

Leaders are Made, Not Born: Finding & Developing Ministry Leaders

The Rev. Dr. Tom Herrick
Canon for Church Planting
Diocese of the Mid-Atlantic

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Leadership: Gift or Skill?

“Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; ⁷ if service, in our serving; the one who teaches, in his teaching; ⁸ the one who exhorts, in his exhortation; the one who contributes, in generosity; **the one who leads, with zeal**; the one who does acts of mercy, with cheerfulness.”

(Ro 12:6-8, ESV)

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Leadership is a gift...
...but it must be developed

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Barna Study

- Only 5% of the 500,000 seminary-trained pastors in active ministry in America at the end of the millennium believed they had the gift of leadership.
- “Most pastors thought they were neither called nor divinely equipped for that post.”

The Second Coming of the Church (Nashville, TN: Thomas Nelson, Inc., 1998), 36.

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3 Themes for Today

- Identifying and Recruiting New Leaders
- Developing Emerging Leaders
- Creating a “Leadership Culture”

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Identifying Leaders: What to look for?

1. Character
2. Calling
3. Competence
4. Chemistry



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Paul's Lists - Godly Character

1 Tim 3:1-13

- above reproach
- the husband of one wife
- sober-minded
- self-controlled
- respectable
- hospitable
- able to teach,
- not a drunkard
- not violent but gentle
- not quarrelsome
- not a lover of money

Titus 1:6-9

- manage household well
- children submissive
- not be a recent convert
- well thought of by outsiders
- must be dignified
- not double-tongued
- not addicted to much wine
- not greedy for dishonest gain
- hold the mystery of the faith with a clear conscience
- should be tested first

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Signs of Godly Character

- | | | |
|------------------|-----------------|---------------------|
| 1. Courageous | 10. Teachable | 18. Reliable |
| 2. Sensitive | 11. Gentle | 19. Servant's Heart |
| 3. Values-driven | 12. Consistent | 20. Honest |
| 4. Compassionate | 13. Faithful | 21. Self-Control |
| 5. Visionary | 14. Loving | 22. Loyal |
| 6. Discerning | 15. Encouraging | |
| 7. Persevering | 16. Patient | |
| 8. Trustworthy | 17. Determined | |
| 9. Humble | | |

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Signs of God's Calling

1. Awareness of God's Calling
2. Inclination to Lead
3. Perceives Reality Differently
4. Naturally Influences Others
5. Seeks Out Other Leaders
6. Acclaim of Other Leaders
7. Possesses Internal Strength
8. Derives Joy from Leading

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Signs of Godly Competence

1. Articulates God's Vision	7. Effective Communicator
2. Motivates Others	8. Team-builder
3. Develops and Coaches Others	9. Helps Others Focus
4. Strategic and Decisive	10. Accountable
5. Persuasive	11. Models godly behavior
6. Initiator	12. Directs Others

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Recruiting Leaders

Be a leader people want to follow

“The final requirement of effective leadership is to earn trust. Otherwise there won't be any followers.”

(Peter Drucker)

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4 Critical Questions

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graph TD
    Q1((1. Can I trust you?))
    Q2[2. Do you know where you are going?] --> Q1
    Q3[3. Can you take me there?] --> Q1
    Q4[4. What do you want of me?] --> Q1
  
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How to Recruit

If they can't answer the first question well, people will never ask the other questions.

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Developing Leaders



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Clinton's Stages

- "... leadership is a lifetime of lessons ... not a set of do-it-yourself correspondence courses that can be worked through in a few months or years."
- Examine the patterns, processes, and principles God has used to develop leaders.

Robert J. Clinton, *The Making of a Leader* (Colorado Springs: NavPress, 1988) 40.

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Clinton's Stages

1. Sovereign Foundations
2. Inner Life Growth
3. Ministry Maturing
4. Life Maturing
5. Convergence
6. Afterglow

Robert J. Clinton, *The Making of a Leader* (Colorado Springs: NavPress, 1988), 43-47.
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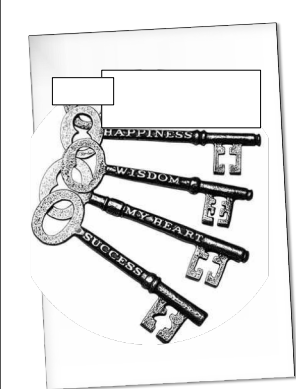
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4 Keys to Unlocking Leaders

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1. Motivate

- Spend time together (Mk 3:14,15)
- Model Leadership
- Form Good Assumptions

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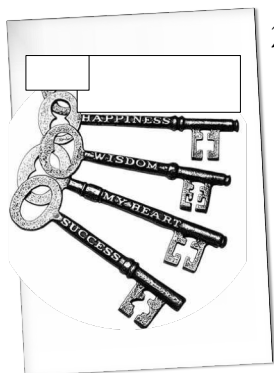
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Good Assumptions

- People do what makes sense
- No one wants to fail
- Everyone wants:
 - to make a difference
 - to grow
 - to be encouraged

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2. Communicate

- Set goals together
- Be clear about expectations
- Report back regularly
- Give constant encouragement

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3. Delegate

“Only do what only you can do.”

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3. Delegate

- Give away ministry (Ex 18:17,18)
- Commission Others (Mt 10:1, 28:18-20)
- Be Intentional
- Be Clear
- Be Consistent

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4. Cultivate

Give priority to your leaders!

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Jesus' Paradigm

- I do, you watch (model)
- I do, you help (mentor)
- You do, I help (motivate)
- You do, I watch (monitor)
- You do, others watch (multiply)

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The 4 Keys:

1. Motivate
2. Communicate
3. Delegate
4. Cultivate

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Creating a Leadership Culture



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Maxwell's Law of Explosive Growth

“Leaders who develop followers grow their organization only one person at a time. But **leaders who develop leaders multiply their growth**, because for every leader they develop, they also receive all of that leader's followers... That's the difference between addition and multiplication. It's like growing your organization by teams instead of by individuals.”

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Creating a Leadership Culture

- Create Flexible Systems & Structures
- Make Leadership a High Priority
- Sacred Stewardship
- Take Risks - Give Ministry Away
- Create Opportunities
- Be a Mentor & Coach
- Be a Discipler

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Discussion Questions

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Contact Information

The Rev. Dr. Tom Herrick
 Canon for Church Planting
 Diocese of the Mid-Atlantic

E-mail: tom.herrick@anglicandoma.org
 Phone: (703) 590-5470

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