

CHOOSING AND DEVELOPING LEADERS

(Pastor D Hastie - 20/2/97 – Leaders' Gathering at Pakaraka)

2Tim 2:2

Training and equipping of leaders in the local church is very important.

1. **We need the ability to recognise leaders.** In *1Sam 13:14*, God chose David, “a man after His own heart.”
 - Seek for those who are willing to pay the price of discipleship and discipline in their relationship with God and in their ministry.
 - Choose people who have a servant heart and are willing to serve others, *Gal 5:13*. God said, “Moses, my servant,” *Num 12:7*.
 - Select someone who is setting a good example to the people and keeps right priorities.
 - Identify those who see a need or something that needs doing, and attend to it without being told.
 - Some are able to initiate things, in consultation with the Senior Pastor, which is a positive strength in the life of the church.
 - Look for people who are responsible, those who look after the little things, and are faithful to complete the task.
 - It is important to recognise the anointing of God on a person who is being called to lead.
 - Make sure that their household is in order, *1 Tim 3:4*.
 - Those whom you choose to lead need to flow with the vision of the church and support the senior leaders.
 - Choose people who are submissive to authority and are willing to serve, *Mat 8:9*.

2. **They will strengthen your ministry as a leader.**
 - You cannot do everything. If you try, you will prevent others developing their gifts and the whole church will be held back.
 - They will have strengths that you do not have and giftings that will complement your ministry.
 - We must not feel threatened when they rise above us in certain areas of ministry and skills.

3. **Pour yourselves into their lives.** You will receive back **great** support and assistance.
 - This is a gradual process. As your relationship grows, so your openness to one another increases.
 - Share your victories and disappointments, and the lessons you have learnt. Admit your mistakes. None of us are perfect yet.

4. ***2Thes 3:9***
 - **Be an example of the behaviour you want to see in them**, e.g. Moses and Joshua, *Ex 24:13*, Elijah and Elisha, *2K 2:8,14*, Jesus and the disciples, *Jn 13:15*.
 - Make sure that you consistently act out what you preach and teach.
 - Don't try to be what you are not - be real, natural and relaxed.
 - People can see through any pretence and they will be put off from following you.
 - Be an example of teachableness, self discipline, integrity, enthusiasm, submissiveness and a willingness to accept challenge and change.

- Make sure that your conduct outside of church, away from the congregation, is above reproach.
 - The way you treat your wife and family will reveal your true character and nature.
 - Because you are in the spotlight of those under you, be a consistent good example of godly living.
 - It is not what you say but what you are that counts. Words are cheap.
5. **Be an encourager. Do all you can to encourage those you lead.**
Do so wherever possible, at all times, and be careful how you speak.
- Those you are training are going to make mistakes, and most times, if they are honest, they know where they have fallen short. Do not speak harshly.
 - This is a learning time for those you are raising up to lead and this means patience, kindness and mercy are required.
 - However times of confrontation may be necessary, even rebuke, but then still try to encourage.
 - In *Ac 13:13* we read of Mark's failure, and Paul's initial response was to write him off *Ac 15:38*. But Barnabas, (son of comfort) saw the potential in Mark and encouraged him. Mark eventually became a leader who served God with distinction.
6. **Show a genuine personal interest in the responsibilities that they are attending to.**
- Have a concern for their lives and families, so that you are able to weep or rejoice with them in what they are going through.
 - Act in such a way that they know you care and you haven't given them a job and forgotten they exist until something goes wrong.
 - If they have experienced your loving care, then when things go wrong they are able to accept your help.
 - If they know you care they will listen to what you say.
 - Take an interest in their family and how their children are developing.
 - Keep regular times of fellowship with those you are growing into leadership.

QUOTE: JOHN MAXWELL

1 Cor 2:1,4

Leadership is influence, the ability of one person to influence others.

Three kinds of people in the world:

those who are immovable,
those who are moveable and
those who move them.

The spiritual leader influences others not by the power of his own personality alone, but by that personality that evidences clearly, intellectually and spiritually, that it is interpenetrated and empowered by the Holy Spirit. Because he permits the Holy Spirit undisputed control of his life, the spiritual power can flow unhindered through him to others.