

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



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



Character

Investing in key relationships

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





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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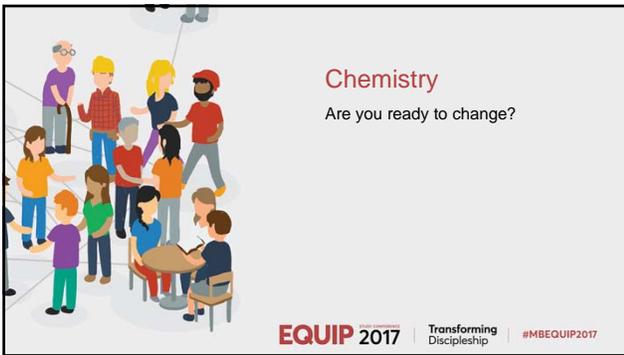
Competency

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)



Chemistry

Are you ready to change?



It takes two to tango.



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



Culture

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



Fish rots from the head.



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



Calling

What's your's?



We are all sheep following the Shepherd.



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



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?



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





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



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)



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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