



CHURCH OF THE NAZARENE

**MULTIPLYNAZ  
RESOURCES**

## **Developing a Leadership Community**

A Local Church Resource for Students & Partner Churches

### **Step #2: Creating A Leadership Path for Group Leaders**

The second step in leader development is to design a leadership path of simple “next steps” that group leaders can take as they continue to grow.<sup>i</sup> Make sure you include youth leader development in your thinking.<sup>ii</sup> Not every leader has the same skills or will develop at the same speed. Leaders will take different steps on their own, which is good. Their creativity should not stop the church from creating a leadership path that guides leader development. Leader development requires both understanding and intentionally.

One example of a church’s leadership path includes the following process: **1)** becoming an apprentice leader, **2)** serving as a **serve group** leader, **3)** serving as a **grow group** leader, **4)** serving as a church board leader, **5)** serving as a department leader who oversees a team of group leaders, **6)** becoming a lay pastor<sup>iii</sup> and **7)** becoming a staff pastor. We encourage you to talk to other churches that have developed an effective leadership path. You do not have to create everything by yourself. If you desire to never stop learning, you will find other church leaders who are happy to help you. At **MULTIPLYNAZ**, we are building electronic tools in multiple languages to assist you. We encourage you to participate! Another great way to learn is from other pastors who are already using a leadership path in their church. Healthy, multiplying churches create a plan to develop leaders.

Now that you understand the basics and have a leadership path in mind, it is time to identify your key leaders and have conversations with them privately. Explain your thinking about church organization. Share your ideas about beginning a leadership path. Share why you believe bringing all of the church’s leaders together on a regular basis is important. Enlist their support and commitment. For this to be effective, you must bring your church leaders together as a team. As you do, you will sense agenda harmony begin to grow and momentum begin to build. You have begun to organize your church structure; you are now ready to organize your leadership community.

---

<sup>i</sup> A sample local leadership path using the SDMI structure could be: 1) Assistant class/ministry leader, 2) class/ministry leader, 3) age group assistant supervisor, 4) age group supervisor, 5) age group assistant director, 6) age group director, 7) SDMI board member, 8) SDMI assistant superintendent, and 9) SDMI superintendent.

<sup>ii</sup> A sample local leadership path using the NYI structure could be: 1) NYI member, 2) assistant youth class/group leader, 3) youth class/group leader, 4) NYI council member, 5) NYI vice-president, 6) NYI president, 7) youth pastor.

<sup>iii</sup> Our leader development path should include opportunities for lay leaders to continue to grow. In our polity, an excellent way to use lay leaders who continue to grow in leadership gifts is to encourage their continual growth as a lay minister (Manual par 503.2-503.5). Continued leader development allows these lay leaders to be “recognized and placed in the following roles of service by the district assembly: pastor, evangelist, missionary, teacher, administrator, chaplain and special service. Lay training is normally required to fulfill these categories” (Manual par 503.1).