



CHURCH OF THE NAZARENE

MULTIPLYNAZ RESOURCES

Developing a Leadership Community

A Local Church Resource for Students & Partner Churches

Step #4: Celebrate & Train Your Leaders

The last step is the desired outcome of leadership community – together we celebrate and train church leaders! A sample format for leadership community could include three parts: **1) testimonies**, **2) training/discussion** and **3) prayer**. The opening testimony section could include feedback from leaders on the following questions:

- What has God been doing in your life?
- What prayers has God answered?
- What neighbor are you praying for, to take their next spiritual step? What signs of God's prevenient grace do you see at work?
- What progress do you sense is happening in the church? In your area of ministry?
- Do we have any new leaders or apprentice leaders here?
- What spiritual steps have people taken that we can celebrate today?
- What people in the church have you recently come to appreciate? Why?
- What do you thank God for?

After an opening prayer and announcements, the training section could address issues like, how can we keep improving? What new or better ways of communication should we utilize? How can our group leaders pull their team or group together and better communicate our church mission and vision within each group? How can you personally get better involved in discipling your neighbor? What next steps should we be praying for? What are you learning as you serve and lead within the church? How can we help you and resource you to become better in your ministry? In your personal disciple-making?

What are your goals for your group and ministry? How are you working to develop a plan for your ministry? How can we help you develop your plan? Does your group have an apprentice leader that you are developing? How are your group members engaged with people outside the church? Are we praying for "the empty chair," the new person the Lord wants us to connect with and invite? Does your group

have an outreach or relationship building time planned in the future that can include new people?

Healthy, multiplying churches plan their work and work their plan. Together the pastor and church board plan the ministry of the church. As a church gets larger, more planning and leadership responsibilities are usually assumed by the pastor and staff. In all churches, group leaders should be involved in planning their own ministries. Because leadership community training is practical and helpful, momentum in the church begins to build. Healthy, multiplying churches understand every group leader needs simple tools to use as they mentor their Timothy. They keep the church simple by using a leadership path everyone learns. Here is a four-step, micro-multiplication process that Jesus and Paul used and that we can use to train new leaders: 1) we **identify**, 2) we **ask**, 3) we **apprentice** and then 4) we **multiply**.

First, we train the group leader to **identify** qualities they should be looking for in a potential Timothy. People that are faithful, available and teachable is a good place to start. Second, we train the group leader how to **ask** a potential Timothy about involvement. This includes training the group leader to have an “**I see potential in you**” conversation. Many people are not involved in ministry simply because we have never asked them.

Third, we must train the group leader how to **apprentice** their Timothy. We use the same simple process Jesus used in training his disciples. **1)** I do, you watch, we talk. **2)** I do, you help, we talk. **3)** You do, I help, we talk. **4)** You do, I watch, we talk. **5)** You do, someone else watches, they talk. Jesus developed leaders by delegating authority and responsibility to them. He spent time with them, did ministry as they watched him serve, and then he would follow it up with time debriefing together.

Fourth, we train the apprentice leader how we **multiply**. All healthy disciple-making includes this kind of micro multiplication. After the apprentice leader has been faithful, available and teachable for a season, we encourage the group leader to pray and then talk with their Timothy about where God may be calling them to serve. We never use the words “divide” or “split” because this is not biblical language. We encourage leaders to **multiply** with their apprentice leader by starting a new grow group, taking over leadership of an existing serve group or maybe starting a new ministry or new church.

In every church, what gets talked about and what gets celebrated is what gets done. This is why in the leadership community gathering, we celebrate every new apprentice leader. We celebrate every time we have an apprentice leader who becomes a group leader. We celebrate every time someone chooses to lead a new ministry or start a new grow group. This is the heart and soul of Jesus’ teaching about healthy soil (Mark 4:20). The seed that is planted reproduces fruit from healthy roots.