PREPARE MODULE #5

LEADER :: ALL MINISTRIES | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Identify and Develop Emerging Leaders.

OBJECTIVE: Equip participants with the skills to recognize potential leadership qualities in others and foster an environment that encourages the growth and development of these emerging leaders for the advancement of God's Kingdom.

INTRODUCTION: Leadership in a spiritual context isn't just about administrative tasks; it's a divine call to foster growth, inspire commitment, and guide individuals toward their God-given potential. This module will explore the biblical foundation of leadership development, practical steps for identifying and nurturing potential leaders, and strategies for empowering them to step into their own leadership roles.

ASSIGNMENTS:

- *Assignment 1 // Read: Acts 6:1-8, 1 Timothy 4:12, Ephesians 4:12 and Answer Questions*
- *Assignment 2 // Read Involve and Answer Questions*
- *Assignment 3 // Read Identify and Answer Questions*
- *Assignment 4 // Read Invest & Empower and Answer Questions*

ASSIGNMENT 1 (10 min)

Acts 6:1-8 (ESV)

"In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. So the Twelve gathered all the disciples together and said, 'It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word.' …

So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith."

1 Timothy 4:12 (ESV)
"Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity."

Ephesians 4:12 (ESV
"to equip the saints for the work of ministry, for building up the body of Christ,"

Reflection on Biblical Passages
Having just read Acts 6:1-8, 1 Timothy 4:12, and Ephesians 4:12, we can glean several principles that are crucial for identifying and developing emerging leaders in the church.

In Acts 6, we see the apostles facing a logistical challenge that could have derailed their primary mission. Their solution was to delegate responsibilities to individuals who were "full of the Spirit and wisdom." This not only resolved the immediate issue but also empowered new leaders, allowing the apostles to focus on their unique roles.

In 1 Timothy 4:12, Paul encourages Timothy, a young leader, to set an example in various aspects of life, including speech, conduct, love, faith, and purity. This teaches us that effective leadership in the church isn't necessarily tied to age but to one's ability to set a godly example.

In Ephesians 4:12, Paul shifts the traditional model of leadership from one where leaders do all the work to one where leaders are empowering others to engage in ministry. This principle is crucial for the sustainability and growth of the church.

When looking for potential leaders, it's crucial to focus on their values, character, and principles. Leadership is not just about skills or charisma; it's about who the person is at their core. The principles we've just discussed from these passages—spiritual maturity, wisdom, setting a godly example, and empowering others—are key qualities to look for in emerging leaders.

QUESTIONS:

1. *Based on Acts 6:1-8, what signs of spiritual maturity and wisdom would you look for in an emerging leader?*

2. *How does 1 Timothy 4:12 challenge or affirm your views on the role of age in leadership? What aspects (speech, conduct, love, faith, purity) would you prioritize in a potential young leader?*

3. *Ephesians 4:12 emphasizes equipping others for ministry. How can you assess a potential leader's ability to empower others?*

4. *Considering all three passages, what combination of qualities would make an ideal emerging leader in your context?*

5. *How can you apply these biblical principles to improve your own approach to identifying and developing emerging leaders?*

ASSIGNMENT 2 (10 Min)

Read *Involve* & Answer Questions

As you prepare for a leadership role, understanding the importance of delegation is crucial. This concept is deeply rooted in biblical principles, such as the apostles in Acts 6:1-8 delegating tasks to those full of the Spirit and wisdom, Paul's encouragement to Timothy in 1 Timothy 4:12 to set an example, and the Ephesian model in Ephesians 4:12 of equipping the saints for ministry.

Why Share Responsibilities?

Lightens the Leader's Load: As you step into leadership, you'll find that sharing responsibilities can make managing tasks more sustainable.

Enhances Team Engagement: When people have significant roles, they are more committed and engaged, which is beneficial for the team's overall health.

Identifies Potential Leaders: As you grow in your leadership role, those who excel in their responsibilities are likely to be your future leaders.

Tasks vs. Responsibilities

Understanding the difference between tasks and responsibilities is key. A task is a specific job, while a responsibility involves ownership. For instance, you could delegate the task of sending birthday cards or the responsibility of boosting team morale. The latter allows for more creativity and ownership, which is crucial for leadership development.

A Real-Life Example

Imagine Sarah, who started as a member of the church's hospitality team. She noticed that Mark, the team leader, didn't just assign tasks but gave people responsibilities. Mark was later promoted, and Sarah, who had been given the responsibility of "Enhancing Sunday Morning Experience," was chosen as the new leader. She had not only executed her tasks well but had also shown creativity and ownership.

As you prepare for leadership, understanding the art of delegation will not only ease your future role but also create an environment where potential leaders can be identified and nurtured. This is in line with the biblical mandate to equip others for ministry.

QUESTIONS:

1. *Have you observed effective delegation in any team or group you've been a part of? What made it effective?*

2. *How do you think sharing responsibilities could affect your future team's engagement and commitment levels?*

3. *When you step into a leadership role, what qualities will you look for in team members to whom you might delegate responsibilities?*

4. *How do you envision transitioning from delegating tasks to delegating responsibilities as you grow in your leadership role?*

5. *How do you think the concept of sharing responsibilities aligns with the qualities and principles mentioned in Acts 6:1-8, 1 Timothy 4:12, and Ephesians 4:12?*

ASSIGNMENT 3 (12 min)

Read *Identify* & Answer Questions

When scouting for emerging leaders within your team or group, it's crucial to align your criteria with biblical principles. The New Testament provides a rich framework for leadership, emphasizing qualities like commitment, spiritual maturity, and the ability to equip others, as seen in Acts 6:1-8, 1 Timothy 4:12, and Ephesians 4:12. With these core principles in mind, here are the key characteristics to look for:

Engagement and Commitment

The first trait to look for is a high level of engagement and commitment. These individuals are not just physically present but are emotionally and spiritually invested in the mission. As the saying goes, "80% of success is showing up." However, showing up is just the starting point; the willingness to contribute actively is what sets potential leaders apart.

Active Pursuit of Spiritual Growth

The second criterion is spiritual vitality. Leaders in the church are not merely task managers; they are spiritual shepherds. They should echo Jesus' call, "Come, follow me," inviting others on a transformative journey toward spiritual growth. This aligns with Paul's advice to Timothy to set an example in speech, conduct, love, faith, and purity. The focus here is on movement toward Christ, not just existing knowledge or perceived maturity.

Social Skills

The third essential quality is social adeptness. Leadership is about people, and if someone struggles with basic social interactions, they're unlikely to excel in a leadership role. This doesn't mean you're looking for extroverts only; introverts bring their unique strengths to leadership, such as deep listening skills.

The 'X Factor'

While not a strict requirement, an indefinable 'X Factor' often sets apart those who have the potential to be great leaders. This could be charisma, a unique skill set, or an ability to inspire others. Trust your instincts, but always measure them against the non-negotiable criteria above.

A Story

Emily, a young woman who was highly committed to our community service projects. She

was always the first to arrive and the last to leave. However, Emily was quiet and often kept to herself. Despite her introverted nature, she had a knack for one-on-one conversations and could make anyone feel seen and heard. When given the opportunity to lead a small project, she thrived, demonstrating not just commitment but also a deepening relationship with Christ and an ability to connect with people. Today, Emily leads one of the most active community service teams in our church, proving that effective leaders come in all personalities and styles.

QUESTIONS:

1. *Can you think of someone who consistently shows up and contributes? How does their commitment manifest?*

2. *Who in your group is actively moving toward a deeper relationship with Jesus? How is this evident in their life?*

3. *Have you noticed anyone who, despite their personality type, seems to connect well with others? What specific social skills have you observed?*

4. *Have you ever had an instinct or gut feeling about someone's leadership potential? Was your instinct accurate? Why or why not?*

5. *How do the characteristics you're looking for align with the qualities mentioned in Acts 6:1-8, 1 Timothy 4:12, and Ephesians 4:12?*

ASSIGNMENT 4 (12 min)

Read *Invest & Empower (Attached)* & Answer Questions

Once you've identified potential leaders, the next step is to invest your time, knowledge, and experience into their development. You don't need to be a leadership guru to make a difference; you just need to be willing to share what you've learned.

A Five-Step Investment Process:

I lead, you observe, we discuss: Start by inviting the potential leader to observe you in a leadership role. Whether it's leading a meeting, a project, or a team, let them see you in action. Afterward, sit down to discuss what they observed, what went well, and what could be improved.

I lead, you assist, we discuss: Next, involve them in the process by assigning specific tasks or responsibilities. You're still the one leading, but they're getting hands-on experience. After the task or event, debrief. Discuss what they felt went well and what could be improved.

You lead, I assist, we discuss: Now, switch roles. Let them take the lead while you assist. This gives them a taste of leadership but with a safety net. Again, debrief afterward to discuss the experience and any lessons learned.

You lead, I observe, we discuss: Step back and let them lead, while you observe. Offer feedback only after they've completed the task or event. This gives them a chance to experience leadership without immediate intervention, helping them build confidence.

You lead, another observes: Finally, let them take the reins entirely, but this time, have another potential leader observe them. This continues the cycle of leadership development and prepares the next generation of leaders.

Deepening the Investment:

Ongoing Training: Encourage them to engage in leadership huddles and opportunities.. This additional training complements the practical experience they're gaining with you and equips them with a broader set of skills.

The Transition Phase:

Empowerment: The time will come to fully hand over the reins. This could mean they start a new team or take over your existing one. This transition can be emotionally challenging, as you've likely built a strong relationship with them. However, it's a necessary step for both personal and organizational growth.

The Exponential Impact:

Multiplying Leadership: Initially, your leadership reach is limited by your time and capacity. But as you invest in new leaders who, in turn, invest in others, your impact multiplies exponentially. This often opens doors for higher levels of leadership for both you and those you've mentored.

Note: The ultimate goal is not self-promotion but to glorify God and advance His Kingdom.

A Real-Life Story:

Tim, who showed great potential but lacked experience. He went through this five-step process over the course of a year. Tim started by observing some of our leaders in our community outreach program. He then assisted us, took on more responsibilities, and eventually led the program himself. Today, Tim is not only leading that program but has also started similar initiatives in other communities. The most rewarding part? He's now mentoring others using the same five-step process, creating a ripple effect of leadership.

QUESTIONS:

1. *Describe a time when someone invested in your leadership development. What methods were most effective?*

2. *What are some barriers you anticipate in empowering new leaders and how do you plan to overcome them?*

3. *How do you measure the success of your investment in emerging leaders?*

LEADERSHIP TAKEAWAYS: (to be completed during group discussion)

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