This could be anything from books to podcasts, videos, blogs, training material, etc.
 6. Finally, as a team, you should begin to talk through who you in your congregation have leadership potential. Who would be someone that you would want to invite into this developmental process? As you develop a list, commit to praying for God's wisdom and guidance with each person and that God would be working in them.
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“Leaders are born, not made. If you fall victim to this myth, your organization is probably not going to make the investments needed to grow leaders at all levels. You will just wait for the next leader to walk through the door. In essence, you are waiting for Superman or Superwoman to miraculously appear and save your company. This is a dubious strategy for future success.”

— Mark Miller

Homework

1. Read 1 Corinthians 11:1 and 2 Timothy 1:13. What are three observations from these verses?
2. As you think about these verses, what was one way Paul developed leaders?
3. Relationships are key in leadership development. Is there someone in your life who has encouraged you and walked with you through the ups and downs of leadership? How has this relationship helped develop you as a leader?
4. When we think about investigating relationally into future leaders, what, if any, objections come to mind?

Group Discussion

1. How do cohorts, hands-on leadership, and one-on-one coaching develop a potential leader? How would the potential leader be malformed if you removed the hands-on leadership component? How would it affect the potential leader if you removed the one-on-one coaching?
2. What characteristics would make a good coach or mentor? Do you, as a team, feel equipped to coach a potential leader? Why? If not, what skills do you need to develop to do this?
3. A cohort is more of a structured learning time with other potential leaders. How could you use this time to equip potential leaders with competency or skills in the head, heart and hands categories?
4. In our video, Luke talked about the three components of an intentional leadership development process: cohort time, hands-on leadership, and one-on-one coaching. Spend some time discussing what this could look like in your context, what might be some challenges to implementing this, and how you can address these challenges.



Healthy Leaders, Healthy Churches

"If you are an elder, step up and work hard at leading your church. You don't need to have all the answers, and you certainly won't get everything exactly right. But Jesus has commissioned you to guide his flock. Your church needs you to take the initiative and plot a course forward."
— Jeramie Rinne

Homework

1. Read Acts 20:17-32 three times. What does this passage tell us about God or Jesus? What does this passage tell us about leadership? What is the call to us as church leaders in verses 28 to 32? Where does the danger to the church come from, according to verses 29 and 30?
2. In light of the Acts 20:17-32 passage, what kind of effect can leadership have on the local church?

Group Discussion

1. As a team, discuss your takeaways from the Acts 20:17-32 passage. What stood out to you?
2. As a team, read through 1 Timothy 3:1-7 and Titus 1:5-9. How have these passages shaped who you look to be on your elder/board/leadership team? As you think through these passages, are there any changes you might need to this process?
3. When it comes to developing potential leaders for the elder/board/leadership team role, why is time your best friend?
4. As you think about developing leaders for elders/boards/leadership teams, what competency or skills would be essential for a potential leader to establish or grow?



Appendix

Appendix 1

Thinking Through Head Heart and Hands

We have all seen people who work out a lot but skip leg day. Their upper body is built with massive shoulders, big arms, and a six-pack. They look huge until you see their legs. They have spent all their time in the gym working on their upper body and have spent nearly enough time developing the muscles in the lower half of their bodies. Often, in leadership development, we can run the risk of doing something similar. We can focus all our attention on one development category and ignore significant other essential aspects of a potential leader's life.

For instance, the most important thing for a leader to have is theological knowledge. We can invest all our time in developing their understanding of systematic theology or push them to grow deeper in their knowledge of theological truths while ignoring any character development. When this happens, we have leaders with vast theological knowledge but low character. Although they know the profound truths of scripture, they can lead in unhealthy ways that flow out of character issues that have never been dealt with or pointed out.

We want to do our best to build up the whole leader, knowledge, character, and skills. As we think about developing future leaders, we want to use the lens of head, heart, and hands. Head refers to knowledge, heart to character, and hands to skills. Through this series, we have encouraged you to think through various competencies and skills that a potential leader might need to develop in each category. In this appendix, we will give you some suggestions for each one that you might find helpful or help you build your own.

Head: Theological truths that you would want a potential leader to understand.

- What is the over arching story of the Bible?
- What is the gospel?
- What are the implications of us being adopted into God's family?
- What is the church?
- What is the mission of the church?
- What is sin?
- Who is God?
- The atonement
- Spiritual gifts

Heart: How can we grow and develop our character? If you aren't sure what to look at in this section, look at 1 Timothy chapter 3. As Paul unpacks the qualifications for leaders in the church, he focuses primarily on character.

- Why and how do we confession of sin.
- Spiritual disciplines.
- How can we honour God with our money?
- What does it look like to be a godly spouse?
- What does it look like to be a godly parent?
- How do we handle temptation?

Hands: What kind of practical skills do potential leaders need to develop?

- How to give feedback.
- How to have hard conversations
- How to share the gospel
- Some practical counselling skills
- How to handle conflict
- How to preach (for elders/board members)

Again, what you want to see developed in a potential leader's life will depend on the kind of leader you want to build. There will always be some basic crossover, but there will always be specific head, heart, and hand competencies and skills needed for each leadership position within your context. Your role as a leader is to carefully and prayerfully determine the competencies and skills a leader will need for their role within the local church.

Appendix 2

What Are You Looking for in Potential Leaders?

Where are the future leaders for your church? All around you! The reality is we often aren't sure what to look for when it comes to potential leaders and so we end up either inviting the wrong people to be leaders or no one at all. The reality is, potential leaders are all around us, and our role is to discover them. There are a few clues that we can look for to help us know what people we should invite into a leadership develop process.

The following is an excerpt taken from the book *Deep Bench* by Matt Rogers. The full book is available at newchurches.com/ebooks for free. This excerpt does an excellent job at helping us know what clues to look for as we try to discover potential leaders.

Discovering Future Leaders

Future leaders do not simply appear; they are discovered. Consider the typical process by which the church is made aware of future leaders. A young man is a vital part of the youth group at his local church, where he uses his gifts, passions and abilities to serve his peers. At summer camp during his junior year of college, he responds to the invitation by indicating he feels called to vocational ministry. The camp pastor prays with him and informs his youth pastor, who in turn tells the church that his guy has been “called to vocational ministry”.

What does the church do then? All too often the answer is “not much.” The church often has been passive in the discovery process and they will continue to be passive in “fanning into flame” the calling and giftedness of this young leader. The pastor may meet with him and help him make a decision about which Bible college or seminary he should attend and then send him off with the blessing of the church—often to never see or hear from him again.

What if the church were far more active in the process? The church provides fertile soil for the discovery of future leaders, as evidenced by both Timothy and Titus. These leaders were forged in the context of the local-17-church community and, from this body, were recognized as those who may lead the church in the future. Similarly, the church is the best context for discovering future leaders today. As Phil

Newton argues, it is due time that churches take back the primary mantle of discovering future leaders and investing in them throughout their maturation process.

Active Discover

For this to happen, current leaders who, like Paul, are in a position of authority, must assume the responsibility for both recognizing and exhorting young leaders to the vital work of church leadership. The discovery of new leaders is not the passive byproduct of time and chance, but should be on the forefront of the agenda of all current pastors. Colin Marshall and Tony Payne write that “We shouldn’t sit back and wait for people to ‘feel called’ to gospel work, any more than we should sit back and wait for people to become disciples of Christ in the first place. We should be active in seeking, challenging and testing suitable people to be set apart for gospel work.”

They continue:

... if the current generation of pastors and ministers is responsible for calling, choosing, and setting apart the next generation, we need to be constantly on the lookout for the sort of people with the gifts and integrity to preach the word and pastor God’s people. And there is some incredible ministry talent in our churches—people with extraordinary gifts in leadership, communication and management; people with vision, energy, intelligence, and an entrepreneurial spirit; people who are good with people, and who can understand

and articulate ideas persuasively. If these people are also godly servants of Christ who long for his kingdom, then why not headhunt them for a life of 'recognized gospel ministry'?

Like an athletic scout, pastors should serve as "talent scouts" seeking those who exemplify the fruit of God's Spirit. This is essential work for the future of the church in North America and must not be neglected due to the host of other demands that vie for a pastor's attention. But, if pastors are not seeking out leaders, then who will?

The process of discovering new leaders is a challenging process in and of itself. It is complicated by the fact that we are prone to look for the wrong things. Natural charisma, personal charm or an extroverted personality can immediately thrust a potential leader to the front of the pack. While these characteristics are not bad, they may blind us to the qualities we should look for in future leaders.

Look for New Believers

The biblical evidence for the conversion of Timothy is sparse. We know that he was raised in a home where he was taught about God and his work in the world. This "sincere faith" that resided in Timothy's grandmother and mother was now found in Timothy himself (2 Tim.1:5). The birth of this sincere faith is often linked to Paul's missionary work in Timothy's hometown and many note that the strong paternal language used by Paul throughout his letters would indicate that Timothy came

to faith as the result of his ministry. Whatever the timing, the result is clear: Timothy trusted in Jesus and his life was radically changed such that he would relinquish all he knew and travel with Paul's roaming band of missionaries.

This often is true of those whom God saves. They are hungry for the truth of the gospel, passionate to share their faith with others and willing to give their lives away to the mission of God. Sadly it is often the case that the longer a person is a Christian, the fewer relationships they have with those far from God and the less willing they are to make radical sacrifices for the mission of God. This means pastors should seize the opportunity to challenge new believers to consider how God is calling them to steward their lives for the sake of his mission—which may include leadership in the church. Like Timothy, new converts are often those that demonstrate an insatiable hunger for the Word, an aptitude for leadership, and still are connected relationally to many of those who are far from Christ.

We must be careful that we do not make the concept of "calling to ministry" some type of second rung on the spiritual maturity ladder. We can subtly communicate that God saves all people, but then calls the mature ones among us to vocational ministry and leaves all the rest to simply go to church. The reality is that all those whom God saves, He also sends. While there may be varying roles and leadership responsibilities, we must communicate that all disciples are called to make

disciples, which necessitates some level of leadership for all of God's people.

New disciples are ripe for this type of appeal. We are given a unique opportunity to challenge them to consider leadership from the early days of their faith journey. Paul certainly reminded Timothy to not appoint new converts to leadership (1 Tim. 3:6), but this need not mean we should not challenge young believers to consider leadership at some point in the future. It also does not mean we should have an expectation that new believers have to be a Christian for a decade, have taken 30 Bible study classes, have a master's degree and have no recognized character defects before they are appointed to leadership. Young leaders can be deployed into strategic ministry far quicker through an intentional development process such as the one outlined below.

Look for Godly Character

What we do know about the choice of Timothy for leadership in the church was that by the time Paul returned to Timothy's hometown he already was well spoken of by the church there (Acts 16:1-3). This would indicate that Timothy had observable traits that caused him to stand out and made him a clear choice for the apostle Paul. Paul's later instructions about the choice of elders/pastors for the church would indicate he placed a high value on discernable character in the life of a leader who should be "above reproach" in all things (1 Tim. 3:1-7; Titus 1:5-7).

At an early stage, however, it is foolish to assume that a leader must be above reproach in all things prior to being invited into an intentional leadership development process. What would be the point of the development were that to be the case? Leaders need to have exemplary character prior to appointment as a leader in the church, but we should expect these future leaders to be a bit raw at the outset. We would expect this reality to be heightened if the person in question is a new convert. They are going to need time to understand the way in which the gospel exposes their sinful hearts and provides the power for them to overcome the sin that so easily entangles (Heb. 12:1-2). The development process outlined in the next chapter would provide the time necessary for the future leader to do just that.

So how would you recognize godly character at an early stage?

Change. Repentance. Growth.

These marks provided a metric for discerning the fruit of the gospel that one can expect to continue in the life of the leader. A person who is growing in understanding and applying the gospel to his/her life should be marked by "the fruit of repentance" (Matt. 3:8). Rather than perfection, we should observe a clear brokenness over sin, a trust in the gospel and a battle for holiness.

Here's what I mean. Take Amy. She has recently come to faith in Christ and is known to

passionately share the gospel with the moms who live in her neighborhood. But the reality is that she is a gossip. Before she met Christ, she was a busybody who thrived on knowing all the juicy rumors about her peers and being the first one to share that information with others. Since her conversion, this process has continued. She genuinely loves her neighbors now and wants them to come to faith in Christ. But she is over-zealous and her passion bubbles over into sinful actions at times, including posting things on social media about the sinful behaviors of her friends. Is Amy disqualified from leadership in the church?

No. At least not at the outset. If Amy already were appointed as a leader in the local body, then we might conclude that her actions necessitated removing her from leadership. But, at the early stages, we need to give her time to grow in her application of the gospel and evangelistic witness. The raw material in Amy's life is compelling: She seems to love Jesus and genuinely love her neighbors and desire them to come to faith. We should honor and affirm these passions, while mentoring her to apply the gospel to the way that she speaks of others. We would want to watch how she responds when she makes a mistake and speaks ill of her neighbors. Does she rationalize and defend these behaviors or does she respond in brokenness and repentance? Does she continue to require someone to point out these actions to her or does she grow to recognize her mistakes on her own? Does she have the maturity to go to those whom she has offended and repent and seek

restoration?

If so, then we should expect that the longer she walks with Jesus, the more her character would be refined. She may not be exemplary in her character now, but given an intentional development plan, she could be before she is appointed as a leader.

Look for Proven Faithfulness

The fact that Timothy was well spoken of by the church also would indicate that he was faithful in his service among the people of God through loving, caring and serving. This type of active ministry would mark him as the type of leader Paul would take with him as he embarked on mission to unreached peoples. Likewise, Paul's continued deployment of Timothy and Titus to care for difficult churches would indicate that these men had proven faithfulness in leadership among the people of God.

This type of proven faithfulness can only be observed over a period of time among the church. This is why an intentional development plan in the church is so vital. Leaders are not leaders if no one is willing to follow them. Sheep recognize shepherds. They see them lead and want to follow. How would you recognize this type of leadership at an early stage? You would look for people who naturally lead without the label. This likely will start with humble service to others. Future leaders will begin to enter into burden-bearing relationships with others inside and outside the

church (Gal. 6:1-2). They will love, pray, listen and serve without being asked to do so. They care—and people begin to see that.

They also begin to find meaningful ways to use their gifts to serve the body. They see a need in the ministry of the church and do what they can to fill the gap. This will begin in small, almost unrecognizable ways. They won't be teaching or leading a small group, but they will be showing up early to greet guests on Sunday mornings, providing a ride to small group for someone new to the church, volunteering to serve at various big events that the church offers and things of this sort. When they hear of people struggling with sin or suffering, they will seek to find ways to serve them and meet tangible needs. At first, they may not know what to do to help, but they will do what they can. They may make mistakes or say the wrong things, but that is to be expected for young leaders. Intentional training to direct raw passion toward increasingly fruitful ministry and mission.

Look for Passionate Desire

Which leads to the last trait you should be looking for in developing future leaders: passionate desire. The type of leader who would leave everything and follow the apostle Paul is one who is marked by an all-consuming passion for the mission of God. Anyone who would be willingly (or crazy enough) to lead among challenging church situations such as Corinth and Ephesus must be willing to trust God and take faith-fueled risks for His mission.

This means that future leaders often will have a desire for more. Seeking out leaders does not mean leaders should not self-identify. Paul notes that men should aspire to the office of elder (1 Tim. 3:1). This is not necessarily a prideful posturing, but rather the outworking of a God-given passion in the heart of a young leader. They aspire to lead and serve. For this reason, future leaders often will make known their desires to lead. They will call you with questions, send emails seeking counsel or make suggestions on the way in which ministry could be improved.

They may even come on too strong at times or volunteer to serve in ways that exceed their current maturity level. This need not deter you from inviting them into a more formal development process. Their passion often can be channeled into meaningful ministry with the proper mentorship and training. At this point, what you are looking for are humble servants who are faithful (albeit not perfect) at the work God has put before them. Your job is to partner with them to see them developed into men and women who can lead among God's people.

New Believers... Godly Character... Proven Faithfulness... Passionate Desire: This is the recipe for a future leader. It is the responsibility of the pastors and leaders of the church to seek out men and women who meet these qualifications and call them out to greater levels of leadership. In many ways, this simple act is a beautiful gift of grace.

Appendix 3

A Quick 30,000 Level View on Developing a Vision for Your Church

Where are you going as a Church? That is one of the most important questions you can ask as a leadership team. Most of our churches have mission statements, and my guess is that your vision resembles either the Great Commandment or the Great Commission. The mission is why our churches exist. Our work as leaders is to contextualize this mission to our unique communities to ensure we are faithful.

We aren't talking about your mission, but we want to talk about your vision. If the mission is where you are going, the vision is who you are becoming. The idea of a vision statement is looking ahead and asking the question, "What do we want to see God do in our church over the next five or ten years?" This is an essential question for us as leaders to ask and then begin to answer prayerfully.

This is an equipping series around developing leaders; why are we talking about vision? When we clearly understand our vision, it will lead us to ask, "How are we going to get there?" When you answer that question, it will inform you about what kind of leaders you will need. In the video 20/20 leadership vision, we talk a bit about this so that I won't go into it in detail, but you do need to know that vision will

help bring clarity to the leadership development process.

So how do we develop a vision?

It starts with asking, "Who do you want to become?" What do you want to see God do in your church over the next five years? I would encourage you to write a sentence or two describing where you want to be in 5 years. I would encourage you to write it in the present. For example, " We will be a church with a clear discipleship pathway to see our people know God deeply and equipped to live on mission." If that is who you want to become in 5 years, then the next question is, "What steps do we need to take over the next four years to make this vision a reality?"

As you think about the steps you will need to take over the following years, you start thinking through strategy and process. This is where you ask the how question. How are you going to move the church closer to accomplishing this vision? As you work out the answer to the how question, you will want to put dates on the calendars of when the strategy will be in place and happening in the life of your church and who will be responsible and accountable for making the how a reality.