



Leading Others

Strategies for Leadership Reproduction

I. Introduction

1. Honor to be at HOTC Church, and to be with Pastor's JO and Raydene. It has been exciting to see the growth and maturity over the years. Vision become reality. 1 Cor. 2:8, EYE HAS NOT SEEN.
2. Many types of leaders in this room, but ALL Leaders!
3. Today, I want to talk to you, "Leader to Leader." Important keys for the next season.

A. Challenging Times are the Incubator for God's Growth Moments

READ - It is God's will and desire that His church grow in both quality and quantity despite the times and seasons in which we live (Acts 2). /During times of strategic transitions and repositioning it is imperative that a leader understands that what got them to where they are, may not necessarily take them to where they need to be. /Holy Spirit Reliance, honest personal assessment, strategic planning and the determination to move to the next tier of leadership is essential if a church will ultimately fulfill their God-ordained purpose.

1. Challenging times, can produce great pressure in all aspects of life - (see different)
2. Pressure can produce change in the way we function - (act different)
3. Change in function can produce personal unrest - (feel different)
4. In challenging times we must remember God is in control AND He has a plan!
Matthew 16:18 I will build my church and the gates of hell WILL NOT prevail against it.
5. We must continue to stir our faith for the vision and press on to fulfill it! God desires us to go!

B. Times of Growth Necessitate the Need for Reproduction

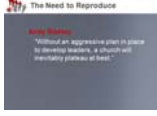
As you concentrate on fulfilling the vision that God has placed before you, you must focus your energies on raising up & mobilizing the church to reach our communities & make fully devoted followers. This next chapter necessitate that you equip God's people... TO DO THE WORK...

#Difference between and Doer and an Equipper: (Manager and a Leader)

Charles Finney during his entire lifetime was able to see approximately 250,000 people come to Christ through his meetings and crusades. He dedicated his life to preaching the gospel, and on many occasions he conducted up to 30 meetings in one week. He truly was a good leader.

William Booth understood reproduction and approached evangelism a little bit different. He was an equipper. As the founder of Salvation Army, Booth was committed to raising up an army to preach the gospel. With this approach was able to see 250,000 people come to Christ in just four short years between 1881 and 1885. Today there is still evidence of his passion to reproduce leaders exists. (Be like Willy). In 2005 alone, the Salvation Army saw nearly 30 million people attend their public meetings. In the United States alone, they were able to serve more than 35 million people through a variety of programs including basic social services, holiday assistance, substance abuse programs, medical care, transportation assistance, day care and senior citizen's assistance. They provided more than 60 million meals, provided lodging for 11 million people & have distributed tangible items such as clothing to 22 million people. He understood the power of reproduction. His influence exceeded his lifetime.

1. **BIG IDEA: We must move from managing followers to developing reproducing leaders.**
EVERYONE SHOULD HAVE AN OTHER! ALL SHOULD REPRODUCE



2. The real challenge exists in that the leaders you need, don't yet exist...they must be developed!
#How much time do we spend on maintaining programs and ministries vs. developing leaders?

3. Quotes from Key Pastors who have dealt with this critical issue:

- Billy Hybels, "The future of any church rests on the ability to reproduce leaders, not develop programs."
- Rick Warren, "The most critical part of ministry is not the invention of the idea, but the development of the leaders that will lead it."
- Ed Young, "Momentum often, if not always ceases, when there is no plan to develop new leaders to deal with the increased work created by growth itself."
- Andy Stanley, "Without an aggressive plan in place to develop and reproduce leaders, a church will inevitably plateau at best."

4. Bible is filled with examples of those who faced similar challenges. We're in good company.
#Moses (Exodus 18), Nehemiah (Neh. 1-6), Jesus (Luke 10; Mt.28; Acts 1:8), Apostles (Acts 6)

Ephesians 4:11-12, "He is the one who gave these gifts to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ."

Ephesians 4:16, "Under his direction, the whole body is fitted together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love."

7. Principally agree, but how do we make this shift personally and practically?

II. Assessing Leadership Fruitfulness

As we begin our discussion by asking THREE very important questions: #Should ask all the time!



A. Why are we leading them?

- "Why are we leading those we lead?" Simple question, yet stop, pause and think about it?
- Why do we exist? Why do we devote all these hours and sacrifice our lives?
- What is our mission and vision? Is it clear, concise, compelling, and contagious.
CBC – "Live Like Jesus, Share His Love."
- All we do must be focused on why we exist!
- The goal is NOT to recruit willing volunteers who solely assist in doing tasks and help to fulfill program objectives. The goal is to recruit and equip people to become active healthy, reaching, reproducing members, who in turn teach others to do likewise.
- In other words, we have to have clarity on WHY we are leading and HOW we might use the relationships God has entrusted to our care to develop them to, fulfill our/their mission.





B. Where are we leading them?

1. Think of those you are currently leading - Is there any personal growth, development of skills, maturity in their character taking place as a result of our efforts and relationships with them?
2. Do we have a plan, a process, a strategy, a goal in mind? How would you know if they are growing and moving toward fully devoted follower? Are they currently reproducing others?
3. What does a "Fully-devoted follower" really look like in your ministry? In the church? Can you qualify and quantify it?



C. How are we leading them?

1. Once you understand why we are leading them and where we are leading them, we must ask the tough question, "How am I leading them?" THIS IS A REFLECTION ON YOU, THE LEADER!
2. How does our time, focus and content of meeting with others align with our objective?
3. How am I doing? How many people am I discipling? How fruitful are they?

III. Keys to Leading Others

If you are really honest with yourselves, as I am trying to be with myself, those thought provoking questions can be a challenge.

Jesus gave us the biblical model for developing and reproducing leader. This simple, yet important process is the key for a thriving leadership culture for your church: **#EXPLAIN DIAGRAM**

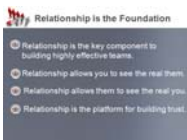
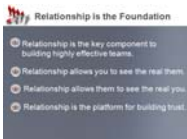


A. Relationship is the foundation

1. Relationship is the key component to building highly effective teams – It is highly unlikely, if not impossible, to develop any person into a fully-devoted follower underneath you without having an authentic purpose driven relationship with the person. The greater the relationship the deeper the shaping and molding.

- a. Jesus spent more time with twelve men than all of humanity combined.
- b. He worked FIRST to establish a relationship with His disciples as the foundation in which he might build them. "Come and follow me" #Lived, walked, ate, slept, ministered together.

John 3:22 After this, Jesus and his disciples went out into the Judean countryside, where he spent some time with them.



2. Relationship allows you to see the 'real' them – Jesus spent time with them, that he might be with (KNOW) them. It was through His knowing them, that he was able to truly see who they were, not who they had desired to be. If we are going to develop anyone, we must know them.

3. Relationship allows them to see the 'real' you – Hopefully, there is something worth reproducing, but much of what is learned comes through modeling.

I Corinthians 11:1 Imitate me as I imitate Christ.

Philippians 3:17 Join with others in following my example, brothers, and take note of those who live according to the pattern we gave you.

4. Relationship provides the platform for building trust - The deeper the relationship the greater the accountability, trust, openness, vulnerability, etc.

Mark 3:13-14 Jesus went up on a mountainside and called to him those he wanted, and they came to him. ¹⁴ He appointed twelve—designating them apostles—that they might be with him and that he might send them.

#Me with RB Team- year of relationships! TIME + MENTORING = Reproducing Leaders

5. Therefore, we must work hard to make the development of relationships with those we lead an utmost highest priority! We must find the time, take the time, redeem the time with them!

6. Then we must follow four strategic steps with EACH Person! Define, Discern, Develop, Deploy.

#STOP AND DISCUSS – ANSWER QUESTIONS AND DIALOGUE WITH LEADERS



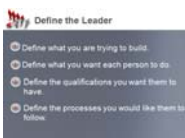
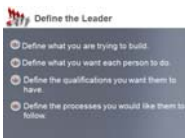
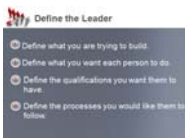
B. Step #1: Define - WHAT

Now the process of leading and reproducing others begins! We have established that relationships are the foundation of all we will do; we must begin by defining 'what' we are attempting to build.

Exodus 35-40 Lord gave Moses gave specific instructions and defined expectations building Tab.

Matt 28 – Great Commission – Jesus gave specific instructions.

Acts 2 – Specific instructions were given; The blueprint of the local church



1. Define what you are trying to build in your ministry area - **#Org. Chart for EVERY LEADER**

#Example with Katrina & her responsibilities – Categorize, define, build blueprint. BEYOND YOU

2. Define what you want each person to specifically do - **#Ministry Description,**

#WHAT before the WHO.

What you desire them to do, will dictate 'who' you will want to fill the role of that position.

3. Define the qualifications you want them to have - **#Knowledge, skills, experience, maturity**
'What' you desire them to do, will dictate the skill set they must have. If you can't define it, you can't build it!

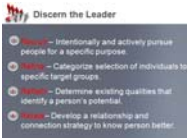
4. Define the processes you would like them to follow - **#Responsibilities List**

Don't assume that they can read your mind? People need direction, instruction and training.

C. Step #2: Discern - WHO



Now we can begin to identify the people we will invest in. Compare people to position. There are Five “R’s” in this stage:



1. Recruit – “Intentionally and actively pursue people for a specific purpose.”

Every leader must always be on the lookout for people to build and to build those under our care. This should be a major part of our weekly activity!

#Days of fruitful pulpit promotion have decreased. May work to certain degree but people want personal invite and connect.

#Get data base print outs, be a part of Membership , Visitor Follow up, take to lunch/coffee.

2. Refine – “Categorize selection of individuals to specific target groups.”

You might consider keeping a list of the following three groups: Spend time wisely.

- Potential Leaders – Those you might consider mentoring (not serving yet)
- Emerging Leaders – Those you have begun to mentor (current entry level volunteers).
- Existing Leaders – Those who are existing leaders under you.

3. Reflect – “Determine existing qualities that identify a person’s potential.” +skill,knowledge,etc

- Character - They have respect from their peers. They are esteemed by those around them.
- Faithful - They are committed to completion. They will finish what they started.
- Willing - They desire to learn and grow.
- Responsible - There is a willingness to take responsibility. Step forward when needs arise.
- Teachable - They are mentally tough. They can handle being adjusted.
- Excellence - They look for ways to do things better.
- Innovative - They consistently offer practical ideas. They spot things that will work.
- Experienced - They have previous serving experience and some level of understanding.
- Visionary - They have capacity to create or catch vision, light up when you talk about future.

4. Relate – “Develop a relationship and connecting strategy to know person better.”

Don’t spend all your time doing the work of ten people, get ten people to do the work!

#Set up weekly appointments as a part of your work responsibility for all three level leaders.

5. Respond – “Determine to speak into their lives as a means to develop them.”

Take the time to discern where they are at, and where you want them to be. Be honest and transparent & speak into their lives in the areas that will help them become a FDF!

#I want PF and RB Team telling me where I need to grow, where I blow it. That’s healthy.

D. Step #3: Develop - HOW (Five E’s)

You have established relationships, defined ‘what’ you want to build and have discerned ‘who’ you will build the ministry with; the next step is the development process, ‘How’. Five “E’s” of develop



- Encourage them – Encouragement is the oxygen to the soul. Too many leaders expect their people to find their own means of encouragement.

#Chip Kelly with Ducks – Article, “Bond between Kelly and Players Grows Strong.” Chip says, “Most of the great coaches I’ve met in 35 years in the sports trade say that the best part of their job is the relationships they have built with their team. I feel the same way. My job is

to encourage these fine young met toward greatness. If they feel accepted and are encouraged they will remain loyal and give me their all. It is truly a win-win situation. They win and I win. It is the reason they choose to stick around!" #Lamichael James stayed!

1 Corinthians 16:18 They have been a wonderful encouragement to me, as they have been to you. You must show your appreciation to all who serve so well.

2 Corinthians 7:4 I have the highest confidence in you, and I take great pride in you. You have greatly encouraged me and made me happy despite all our troubles.

1 Thessalonians 5:11 So encourage each other and build each other up, just as you are already doing.

Develop the Leader

- Encourage Them
- Engage Them
- Equip Them
- Empower Them
- Eclipse Them

- b. Engage them – Spending time along side of them and modeling what they need will be one of the greatest strategies of development. Mentor Them. Get them involved next to you! It worked for Jesus and for Paul! #Joe Garibay and Me

- c. Equip them – Equipping = is to make ready for a specific purpose. It is more than teaching them. We must also instruct, direct, correct, shape, mold, observe and release.
 - a. Personal contact - Spend time, meet, and discuss goal and how to get there.
 - b. Church resources – Life Tracks, small groups, serving, training materials.
 - c. Additional Resources – Books, CD's, Podcasts, Websites, Blogs, etc.
 - d. Ministry Opportunities – Model it, mentor it, monitor it, move it, multiply it.

Develop the Leader

- Encourage Them
- Engage Them
- Equip Them
- Empower Them
- Eclipse Them

- d. Empower them– Speak to people as who they are to become not who they currently are. It is the role of the leader to add significance and empower those we lead. Trust them, give them authority and responsibility. Allow them to fail. Believe in them.
#PF with us (me). "You make the decision, I believe in you." "You run the meeting..."

Develop the Leader

- Encourage Them
- Engage Them
- Equip Them
- Empower Them
- Eclipse Them

- e. Eclipse them – Don't be the lid! As our church grows, so does the need for your leadership gift to grow. What got you to where you are at won't get you to where you need to be. You will never develop other leaders beyond your skill level. Your team will only go as far as you can lead them. Stay in front, identify your areas of weakness, read, study and improve.
Titus 2:7 in all things showing yourself to be pattern of good works; in doctrine showing integrity, reverence, and incorruptibility. #Avid reader out of survival not just passion.

E. Step #4: Deploy - REPRODUCE

Deploy the Leader



I want to finish where we began; the need to reproduce leaders! We can no longer continue to manage all we do, and must develop others to a point where they can lead on their own. Each of the previous stages is necessary to get to a place of deployment.

#Never successful in ministry until you have spiritual grandchildren.

#Reach world in 4 ½ years. Your church could reach world in 22 years!

Deploy the Leader

Deploy Definition
"To position troops in readiness for combat; to put into use or action. To trust others with all they have been equipped to accomplish."

1. Deploy Definition = to position troops in readiness for combat; to put into use or action. To trust others with all they have been equipped to accomplish.

#Jesus at His ascension with His Disciples; BIG DEAL! He entrusted the entire kingdom!

2. Deployment takes place once all the training is complete and you believe they are well able to succeed in what you have equipped them to do. Deployment is a critical step in building fully devoted followers as well as fulfilling church vision.

Deploy the Leader



3. Deployment scriptures
Genesis 1:28 and God said to them, "Be fruitful and multiply."
Luke 10:2 After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go.
Matthew 28:20 Therefore, go and make disciples of all nations.
2 timothy 2:2 And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others
4. This is truly the WORD for the hour! We must move from managing to leading. Move from doing to equipping. We no longer can afford to have teams of faithful followers but reproducing leaders.
5. Our mission is to build fully devoted followers. Our mandate is to reproduce . Our vision is contingent upon it, our future depends on it. We must deploy the troops for action!

III. Conclusion

Stand and pray for each other; believe that you will not just be informed, but formed. Pray for impartation, for church, for leaders, for leadership development in our own selves.