

Journey to Leadership

Jeremy Stephens

With a vision for multiplication Micro Churches have a need to develop leaders. The journey for us begins with following Jesus (dropping our nets) but in time and through the work of God we become leaders (fishers of men). As elders we are called to walk with others in their journey; to make disciples who become leaders. But knowing only the Holy Spirit brings true transformation, what is our role? How do we make disciples who become sent ones?

A gardener's primary job is to nurture the development of his plants. Likewise, good elders center their agenda on growing their team members. Elders are to be good mentors and invest their lives in others. Their key job is not doing programs or distributing products, but developing people.

Tim Elmore elaborates on the image of the Gardner, "One day while a gardener was preparing the soil in his garden for some new begonias, he taught me how all plants have "biotic potential." This means all plants have the inherent capacity to grow, survive and reproduce. It's in every plant. He smiled and went on: "You see—I can't grow a thing. A gardener can only create an environment that is conducive for growth, like providing rich soil, fresh water, good fertilizer and lots of sunshine. At that point, it's up to the good Lord." Then he smiled. "Of course, the good Lord does use us gardeners. Many plants wouldn't make it without a gardener creating the right environment."

Wise gardeners know that God gives the increase, but they must create an environment for growth. They also know this must be their primary focus: creating environments to grow plants. Similarly, good elders approach their roles with the same priority. They are like gardeners. They can't control the growth of people or micro church, but they can form environments that foster growth.

Our gardening tools on this journey to leadership are: providing direction, coaching, support and delegation. While this document includes a process and linear discipleship we cannot forget our desperate need for a movement from God in the heart of every disciple. We cannot make people grow.

In the event that someone is not ready or unwilling for the next step there should not be the pressure to force a person to advance through the "pipeline". This outline is simply to help elders understand their role in a person's development.

This Document includes:

- **3 Key Steps**
- **Key Questions**
- **Detailed Leadership Journey**
- **Situational Leadership**
- **Example Journey**
- **Programming Leadership**
- **Teaching Notes**

KEY STEPS

Everyone will need to make a few steps to move from a disciple to Leader.



KEY QUESTIONS

Member

- How do you move a member to the CORE?
- How can you help them participate in community and obey Jesus?

CORE Member

- How do you move a CORE member to a CORE leader?
- How can you help them serve sacrificially?

CORE Leader

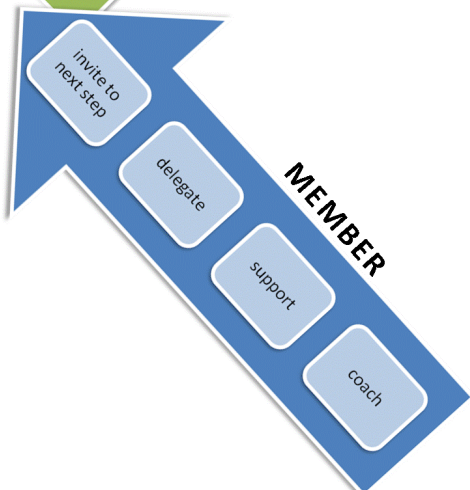
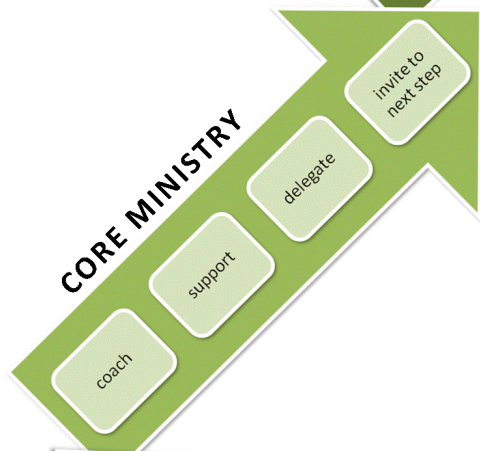
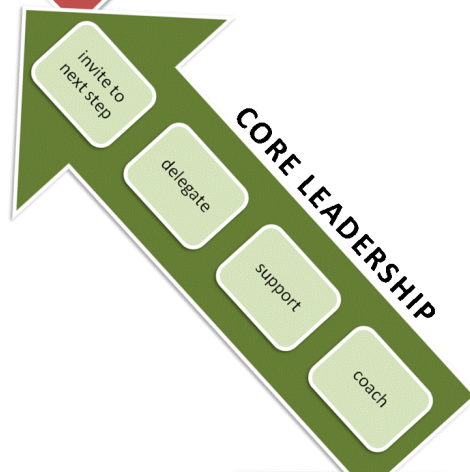
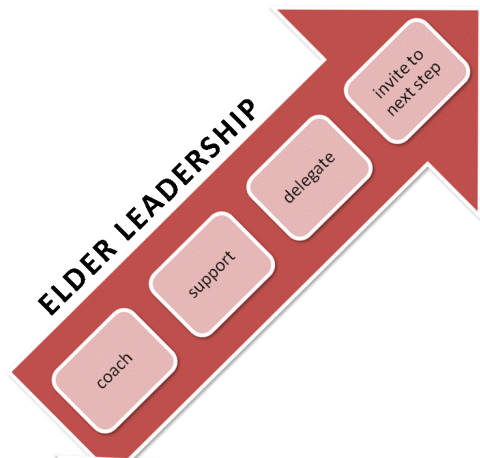
- How do you move a CORE to Elder
- How do you help them invest in others?

Elder

- How do you invite an elder to entrust ministry to others?
- How do you help them coach the CORE well?

JOURNEY TO LEADERSHIP

Adjusted from Rich Lamb's *Leadership Pipeline*



Elder Leadership		
Elder Leadership Task <ul style="list-style-type: none"> •invite others into risk •coach leaders well •entrusts ministry to others •gives feedback well •takes initiative in problem solving challenges within the MC 	Elder Leadership Opportunities <ul style="list-style-type: none"> •listen to CORE concerning direction of MC •decide direction of MC •launch a new MC •invest in the CORE 	IDENTIFY where members are located on their journey. <ul style="list-style-type: none"> •what is YOUR ROLE as they take their next step • • •

CORE Leadership		
CORE Leadership Task <ul style="list-style-type: none"> •communicates mission of MC well •seeks to influence others in godly ways & confronts issues of sin well & brokenness gently •invites others into partnership 	CORE Leadership Opportunities <ul style="list-style-type: none"> •lead a key Bible study •plan an outreach •invest in fring/new disciples •assist in planning direction of MC 	IDENTIFY where members are located on their journey. <ul style="list-style-type: none"> •what is YOUR ROLE as they take their next step • • •

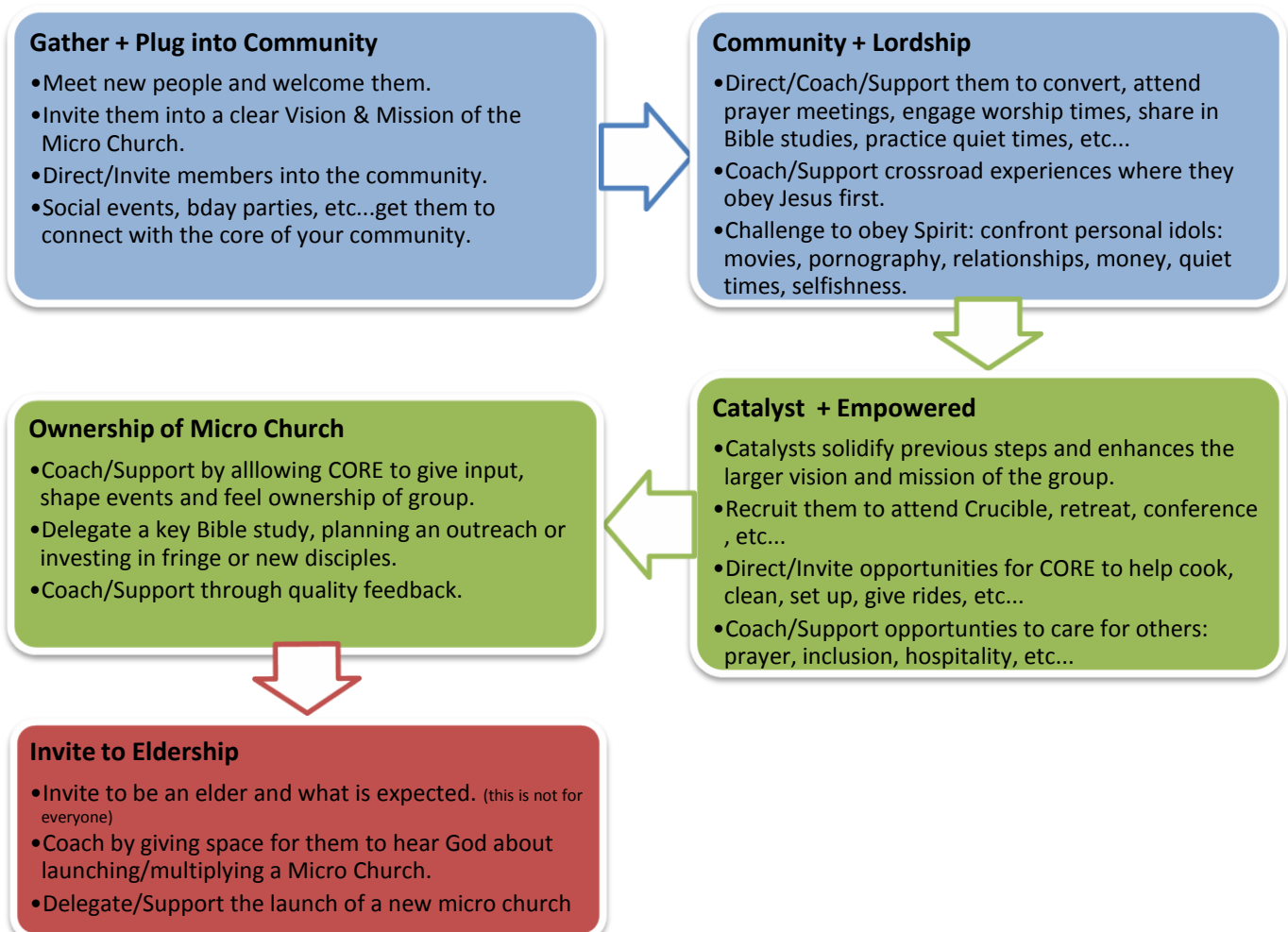
CORE Ministry		
CORE Ministry Task <ul style="list-style-type: none"> •respond to requests to serve •see needs & responds •see beyond obvious needs •anticipate needs and serve •seeks Godly counsel from others 	CORE Ministry Opportunities <ul style="list-style-type: none"> •cook, clean, set up, give rides, etc... •prayer with and for others •share faith with nonbelievers •request opportunities to serve & help 	IDENTIFY where members are located on their journey. <ul style="list-style-type: none"> •what is YOUR ROLE as they take their next step • • •

Member		
Micro Church Task <ul style="list-style-type: none"> •speak helpfully in group •pray sincerely in group •share vulnerably in group •take initiative outside group 	Micro Church Member Opportunities <ul style="list-style-type: none"> •participate in Bible Study •participate in outreach •participate in community times •make key Lordship decisions •attend Catalyst event 	IDENTIFY where members are located on their journey. <ul style="list-style-type: none"> •what is YOUR ROLE as they take their next step • • •

4 QUADRANTS OF LEADERSHIP

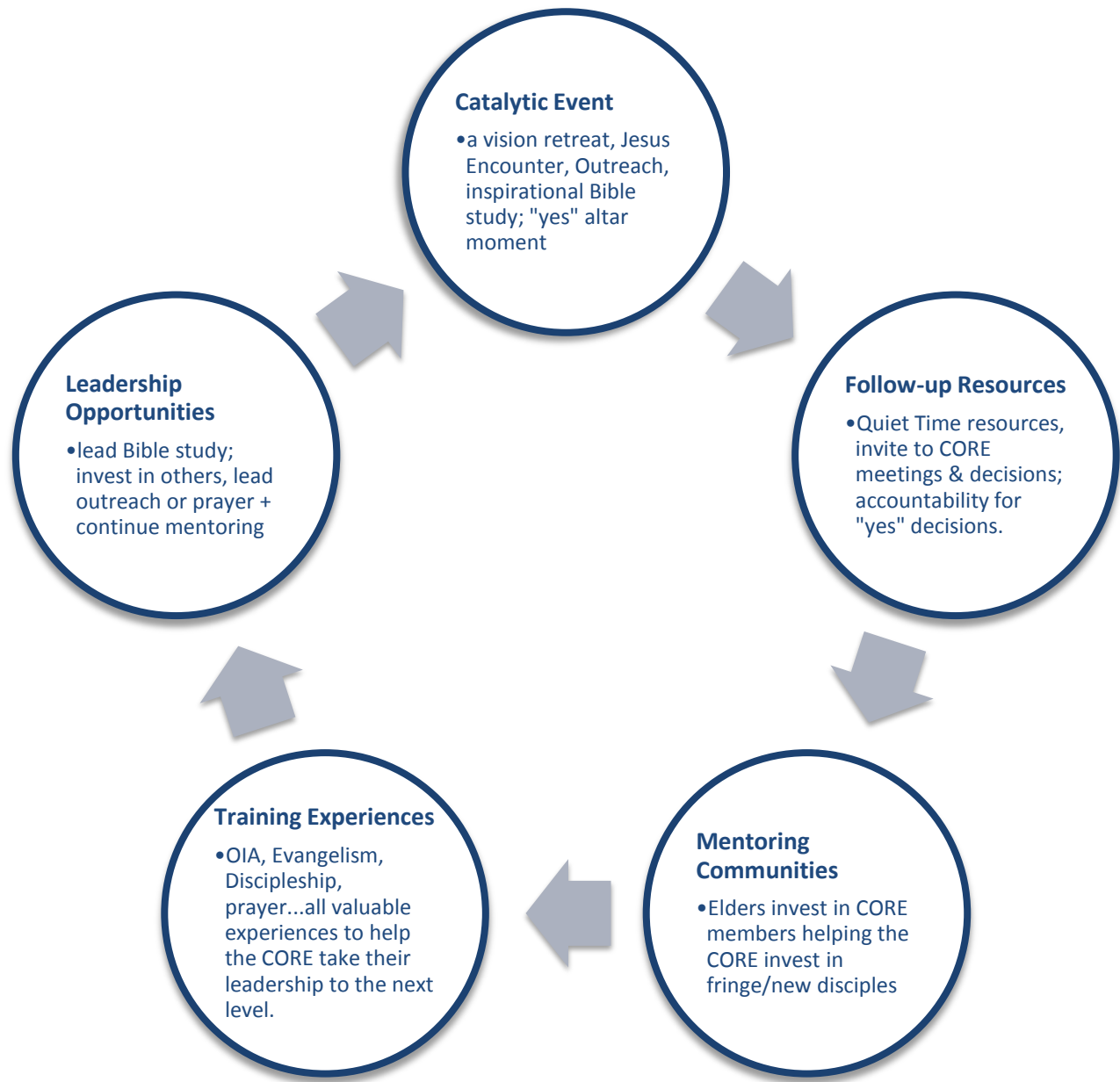
		TASK FOCUS	
RELATIONSHIP FOCUS	Leader's relationship with the follower is a crucial component of task focus and accomplishment.	Follower participates in defining direction and significantly accomplishes the task. 3 SUPPORTING BEHAVIOR: The leader supports and encourages the follower's lead toward progress and accomplishment of the task. <i>LEADER:</i> <u>Disengaging</u> the task but relationally available. <i>FOLLOWER:</i> <u>Able</u> but unwilling or insecure PARTICIPATING→ENCOURAGING→COLLABORATING→COMMITTING	Leader defines direction and is significantly involved in accomplishing the task. 2 COACHING BEHAVIOR: The leader explains choices and decisions and provides opportunity for clarification. <i>LEADER:</i> <u>Engaging</u> on the task and relationally available. <i>FOLLOWER:</i> <u>Unable</u> but willing or confident SELLING→EXPLAINING→CLARIFYING→PERSUADING
		4 DELEGATING BEHAVIOR: The leader entrusts responsibility for both the plans and their implementation toward the accomplishment of the task. <i>LEADER:</i> <u>Disengaged</u> on the task and relationally more distant. <i>FOLLOWER:</i> <u>Able</u> , willing and confident OBSERVING→MONITORING→FULFILLING	1 DIRECTING/INVITATIONAL BEHAVIOR: The leader makes clear invitation into the task/goal and provides specific instructions regarding its accomplishment. <i>LEADER:</i> <u>Inviting</u> but clear leader. <i>FOLLOWER:</i> <u>Unable</u> and unwilling or insecure TELLING→GUIDING→ESTABLISHING
	Leader's relationship with the follower is a not a crucial component of the accomplishment of the task		

EXAMPLE LEADERSHIP JOURNEY (2)



Programming Cyclical Leadership Development

Adapted from *Mission Exchange*



Spend a few minutes filling out what programs you can place in your cycle to develop leaders.

- Keep in mind program does not equal large events always.
- Remember to use programs you already have...only adjust them to help develop leaders
- Don't forget to contextualize: your cycle may differ from others in time, scope, frequency, etc...

Journey to Leadership (teaching notes)

Jeremy Stephens

How did you come to lead a Micro Church? (turn to neighbor)

We are all on a journey with Jesus to the place where we are today.

The journey for us **begins with following Jesus in community** (dropping our nets) but in time and through the work of God we **become leaders** (fishers of men).

This journey didn't happen mysteriously...

Key Steps

Each person has 3 essential steps to take. (each one of us take these)

1. Participation in community + obedience to Jesus (worship)
2. Love + serve others
3. Begin leading others into the first two steps.

How do we get from point A to point C?

With a vision for **multiplication Micro Churches have a need to develop leaders**. As elders we are called to walk with others in their journey; **to make disciples who become leaders**.

How do we make disciples who become sent ones?

We need to **learn how to help people walk on this journey** from disciple to leader...Fisherman to fisher of men.

These are the overarching questions we are asking as elders to help develop people.

Key Questions

- How can you help them **participate in community** and **obey** Jesus?
- How can you help them **serve sacrificially**?
- How do you help them **invest in others**?
- How do you invite an elder to **entrust ministry** to others?

Show you a few diagrams with some guiding questions to help us begin thinking about what our role is in seeing future micro church leaders developed.

We will want to identify people we are leading and apply these questions to them.

Use it if it helps...dump it if it doesn't.

Gardener: Image for our role

A gardener's primary job is to **nurture the development of his plants**. Likewise, good elders center their agenda on growing their team members. Elders are to be good mentors and invest their lives in others.

Their key job is not doing programs or distributing products, but developing people.

So developing leaders doesn't imply leadership programs or classes...what it does **imply is the development of people**.

Ex. Tim Elmore elaborates on the image of the Gardner, his gardener friend "taught me how all plants have "**biotic potential**." This means all plants have the **inherent capacity to grow, survive and reproduce**. It's in every plant.

A good gardener realizes he can't grow a thing. All he can do is create an environment that is conducive for growth: rich soil, water, sunlight...but of course every gardener knows many plants would not survive without the gardener."

Every believer who has the Holy Spirit within them has the potential to do some leading.

As elders we can't control the growth of people or micro church, but we can form environments that foster growth.

Gardening Tools:

Our gardening tools on this journey to leadership are: **providing direction, coaching, support and delegation.**

4 Quadrants of Leadership

While this document includes a process and linear discipleship we **cannot forget our desperate need for a movement from God in the heart of every disciple.** We cannot make people grow.

In the event that someone is not ready or unwilling for the next step there **should not be the pressure to force a person to advance through the "pipeline"**. This outline is simply to help elders understand their role in a person's development.

4 quadrants worksheet

Two axis...**task** intersecting with **relationship**

Throughout your ministry you'll have to navigate the need to get things done with relationship.

Walk through each stage:

1. first get a job directed what to do (you are unable to do it and possibly unwilling)
2. Then your trainer coaches and still helps you get it done but you're making more choices (you are still unable to do it alone but confident)
3. Then you are cut on your own but still checked in on frequently (you are able but still insecure)
4. Eventually you're on your own but still have a go-to person (you are able + willing + confident)

Only direct→choke their development

Never delegate→they don't know what to do

Only delegate→puts them in the deep end with no floaties

Never delegate→erodes trust

Example Journey

Illustrates how direction, coaching, supporting will be found repeatedly in a person's journey to leadership.

Detailed Journey

Details **what we hope to see** from a person in each stage

Details **what opportunities** we offer

Place to **identify people** you're working with in this stage...what's **your role** as the gardener?

Workshop

Take time to identify where the people you are shepherding are on their journey.

Take time to think of your next step.

Coaches are available to help generate ideas and problem solve.

I did a garden this year...cucumbers every day.

- You **don't get fruit in a day**...Took the foresight
- There's a **joy independent** from the fruit...if you never see someone become an elder...is there a joy in loving the person in front of you?
- It seems to grow without you...but **without you it will die**.
 - Took vacation, fixing our kitchen...it all died.

Garden with passion.

Garden with love.

Garden for Jesus.