

**Developing  
Spiritual Leadership**  
(Board and Staff Discipleship)

Chris Stevens (WMB Church)

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*“Your direction, not your intent,  
determines your destination.”*

ANDY STANLEY

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**6 C's of Spiritual Development**

1. Character
2. Competency
3. Chemistry
4. Culture
5. Calling
6. Christ



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**Spiritual Development Overview**

- **Character** – Identity rooted in Christ, alignment of public and private life
- **Competency** – skills to accomplish vision and theological development
- **Chemistry** – Emotional Intelligence



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**Spiritual Development Overview**

- **Culture** – Unique church issues for discipleship
- **Calling** – understanding His unique call for each
- **Christ** – Personal relationship with, and proclamation of, Jesus



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**Character**  
Who are you when no one is looking? Or when they are?

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*If there are cracks in the foundation a house will fall apart – no matter how good it looks.*



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**Character**

Creating safe spaces for reflection, conversation and practice

- Both Staff and Board
  - Writing and recording devotionals for church-wide use
  - Modelling and experiencing of spiritual disciplines in meetings (Christ-centered devotionals, prayer, worship)
  - Leading the church in times of prayer (scheduled)
  - Times of fasting for discernment



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### Character

Deeper engagement with increased responsibility

- Senior Leadership Team (staff)
- Retreats (fasting and prayer)
- Times of confession and repentance
- Shared Devotions
  - *Emotionally Healthy Spirituality Day by Day* (Peter Scazzero)
  - Walking through a gospel




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### Character

Developing those who volunteer

- Board
  - Times of fasting, prayer, devotionals to start meetings
  - *Pursuing God's Will Together* (Sue Hailey Barton)
  - Start of retreats: scripture, prayer, communion, and worship




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### Character

Investing in key relationships

- Board Chair
  - Sharing personal devotions (Lead Pastor and Board Chair)
  - Honest one-on-one meetings with confession and repentance




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**Competency**  
Are you ready to do what is being asked from you?

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*If you don't know where you're going, you'll never get there.*

*In fact, you can all be committed to paddling, but if you don't know what direction to paddle in or how to paddle; you are just going in circles.*



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**Competency**

Everything starts with Vision – *everything*

@WMB, we use a Strategic Plan:

- 5-year Strategic Objectives (measurable)
- 1-year measurable plan
- Staff create annual ministry plans to accomplish the 1-year objectives
- Annual assessment and review



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**Competency**

1. Vision
2. What skills are needed to accomplish the vision?
  - What training does your staff/board require?
    - Board – e.g. Multiplication
    - Staff – e.g. Evangelism

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**Competency**

1. Vision
2. What skills are needed to accomplish the vision?
3. Where will the skills be acquired and applied?
  - Personalized development plan(s) for staff
  - Training equips towards skills for the plan
  - Debrief of all conferences: 3 action items for 90 days; setting long-term key initiatives into role accountabilities

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**Competency**

1. Vision
2. What skills are needed to accomplish the vision?
3. Where will the skills be acquired and applied?
4. What resources and processes support this learning?
  - Board: *The Imperfect Board Member* (Jim Brown)
  - Board chair: *The Board's Most Important Relationship* (John Pellowe)
  - Manual and Orientation for new members
  - Annual review of the Board
  - Annual review of the Board-Pastor relationship

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### Competency

1. Vision
2. What skills are needed to accomplish the vision?
3. Where will the skills be acquired and applied?
4. What resources and processes support this learning?
  - Theological Development
    - Staff and Board Key Topics for training, e.g. LGBTQ and Holy Spirit
    - Alignment with the MB Confession (Communal hermeneutic, internal interviews, credentialing, discernment committee questionnaire)



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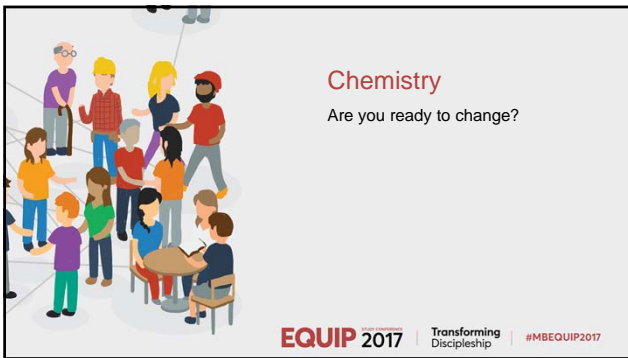
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### Chemistry

Are you ready to change?



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*It takes two to tango.*



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### Chemistry

Assessing and naming personalities, hopeful for insight and growth.

- Emotional intelligence tools
- *Why You Do What You Do* (Bobb Biehl)
- Eagle's Flight Training (in ministry teams)
- Myers Briggs and Strength Finder inventories



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### Culture

Are you ready to be a professional in a spiritual environment?



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*Fish rots from the head.*



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### Culture

What are the pieces your culture is missing? What can be celebrated?

@WMB, we've had three intentional culture shifts:

- Evangelism: Modeled, trained, role played, practiced, stories shared
- Holy Spirit: Trained on, preached about, worship and prayer experiences, workshops
- Diversity training for board and staff: IDI testing; one-on-one coaching; retreat with experts teaching on different areas: women, ethnicity, economic



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### Calling

What's your's?



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*We are all sheep following the Shepherd.*



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### Calling

Staff need to know and name their calling

- Retreat on our calling
  - Sharing testimonies of call into ministry – articulating the call
  - How is one called?
  - What contribution do you make to the overall team with your calling?
- Empowered by the Holy Spirit
  - Daily devotional
  - Staff training (diverse voices)
  - Time in prayer and worship




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### Calling

Knowing calling, what's next? Are you expecting God to move?

- Long Term Development Plan
- Staff: where does someone want to go in ministry? How are we helping them to get there or speaking into the gifting we see?
- Board: what other avenues can people be used in if the board isn't the right fit, or they have to come off the board for awhile?




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### Calling

Knowing calling, what's next? Are you expecting God to move?

- Future Planning
- Staff: leadership pipelines for movement upwards within the congregation (Ontario Intern Leadership Cohort)
- Board: Discernment Committee meets all year long, learning discernment, theological alignment, choosing leaders for consideration




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**Christ**  
The Beginning and the End

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*“I do it for Jesus and He is my all, and if He is my all I must be able to talk about Him.”*

**MOTHER TERESA**



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**Christ**

*They will know His voice*

- Share what they are reading, repenting of, and experiencing in their relationship with Christ
- Can readily articulate how God is at work in them and through them to others
- Take times of prayer to one another and repentance (consider including a non-agenda Board meeting to do this)



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## Christ

*They will make disciples*

- Evangelism Training
  - Testimony, Story, and summary based training
  - Why is the gospel good news to you this week?  
Why do you love Jesus more today than yesterday?  
How is it good news to a person who sees themselves as good?
- Staff takes turns sharing the gospel at staff meetings  
(unique presentations of the gospel all year)
- Role playing to practice sharing the gospel



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