

# Developing Ministry Leaders Within The Team

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The biblical principles of developing leaders within a team are "sprinkled" throughout the scriptures. Moses did it in Exodus 18: 13-24, the first Apostles did it in Acts 6:1-5, and Jesus did it when He appointed the Apostles and specifically "groomed" 3 of them (Mark 5: 35-39). Now, it's our turn!

## The Goal

To develop a process that utilizes gifted CM team members to train, mentor, and supervise other team members.



## The Objectives

1. Identify those within the current team who are potential leaders/mentors/examples.
  - a. “MBWA” **Ministry By Walking Around** – As you walk around during services, notice team members who are actively serving, supportively faithful, and giving more than is expected.
  - b. Pray, watch, listen, talk – Ask God to help you notice current team members who are possible leaders for others. Talk with these “candidates” about the possibility and invite them to meet you for pie at a local restaurant.
2. Meet with those potential leaders/mentors/examples and “cast the vision.”
  - a. Introduce the idea / invite them to join you in this venture.
  - b. Meet at a local restaurant for a piece of pie or lunch (after church) – Invite all candidates to hear your vision and to feel honored.
  - c. Share the vision / need / challenge for the multiplication of talent and training!
  - d. Compliment each in attendance personally / highlight how God can use them!
3. Formulate a plan to use those leaders/mentors/examples to develop the team.
  - a. As God asked Moses, “What’s in your hand?” Then God challenged Moses to “Throw it down!” – Consider who is already on your CM team, and how to multiply their talents.
  - b. Start with what the Lord gives you and build on it. – Begin with just one or two people and learn how to improve the process as you go.
  - c. “Organic” training and development rather than in a meeting or manual-based – Training people “on the job” is more effective. Use the existing services to train new leaders.
  - d. Connected to rotation initially; but eventually year-long! – The training and launching of new leaders should be a process that exists all year-long.
  - e. Adjust service schedules to “free up” leaders – Current CM team members who are potential leaders need to be freed from their current service responsibilities. Recruiting and placing strategically is a required process.
  - f. Adjust service schedules to move team members into leaders’ rooms – Organize CM team members to place them into areas supervised by new leaders.
  - g. Leaders training leaders! The final stage in discipleship!
4. Begin using the leaders/mentors/examples to train and inspire the team.
  - a. Set a target date – next rotation?
  - b. Begin using some right away – “classroom management”



5. Establish "Service Supervisors" who will oversee a specific service.
  - a. They report directly to an age group coordinator.
  - b. They receive and process all substitute requests.
  - c. They conduct pre-service prayer meetings for the department.
  - d. They nurture the team for the specific service (in conjunction with the coordinator).
  - e. They serve as the coordinator's eyes, ears, mouth, and hands for that specific service.



## The Process

Ministry is all about engaging and empowering people! It is not about developing curriculum, schedules or budgets! Those are typical components of ministry; but they are not necessary!

We follow Jesus' example who, during His "official" 3-year ministry developed leaders who would carry on His work after He left.

The biblical principles of developing leaders within a team are "sprinkled" throughout the scriptures:

- Moses did it in Exodus 18: 13-24 (the judges)
- The first Apostles did it in Acts 6:1-5 (those who served the Greek widows)
- Jesus did it when He appointed the Apostles and specifically "groomed" 3 of them (Peter, James, and John) (Mark 5: 35-39)



The process of developing leaders under you is something that will go on "behind the scenes" for a long time. God may do this quickly; but He usually lets the process "simmer" for a while (like a good spaghetti sauce bubbles on the stove).



There are **two reasons** we develop leaders under us:

1. It is better for us (we can't do everything!)
2. It is better for the ministry (more things get done)

There are **three areas** within your team in which the leaders God develops will "shine":

1. In apprenticing/training the new team members
2. In nurturing the team members in your "department"
3. In supervising a specific service



You already have potential leaders within your team! God is working on/with/and through them already! God has big plans for them! He knows who they are! All you have to do is "nudge" them at the right time. God's timing is critical! He will show you, and them, the right time!