

TRAINING LEADERS AND BUILDING A LEADERSHIP TEAM

(Leaders' Gathering at Pakaraka - Feb 1997 – EKB)

A. Vision is important.

Clarify the vision of what you are aiming to achieve.

Why are we here? Why has God raised us up in this place?

It must be simple and easy to communicate so that everyone can hold it.

[Consider: worship, fellowship, service to the needy, making mature disciples, evangelism]

["Purpose Driven Church" by Rick Warren - Zondervan]

B. Identify potential leaders. (See No 75 & No 20)

Choose people of faithful, sound character, who are able to teach others and will serve them, *2Tim 2:2, Lk 6:12-13*.

["Developing the Leaders Around You" by John C Maxwell-Nelson]

C. Developing and equipping leaders. (See No 74 & No 20)

Spend time with your leaders individually and as a group to:

1. grow good relationships and understanding
2. show that you care for them and their families and are interested in them as people
3. encourage and build up their confidence and identity as leaders
4. build trust and accountability with you
5. pray together powerfully for the Lord's anointing in their ministry (with laying on of hands).
6. help with skills of leadership and communication
7. share openly about your own struggles and difficulties
8. keep them focused on the aims and objectives of their leadership area.
9. supply them with outlines, books, tapes, and study guides, as they become available.
10. show acceptance, respect and honour.

PRAY FOR THEM REGULARLY

D. Growing leaders involves:

modelling in our lives what we want to see in them.

motivating them to reach their highest potential.

mentoring as a coach to improve skills and performance.

managing with purposeful direction the whole team to achieve excellent results.

multiplying the number to cope with increasing harvest.

["The Winning Attitude" by John Maxwell - Nelson]

E. Ongoing leadership training programme.

This is probably best done in a monthly meeting to refocus on the vision, teach skills in cell-dynamics, and share together successes, difficulties and solutions. To get the best results, impart vision, train them in the basics, and release them with your prayer and blessing. This is giving your leaders responsibility, authority, accountability, and the freedom to be creative and used of God

F. To summarize our main points.

Take care and prayerful thought in identifying potential leaders.

Spend time with them to impart vision, encourage and build strong relationships.

Build them into a team with regular times of input, sharing and meals together.

Show each their ministry, sphere of responsibility, opportunities, and encourage them into it.

Equip each one with skills and abilities that are needed, and pray with the laying on of hands and prophecy.

Evaluate regularly for successful results.

Remember: We do not have to have “**the answer,**” but show that you care, and always encourage.