

LEADERSHIP DEVELOPMENT

Leadership is a dynamic process in which a man or woman with God-given capacity influences a specific group of God's people toward His purposes for the group.

Three Challenges for the Ministry Leader

1. When Christ calls leaders to Christian ministry He intends to **develop them to their full potential**. Each of us in leadership is responsible to continue developing in accordance with God's processing all our life.
2. A major function of all leadership is that of **selection of rising leadership**. Leaders must continually be aware of God's processing of younger leaders and work with that process.
3. Leaders must develop a **ministry philosophy** that simultaneously honors biblical leadership values, embraces the challenges of the times in which they live, and fits their unique gifts and personal development if they expect to be productive over a whole lifetime.

Leadership development is a spiral of growth in **being** and **doing**.

1. Being -- Conversion (or sense of awareness of salvation).
 2. Doing -- Early spiritual development plus early leadership commitment.
 3. Being -- Early inner life (character) growth.
 4. Doing -- Development and use of ministry skills.
 5. Being -- Inner life (character) matures and ministry philosophy develops.
- Steps 4 and 5 repeat throughout the life of a committed leader.

Nehemiah 1:1-4, 2:1-10

Matthew 18:4

Hebrews 12:10

Jeremiah 12:5

Mark 10:43-45

Hebrews 13:7-8,17

Proverbs 17:7

Luke 16:10

Matthew 5:37

Romans 12:3-8

Giftedness Discovery Process

Gifts include natural abilities, acquired skills, and spiritual gifts.

1. Ministry Experience → 2. Discovery of Primary Gift → 3. Increased Use of that Gift → 4. Effectiveness in Using that Gift → 5. Discovery of Other Gifts → 6. Identification of "Gift-Mix" → 7. Development of "Gift-Cluster" → 8. Convergence (→ = "usually leads to")

Lists of *spiritual* gifts can be found in Romans 12:6-8, 1 Corinthians 12:8-10, 1 Corinthians 12:28, and Ephesians 4:11

Ministry Philosophy: Ideas, values, and principles--whether explicit or implicit--that a leader uses as guidelines for decision making, for exercising influence, or for evaluating ministry.