

What to do when you don't have enough ...
Leaders

³⁵ Jesus went through all the towns and villages, teaching in their synagogues, proclaiming the good news of the kingdom and healing every disease and sickness. ³⁶ When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. ³⁷ Then he said to his disciples, "The harvest is plentiful but the workers are few. ³⁸ Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

Matthew 9:35-38

And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.

2 Timothy 2:2

1. What is a leader?

Natural Leaders	Spiritual Leaders
Self-confident	Confident in God
Know people	Also know God
Make their own decisions	Seek to find Go's will
Ambitious	Self-effacing
Originate their own methods	Find and follow God's methods
Enjoy commanding others	Delight to obey God
Motivated by personal considerations	Motivated by love for God and people
Independent	God-dependent

J. Oswald Sanders, Spiritual Leadership,
quoted in Church Planting Landmines, Nebel and Rohrmayer, p31

Discussion Question:

Where do you currently use leaders in your church plant?	
Where do you currently need leaders in your church plant?	
Where could you use leaders in your church plant?	

2. Why don't you have enough leaders?

Discussion Question: What do you think are the reasons why you haven't got leaders in your context?

Cause: Church Leadership	Cause: Church Membership	Cause: Task

3. What happens when you don't have enough leaders?

Discussion Question: Think of your situation, what have been the consequences of having insufficient numbers of leaders? It may be helpful to think in terms of the task, the team and the individual leader and the impact on each.

4. What do you do when you don't have enough leaders?

The following are four possible responses to the leadership shortfall.

1. Panic
2. Persevere
3. Pray
4. Plan

5. What's the plan to find new leaders?

1. Discover - Find them. Where can you find leaders?
2. Develop - Train them. What training do you need to give them?
3. Deploy - Empower them. How are you going to delegate to them?

Three critical contributory factors for raising new leaders

1. Relationship
2. Recruitment
3. Rationale.

6. How do we raise new leaders?

Discussion Question. Think of a leadership position that your church plant needs. Reverse Engineer what you would need to do to get them to where you need them to be to delegate a task to them.

Conclusion

Let's suppose that you're the single most significant obstacle to raising up new leaders. What do you need to change to become someone who raises up leaders?

Appendices

Who to look for

Bob Logan www.coachnet.org Accessed November 2004

1. Look for evidence of giftedness in potential leaders: the gifts may not yet be fully developed
2. Look for character rather than social standing: they may be a leader in the world but that doesn't mean that their character has been refined
3. Look for faithfulness and humility rather than flashes of talent: consistency to follow through with assignments (even when there is little recognition) demonstrates endurance
4. Look for obedience rather than knowledge: being faithful to what they know is better than knowing a lot but never putting it into practice
5. Look for willingness to learn rather than experience: someone who has 'done it before' may not be willing to learn a new way of doing things
6. Look for available people rather than an overworked leader: too few leaders are carrying too much of the load. Find people who are ready for a new challenge.

Four Essential Areas in Developing Spiritual Leaders

1. Equip them in the spiritual habits that are critical in their personal growth
2. Equip them in the formation of biblical values that will guide their thinking
3. Equip them in the development of the essential life and ministry skills that will focus their giftedness and efforts
4. Equip them in the critical character traits that will ensure their effectiveness in the future

Church Planting Landmines, Nebel and Rohrmaker, p35