



# GROWING CHURCH LEADERS



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## Introduction

**Growing Church Leaders** is a workshop for pastors looking to build the kingdom through leadership development. Participants will take a look at the importance of leaders in the church and do some self-reflection to gauge their own strengths and weaknesses as leaders. Then they will take a peek at The Chapel's Leadership Development System and look at programs that seek to raise up leaders at all age levels. Finally, they'll have the opportunity to begin to develop their own system and come away with next steps that will help start or improve their current level of leadership development.



# GROWING CHURCH LEADERS

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# S1 Be a Leader

## Flip the Way You View Leadership:

Leadership is relational, not positional.  
Leadership is influence, not power.  
Leadership is intentional, not accidental.  
Christian Leaders are called.



## Be a Good Leader:

Christian leaders set God-sized goals.

### Personal Goal: Spiritual Journey

Where do you want to be in your spiritual journey in 1 year? What steps do you need to take to get there?

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### Personal Goal: Family Life

What improvement do you want to make in your family life this year? What steps do you need to take to get there?

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### Personal Goal: Growth Plan

What goals do you have for your personal emotional growth? How can you better solve problems, make decisions, and relate to others? What would you like to see changed in 1 year? What steps do you need to take to get there?

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**Professional Goal: Leading Volunteers**

What improvements do you want to make in the way you lead and relate to volunteers?  
What steps do you need to take to get there?

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**Professional Goal: Programming**

What programs do you hope are thriving in 1 year? What programs do you need to start?  
What programs do you need to revamp? What programs do you need to cut in order to  
free up resources for new endeavors? What steps do you need to take to get there?

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**Professional Goal: Church Vision and Direction**

What do you want your church culture to be in 3 years? What steps do you need to take  
to get there?

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**Professional Goal: Local Outreach**

What changes would you like to see in your community in the next three years? What  
steps do you need to take to get there?

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**Leaders** seek and accept help .

What is one area of your life where you feel like Moses felt at the beginning of the battle? Do you feel like you're holding up your arms to keep a ministry or program moving forward and if you drop your arms, the whole thing will collapse?

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Is this a battle worth fighting?

Yes - Two support people: \_\_\_\_\_, \_\_\_\_\_

No - Make a plan to free yourself up to go where God is moving.

**Leaders live in** authentic community .

With whom do you have authentic community? If you don't have this type of support structure, who would you like to include?

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How can you be open to accountability from others?

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**Leaders** grow .

Leaders see themselves as students .

Ways to grow:

- Spiritual Rule
- Time Management Plan
- Bible Reading
- Personal & Professional Reading Plan
- Observe a Sabbath
- Sabbatical
- Authentic Community
- Physical Health

**Leaders** invest in others .

Who are you raising up to take your place?

Look for someone...

with the right attitude

who is dependable

willing to risk

is respected by others

who is humble, not prideful

**Christian Leadership is** motivated by the Gospel .

**Leaders** persevere **through** hardship .

Remember your calling...

### Food for Thought...

1. How many leaders do you have at your church?
2. How do you feel about the idea that everyone is leading someone?
3. Who are you personally developing?
4. How are you investing in them relationally?
5. Are they growing? Why or why not?
6. Where do they need to grow?
7. How can you leverage your influence to bring them closer to Christ?
8. For what ministry or leadership opportunity do you think God is preparing them?
9. How can you help your congregation see themselves as active Christian leaders instead of passive participants?
10. How would it change your church? your community?



# S2

## Systematic Leadership Development



How much time do you spend working *in* the problem instead of working *on* the problem?

What are the areas where your church is struggling most?

### Leadership Opportunities at the Chapel

#### Personal Leadership Development

Constantly improve and continue to grow as a follower of Christ as I seek to use my influence to lead others toward Christ.

**Spiritual Rule\*** - A systematic plan for personal spiritual growth.

**Time Management Plan\*** - An intentional plan that helps chart your schedule and prioritize how you spend your time each day.

**Bible Reading** - Take time to read for personal growth, passages outside your weekly teaching responsibilities.

**Personal & Professional Reading Plan** - Make a list of books that will help you build your strengths, develop weak areas, and books for enjoyment.

**Observe a Sabbath** - Schedule one complete day of rest each week to renew your soul and reenergize your faith.

**Sabbatical** - As needed, schedule a block of time away from ministry. Worship at other churches, schedule time with family and friends, or take a personal spiritual retreat.

**Authentic Community** - Invest in a small group of people with whom you can share and invest (Home Church).

**Physical Health** - Develop a regular habit of healthy eating and exercise.

## Congregational Leadership Development

Developing leaders who influence, motivate, and direct ministries that care for those within our church and reach out to others in our community.

Opportunity	Path to get there	Equipping
Chapel Partners* - church members	Participate in Partner Retreat Salvation & Baptism	Initial Retreat* Bi-annual meetings Annual Covenant Renewal
Service Team Captains* - lead weekend volunteer teams	Staff selection or promotion from peers	Once-a-year Captain's Retreat (fall) Periodic training events with teams Encouragement/Care from staff liasons
Children's Ministry LT* - Leaders of age level programs and volunteers	Children's Director selects	Quarterly meetings Periodic training events with teams Encouragement/care from Children's Director
Youth Ministry LT* Adult leaders in youth ministry	Youth Director selects	Quarterly meetings Periodic training events with teams
WOW Leadership Team - lead Women on Wednesday (our version of UMW)	Chosen by WOW Leadership	Quarterly meetings Periodic training events with teams Encouragement/care from Women's Ministry Coordinator
Home Church* Leaders - lead on-going home groups	Staff Selection/Volunteers	Initial training with Jay Periodic training events* Encouragement/care from Small Groups Director
Small Group Leaders* - lead seasonal small groups	Staff Selection/Volunteers	Initial training with Small Groups Dir.* Periodic training events Encouragement/care from Small Groups Dir.
School of Ministry* - leadership training for young adults	Staff Selection	Yearly training opportunity
Care Ministry Leaders - lead Hospital Visitation, Meals, Peer Counseling, and Parish Nurse ministries	Staff Selection	Periodic training opportunity*
Missions Team Leaders - lead each outreach team: local and international missions	Staff Selection	Once-a-year Leader Retreat (fall) Quarterly Meetings

## Systems Leadership Development

Developing decision-making, strategic-thinking leaders who facilitate the systems and administration of The Chapel's ministries and programs

Opportunity	Path to get there	Equipping
HR (Staff Parish), Finance, Trustees	Staff/Nominating Committee	Regularly Scheduled Meetings
Chapel Board (Church Council on Ministries)	Staff/Nominating Committee	Once-a-year Retreat (Jan)* Quarterly Meetings

## Family Ministry Leadership Development

Training parents, youth, and children to impact the next generation for Christ

Opportunity	Path to get there	Equipping
TLT* - Leadership in elementary worship environment	4th and 5th grade volunteers	Bi-monthly meetings Encouragement/care from Children's Director
LOG - Leadership in youth worship environment	8th-12th grade volunteers	Weekly meetings, required Partnership Encouragement/care from Youth Director
Parents	Involvement in worship/small groups	Impact Classes* Drive it Home* Small Groups and Home Church Curriculum Newsletters, regular communication Encouragement/care from youth/Children's Director

## Staff/Key Leaders Development

Developing staff as leaders of leaders, vision-keepers, and culture-creators; challenging them to grow in faith and caring for their soul

**Weekly Staff Worship** - get together once a week for an intimate time of worship, hearing from God's Word, accountability, and prayer for the church.

**Worship Design Team\*** - gather staff members and key leaders to plan the worship service from start to finish, getting a variety of perspectives and opinions.

**Monthly Prayer Retreats\*** - all staff and key leadership come together for a time of remembering your calling and recommitting yourself to ministry.

**Meeting Starters\*** - short, creative activities that help focus your team on the goal of church ministry and develop community and accountability among staff.

**Staff Covenant\*** - lists the ways we all agree to operate and function as a team



# Breakout Session 1

The following discussion questions have been organized around the main categories of leadership development discussed in the first two sessions. Feel free to choose questions from categories that are most relevant to the size, needs and stage of your congregation.

## Personal Leadership Development

How are you growing as a follower of Christ and developing your personal leadership skills?

Where do you need to improve?

What steps do you need to take in order to grow in your faith so you can lead others to Christ?

## Congregational Leadership Development

What are your current expectations of church members?

How can you develop your members to be effective congregational leaders?

What effect would this have on the ministries within your church?

Where is your greatest need for congregational leaders?

How do you develop and train leaders of various ministries, committees, and service areas? Is it working?

How do you care for and equip these leaders?

How can you improve your level of training and recruiting?

Are your leaders constantly looking to train new leaders to replace themselves? How does this contribute to longevity and consistency?

## Systems Leadership Development

Do your systems leaders see themselves as isolated decision makers or are they connected to the vision and life of the church?

How are you spiritually caring for these leaders? How does this affect their decision-making and service?

How do you make sure all systems leaders are operating as a cohesive team, instead of seeing themselves as individual silos of programs and thought?

## **Family Ministry Leadership Development**

What leadership opportunities are available to children and youth in your church?

How would it change the culture of your church if kids and students stepped up as leaders in your church and community?

How do you empower parents to lead their kids spiritually?

What roadblocks often stand in the way of parents' desire to lead faith conversations at home?

How can you help overcome these obstacles?

## **Staff/Key Leadership Development**

How are you currently developing staff and key leaders?

Where do you need to improve?

How can you develop a culture of authentic community, trust, and faithfulness among your staff and key leaders?

Do staff and key leaders know your vision and lead from it?

How will time spent developing staff pay off in your programs and ministries?

### **Q & A with Anne and Jay**

Have questions you'd like answered at the final session tomorrow? Write your question on one of the index cards at your table and hand it to your breakout facilitator as you walk out the door. If you'd like Jay or Anne to respond to your question by e-mail after the conference, include your email address on the card as well.

# S3 Creating Your System

## Stop!!!

Stop filling gaps in the schedule with warm bodies \_\_\_\_\_.

Stop programs and ministries that don't have strong leadership.

Stop thinking about positional leadership and start thinking about personal leadership.

Stop working in the problems for just one week \_\_\_\_\_.



## How do you create a system of leadership development?

1. Identify leaders you need \_\_\_\_\_
2. Develop job descriptions \_\_\_\_\_ for each leadership role.
3. Develop a system of on-going support \_\_\_\_\_ for your leaders - both in their volunteer role and personally.
4. Pray about your roles \_\_\_\_\_ and the people \_\_\_\_\_ in your congregation.
5. Develop your training/equipping system
  - a. Talk about the vision of your church.
  - b. Explain what it means to be a Christian leader.
  - c. Talk about the culture you are trying to create.
  - d. Provide a job description.
  - e. Give them the opportunity to pass.

## How to Fish

1. Ask in person
2. Affirm their strengths
3. Communicate the vision
4. Engage them immediately
5. Provide community

## Training and Equipping

### Ways to equip leaders in their personal spiritual development:

1. Provide them with a seasonal devotional
2. Ask them to pray for each other
3. Encourage them to work one/worship one or make sure they are on a service rotation that allows them regular worship time
4. Help them keep the Sabbath - refrain from scheduling lots of meetings on Sundays
5. Encourage them to have a regular quiet time
6. Ask them to participate in a small group or accountability group

### Ways to equip leaders in their roles:

1. Sunday School Teachers/Small Group Leaders - Take the time to train them in how to best use curriculum/facilitate discussions
2. Youth/Children's Ministry - Teach them how to effectively speak to kids and lead a discussion group
3. Host Team/Ushers - Train them in the importance of setting a good first impression by giving them a week off to visit another church and become a visitor themselves. Ask for their thoughts and opinions later.
4. Spiritual Gift Inventory - Help volunteers discover the way God wired them to serve

**Ways to equip leaders in general leadership skills:**

1. Communication Skills - Help them learn how to effectively reach the people they lead
2. Teaching Techniques - Expose them to different ways to teach
3. Goal Setting - Take them through your vision planning process
4. Assessment/Evaluation - Help them assess and evaluate your programs, allow them to be a part of the data collection and interpretation.
5. Management - Read a leadership book together and communicate about discoveries through e-mail or social media



## Breakout Session 2

Identify your area of greatest leadership potential. Sit with others who have identified the same leadership area and work together to talk through the beginnings of a plan.

**Personal Leadership**  
**Congregational Leadership**  
**Systems Leadership**  
**Family Ministry Leadership**  
**Staff/Key Leader Development**

What practices and programs do you need to stop doing in order to free up the energy and resources you will need to make improvements?

Develop a goal for your leaders. What do you hope these leaders will be able to accomplish?

What do you need these leaders to do?

What characteristics/skills should those leaders possess?

How can you train and care for these leaders as they invest in and serve others?

Identify a few potential leaders.

Share names, e-mails, and phone numbers with the people at your table. Over the next few months as you implement new programs and make changes to existing ministries, share your struggles and successes. Provide help and support to each other as you embark on this leadership journey!

# Next Steps

1. When you get back to your church, meet with staff or key leaders. Cast the vision for new or improved leadership development systems. Point out how an improvement in leadership will solve a problem area or develop a weakness. Talk about the culture you're trying to create.
2. Discuss programs/initiatives you need to stop in order to do what God is calling you to do.
3. Identify the area you see as having greatest potential for improvement.
4. Share the goal - how will developing leaders in this area enhance your church's programs and ministries?
5. Develop a job description for each leadership role. Include a goal, brief description of the outcome, and specific tasks involved in the position.
6. Discuss the characteristics/strengths/gifts of the person who would fill that role.
7. Share some names of potential leaders and receive suggestions from the group.
8. Develop an on-going system for training to support and equip these leaders. Include an initial orientation training as well as on-going training and support. How many times a year will you hold meetings/trainings? What topics need to be addressed? What skills do you need to develop in these leaders?
9. Create a timeline of tasks and delegate responsibilities.
10. Contact and recruit potential leaders. Get their input, share the vision, and begin to implement steps to reach your goal.
11. Set up a meeting 2-3 months from now that you'll touch base and assess how things are going. Answer questions like...
  - a. What's working?
  - b. What's not working?
  - c. Where is God moving?
  - d. How are people responding to the change?
  - e. What have we learned from this experience?
12. Check-in with the people from your table discussion group. Share how things are going. Ask questions. Get advice and guidance. Encourage each other.

# Remember

1. Change is hard! Give people time to catch the vision. Help them see why change is a necessary part of growth.
  2. Give clear direction, but be open to others' input.
  3. Relationships are key! Focus on building trust with your leaders as you navigate this change.
  - 4.
  5. Manage and grow through conflict - don't let it derail your efforts.
- Pay attention to culture - spend as much time growing, encouraging, and in community with leaders as you do equipping them for the task.



# Create Your System

## Creating a System that Develops Leaders

### Personal Leadership Development

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### Congregational Leadership Development

Opportunity	Path to get there	Equipping
Membership		
Service Teams		
Childrens' Ministry Leadership Team		
Youth Ministry Leadership Team		
Women's/Men's Ministry Leadership Team		
Community Group Leaders		
Small Group/Sunday School Leaders		
Young Adult/College Leadership Training		
Care Ministry Leaders (lead Hospital Visitation, Meals, etc.)		
Mission Team Leaders		

## Systems Leadership Development

Opportunity	Path to get there	Equipping
HR (Staff Parish), Finance, Trustees		
Church Council		

## Family Ministry Leadership Development

Opportunity	Path to get there	Equipping
Children		
Youth		
Parents		

## Staff/Key Leader Development

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