

Launching a Thriving Ministry

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These notes are from the “*Launching a Thriving Ministry*” video series by Michael Brodeur.

The notes are designed to be used electronically in a word processing program such as Microsoft Word, or printed and three-hole punched and put in a binder.

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6.1 Launching a Thriving Ministry: Identify

Identifying Ministry Leaders

In this section, we will look into the major challenges you're facing as a church and help you begin to develop a culture of solutions. Ultimately, any challenge you have is able to be addressed by the proper Scriptures, principles, passion in your people, and the right plan to move ahead. Each one of our challenges is just an opportunity to grow.

One of the main things we want to do is help you begin to build a concrete plan to provide solutions to the issue you're dealing with.

Watch the videos that correspond to your top three growth areas. You'll see exactly where those videos are placed in the content we're sending to you, and you'll be able to access those videos specifically. To give you a bit more understanding, each of the videos you'll be looking at fits under a theme. Every theme has an introductory video followed by five specific videos. If you can, watch the complete set of videos that correspond to the growth areas, because it will give you a big picture of how to begin to solve the problems you're facing in that particular area.

We will be supplying a written worksheet that will help you to begin to outline a ministry proposal.

Here are a few examples of how this works:

Example 1:

Let's say you're really having a hard time connecting with your families. Maybe you need to raise up a family pastor. How would you begin to do that?

Example 2:

Let's say you haven't done many baptisms this last year, and you're concerned about it. You need to strengthen your evangelism ministry.

Example 3:

You have all these amazing, talented leaders in your midst, but you may not be welcoming them or recruiting them into service in your church in a powerful way. How could you remedy that problem?

In every problem, the solution begins with a proposal. Write a proposal according to the template we're going to give you. This will help get you started.

Once you have your proposal in mind and have completed our strategic planning tool, the next step is to begin to think in terms of the team or the leader you want to appoint to help solve this problem.

We're going to be going through a set of steps to locate and train that leader. This is based on a system of understanding John Wimber, former leader of the Vineyard Church movement, put together. He would use a simple acrostic called "I.R.T.D.M.N."

Though we adjusted it a little bit, these are the same basic steps:

1. Identify
2. Recruit
3. Train
4. Deploy
5. Monitor
6. Nurture

Each of these steps is crucial to releasing the team you want to release.

The first thing we're going to talk about is the issue of *identify*. As a pastor, hopefully you know pretty much everybody in your church or you're getting to know them in a deeper way. Look at the problem you're seeking to address, and address it by locating the right person to fix it. *Identify* is the initial step: how to identify the leader God wants you to find.

1. Prayer

The first step in identifying is prayer. Ask God, "Father, is there anyone on Your heart You feel like is most suited for this?" Allow the Lord to speak to you in the prayer process.

2. Availability

The second thing you want to do is go to that person and measure, or at least get a sense of, their availability.

You want to attract F.A.T. people. These are people who are *faithful*, *available*, and *teachable*. Those are the three minimal qualifications of any leadership position.

- a. Faithful: Are they faithful? Have they proven themselves in the past to carry out any commitment they make? If not, it's going to be difficult working with them.
- b. Available: Are they available? Some people are tapped out, even though they're incredibly gifted or talented. You can't really recruit them because they're busy in so many other areas.
- c. Teachable: Are they teachable? Can you interact with them? This is one of the key questions you want to ask anyone when you begin the recruiting process: "Do I have permission to speak into your life?" If you don't, it's a train wreck waiting to happen. Even if they are excited, faithful, and available, and they come into the position and start working hard—if you ever come into disagreement, you won't have be able to build the kind of relationship with them that will cause them to be influenced by your decision as the primary leader.

Assess these three things: Is the person faithful, available, and teachable?

3. Destiny design

Make sure the things you're asking them to do are things that make them come alive.

After asking all these questions, if you get a pretty good sense they're the right person, the next step is to go to recruit them.

Identifying them is first and essential. We begin with prayer, followed by an assessment of where they are. We also assess their gift mix and passions. Are they the right person? Then we begin the recruiting process.

WORKSHEET QUESTIONS

Take your time with the following questions, and write down your answers on a separate sheet of paper.

1. Beliefs

What are your thoughts on John Wimber's I.R.T.D.M.N. model?

How valuable is prayer during the process of identifying people to recruit for ministry? Do you think identifying people according to the F.A.T. method is the best way to recruit, or do you have more to add to that process?

Should the things people do in ministry always make them come alive, or is it okay for people to feel neutral or have a difficult time with the assignments they've been given?

2. Behavior

What is your current strategy for identifying leaders in your church?

When you located leaders to fill church positions in the past, how much time did you spend asking the Lord about it? Did prayer plan an active role in the decision-making process?

Do your leaders hold the qualities of a F.A.T. person? On a scale of one to ten, where are your leaders at in their F.A.T. qualities? Are your current leaders faithful? Are they available? Are they teachable?

Do you identify the leaders who come alive when they do the things you ask them to do?

3. Application

This week create a list identifying the top potential leaders in your ministry. Follow these steps:

1. List all potential leaders.
2. Pray over the list, taking into account the F.A.T. qualities and your knowledge of these people, their character, and destiny profile.
3. Make a list of the top five people you think most closely fit the qualifications from step two and who you feel God may be emphasizing right now.

6.2 Launching a Thriving Ministry: Recruit

Recruiting Ministry Leaders

Recruiting is an important skill every pastor needs to have.

1. Prayer

The first step in the recruiting process is prayer. Make sure you're praying about your team. Prayer is essential.

Psalm 127:1, *"Unless the Lord builds the house, they labor in vain who build it."*

1 Peter 2:5: *"You also, as living stones, are being built up a spiritual house, a holy priesthood, to offer up spiritual sacrifices acceptable to God through Jesus Christ."*

Ephesians 2:20–22, *"...having been built on the foundation of the apostles and prophets, Jesus Christ Himself being the chief cornerstone, in whom the whole building, being fitted together, grows into a holy temple in the Lord, in whom you also are being built together for a dwelling place of God in the Spirit."*

You want your recruiting process to be covered in prayer.

2. Recruit according to God-given design and joy

Make sure you're not using manipulative tools to recruit someone. Duty is a good thing; it's just not a long-term motivational tool. It doesn't work long term. You can get somebody going by saying, "Hey, you're a member of this church. It's time to step up and do your part." That will give you a little bit of service, but it burns out pretty quickly.

The **key** to recruiting people is to recruit them according to their **God-given designs and destinies**. This requires that you have that destiny discussion with them. Put that at the front end of every encounter you have with people in your church. "Who are you? Where are you going? And how can I help you get there?" Those are the three essential questions. Let's look at them a little more deeply:

- a. Who are you? Tell me your story. I want to understand who you are.
- b. Where are you going? What do you see as your long-term destiny?
- c. How can I help you get there? My hope is to send you further than I could ever go. Spiritual parenthood does not say, "God brought you here to fulfill my destiny as a mom or dad." But, "God brought you here so I can help catapult you into the future God has for you."

Psalm 127:4–5, *"Like arrows in the hand of a warrior, so are the children of one's youth. Happy is the man who has his quiver full of them."*

Children of your youth are like arrows in your hand, and you shoot them forward beyond where you could go. Your joy as a spiritual father or mother is to help people exceed you. If you have that truly set in your heart, every time you're recruiting people it isn't primarily for your benefit. It's for their benefit.

Whether you ask someone to help you in children's church, lead a home group, lead a discipleship class, lead outreach in a particular area, or help with events—each one of these things is an important role and responsibility in the church. You need to be able to show the person how their service in this area is one more step in the larger picture of destiny fulfillment. If you can do this, you are fulfilling what was said about Jesus in Hebrews 12.

Hebrews 12:2, *"Looking unto Jesus, the author and finisher of our faith, who for the joy that was set before Him endured the cross..."*

We want to set joy before the people we're recruiting. We're not recruiting them with the drudgery of, "There's a terrible need and we need you to step up." We're saying, "You have an incredible destiny, and we want to help you on your journey by giving you an opportunity to serve in this area, where you're going to learn certain things that will be a stepping stone toward the future."

Once you have that firmly set in your heart, approach the individual. Don't do this primarily through email or social media—do this face to face.

After a Sunday service, midweek meeting, or some kind of other leadership or workers meeting, go up to them and say, "Hey, you know what? I've been so impressed by the quality of all you've been doing. We're so thankful and grateful. I want you to pray about this opportunity. We need somebody in this area. As I've talked to you about your destiny, I've realized you're going in approximately the same direction. You feel like you're going to be a pastor someday or you want to do inner healing with people. Well, a great opportunity to learn that would be to start here in this particular area. You could help in children's church. If you could pastor children, you could pastor anybody! Or if you want to serve as an administrator in our healing ministry, that would be a great place for you to start to get familiar with that realm."

3. Bring definition to the role

In the recruiting process, the third step is to be specific with them and bring definition to their role. You want to say, "This is the proposal I was thinking of. I'd like you to interact with it with me because I want you to contribute to this. I don't want you just to build something I'm proposing—I want it to be a partnership. I want to create a blueprint for this ministry that suits you as well as me." You combine. You propose and they respond. They fill in the gaps, and then you begin to make a plan that is equally shared between the two of you.

Once that connection is established, you begin to answer these questions:

- What are some of the benefits to you?
- What are some of the benefits to me?
- What is the time expectation?
- What is the expectation of energy or expertise?
- What kind of training will you need to go through?

Those things should be spelled out pretty specifically in the recruiting process, but once they are and the person commits, the recruiting has taken place.

WORKSHEET QUESTIONS

Take your time with the following questions, and write down your answers on a separate sheet of paper.

1. Beliefs

What is your value for prayer and direction from God as you recruit new leaders? Do you believe someone should serve in the church solely because they are a member, or because it will be mutually beneficial to both parties? Do you believe that your goal as a key leader is to help people fulfill the futures God has for them? Should destiny fulfillment and joy be the primary motivator in the leaders you're recruiting?

Do you think face-to-face recruitment is best? Do you think defining the role and your expectations for it should be something you work on with the new leader?

2. Behavior

When you've recruited leaders in the past, were you praying? What is your current process for recruiting new leaders? Is it to fulfill a need regardless of destiny alignment and joy? Or do you always look to recruit the leader by sowing into their joy and destiny fulfillment?

Do you consistently ask the individuals in your church what they believe their destiny is?

How have you asked leaders to join your leadership team in the past? Do you use email or social media, or do you meet with them face to face?

What is your current process of defining roles and expectations when recruiting leaders? Do you give room for mutual collaboration and definition? Are both parties usually happy with the agreement? Is there usually a win-win dynamic?

3. Application

This week follow this process to recruit the new leader(s) you have already identified:

1. Spend time every morning in prayer concerning recruiting the new leader(s). Make sure you are following the leading of the Holy Spirit in the process.
2. Do you know the answer to the three essential questions for the candidates? (Who are you? Where are you going? And, how can I help you get there?)
3. Will this position be a stepping stone to the candidate's future? If the answer is yes proceed to the next step.
4. Approach the candidate face to face and offer the opportunity to them. Give them time to pray about it and then schedule a meeting with them.
5. Bring clear definition to their role and to each other's expectations. Remember, both of you should bring definition to this role. Follow the guidelines in section three, "Bring definition to the role" in these notes.

6.3 Launching a Thriving Ministry: Train

Training Ministry Leaders

Training is a crucial part of the process. We often just hand somebody a broom and say, “Get to work.” We don’t take the time to go over what we’re expecting from them. So we can become disappointed, or they can be fearful that they’re going to disappoint us, because we didn’t bring definition. We didn’t clarify the exact process we’re looking for.

1. The four steps of training

In an ideal setting, here’s how training happens:

1. You hang out with me while I’m doing what I’m training you to do. You watch me do it.
2. We do it together. You’re doing it side by side with me. I’m letting you do a little, and I’m doing a little.
3. I leave you doing it while I watch.
4. I step back entirely and feedback with you periodically.

The hand-off of careful training is not so much *taught* but *caught*. Usually there’s two sides in training: There’s the teaching side and the catching side. Make sure you’re doing both. You’re teaching them specifics that are relevant to the ministry they’ll be performing.

Let’s say they’re going to take over kindergarten children’s church. Consider what that entails: the set of curricula they’re using, certain flannel boards (or whatever you’re using in your church at this time), certain videos you want to show, certain interaction styles you want, a certain culture. You train them in that. They will probably be best served by coming in as an observer and serving alongside an existing teacher for a season while they’re learning.

Teach them and offer a clear job description. Write out the specifics of that job description. Make sure they’re in attendance enough to get the sense of, “Oh, this is how they do it.” So they can come right in and serve in that process.

Let’s say it’s an entirely new ministry. That’s going to take a little bit more work. You’re going to have to pre-think what their responsibilities will be and create training scenarios for them, so they can be well trained and confident.

One of the worst things a leader can do is turn somebody loose to perform a ministry and fulfill expectations they did not fully define for them. This causes a lot of ambiguity and potential frustration, and there will be a quicker burn-out rate, which you don’t want.

In the training process, engage the person. Teach them what they need to know from a conceptual level, and walk them through the steps of activity. Actually do those steps with them so they can learn.

In many cases, it won’t be you as a senior leader actually guiding this process; it will be one of your surrogate leaders or staff members. If you’re a smaller church with only volunteer leaders, you might need to focus on other elements of leadership and delegate training to somebody else.

This is one of the key issues of discipleship. Jesus said in Matthew 4:19, *“Follow Me, and I will make you fishers of men.”*

We find those two things in this passage:

- a. “Follow Me”: There’s a relational connection in the training process.
- b. “I will make you a fisher of men”: There’s a practical application of that personal relationship.

The key here is that we don’t want to just give a man a fish—we want to teach them *how* to fish.

Actually we want to teach them how to fish AND to teach others to do the same – it’s multiplication not addition.

We want to actually train people up in the ministry of Christ. That’s really our goal. The giving of responsibility and training are the best context for any kind of discipleship relationship. Nobody can make disciples in a classroom or in a vacuum. It just doesn’t work because we’re not dealing with the real world of a person’s life. You can teach discipleship principles in a classroom, but the real discipleship training takes place in real life.

Adopt a real life relationship, life-on-life, with the people you’re training, and in the process, release them into the ministry you’ve called them to. Before you leave them doing it, make sure you’re clear in terms of what your expectations are.

- What do you want the culture of their ministry to be like?
- How would they correct somebody who might be out of order?
- What kind of love, grace, and purposefulness do they bring to the equation?
- What kind of timeliness do they bring to the equation? Do you want them to be prompt when they make a commitment?

Those are the kinds of things to specify and engender in our ministry teams.

2. Effective, Efficient and Excellent

You are responsible for three primary aspects:

You want to be EFFECTIVE, EFFICIENT, and EXCELLENT.

Bring those three elements into every training process.

- a. **Effective:** I want to be effective. I want to make sure I’m beginning every ministry with the end in mind. What is the outcome we’re hoping to produce? Whether it’s an outreach ministry, a worship leader’s situation, an intercessory prayer ministry—each one of these ministries matters. What’s the outcome I’m hoping for as the lead pastor?
- b. **Efficiency:** I want to make sure they’re arriving at those goals with the least amount of expenditure of time, energy, and money. I don’t want to see people burn out. I want people serving stronger twenty years from now than they are this year. For that, I want to conserve and continue to multiply the human resource I have in my midst. I want to replant within them passion, desire, love, and consistency. So I’m building ministry with that culture, but I want to specify that culture in everything we do.
- c. **Excellence:** I want to make sure everything we do is the highest excellence we can possibly achieve.

WORKSHEET QUESTIONS:

Take your time with the following questions, and write down your answers on a separate sheet of paper.

1. Beliefs

What is your value for training new leaders well? How much do you value giving your leaders-in-training a clearly defined process and specific expectations?

What are your thoughts on the four-step training process we talked about in this section? Do you think it is the best method for training new leaders? Do you believe a life-on-life training process is always needed? Are those three elements—effective, efficiency, and excellence—core values in your training process? Could you see yourself increasing or adopting them in your training process?

2. Behavior

How do you currently raise up new leaders? Do you bring clearly defined expectations to the training process? Do you personally train new leaders, or do you delegate this task to others?

Do you train people in a hands-on way according to the four-step training process? Do raise up leaders with these three core values in mind: effective, efficiency, and excellence?

Are you satisfied with the culture of your ministries? Do they look like the way you envisioned them when you trained the leaders for them?

3. Application

This week clarify the process of how your new leader fulfills the role they have been given. Begin to train them this week using the following steps:

1. Begin the training process by referencing these three primary aspects: Effectiveness, Efficiency and Excellence. Review section two of these notes called, “Effective, Efficient, and Excellent”. Evaluate each of these next steps using these values as a reference point.
2. Have a clear definition of what your new leader will be doing.
3. Follow the four-steps of training in section one of these notes called, “The four steps of training.” Will they be trained by observing a current leader or will you have to set up training scenarios for them because that certain ministry is not implemented in your church yet? Answer that question and move through the four-step training process.
4. Before you leave them operating in their new role make sure you’re clear in terms of what your expectations are.

6.4 Launching a Thriving Ministry: Launch

Launching a Ministry

What does it mean to *launch*?

- You've gone through the identifying process and discovered the right person for the job.
- You've brought them in and recruited them to the job.
- You've been very specific with them about your expectations and the specific responsibilities they're going to fulfill.
- You've gone through a training process to make sure they're fully equipped to do the thing you're asking them to do.
- You're ready to launch them.

1. Perfect the plan

What is the first thing you do to launch your ministry? The first thing you do is you go over the plan again.

Ultimately, every ministry needs to be birthed in Heaven for it to be successful on earth. As a leader, teach them how to access the very presence and heart of God. This is crucial. If they can see the fulfilled purpose from a heavenly perspective in prayer, they have a much better chance of building that ministry on the earth than they did beforehand. Access the heart of God in this process. Begin to take the things God's showing them and add them to the plan you've already given them.

In Acts 29:19, Paul the apostle says, *"Therefore, King Agrippa, I was not disobedient to the heavenly vision."* Paul had a vision of what the Church was supposed to look like. That is why we have so many amazing books in the New Testament that talk about how church is supposed to function—Paul received a heavenly vision. First he saw Jesus, and throughout his life he had other downloads about how the Church was supposed to function. This is the same thing we're asking you to do and to impart to the leader you're raising up.

2. Build a team

As they recruit their team, they go through the same process you just went through with them to identify, recruit, train, and launch. But you're going to lead them through it as it pertains to their team members. Every ministry should be at least a couple of people, because one person carrying all the responsibility and expecting to have all the gifts necessary to execute a ministry is not reasonable. Kingdom happens in team.

Matthew 18:20: *"For where two or three are gathered together in My name, I am there in the midst of them."*

Team is the first thing. Team gives us the possibility of unity in diversity, and that produces synergy, which produces a greater outcome than any single member added together could produce. It does so in a way that brings great life to the whole team.

3. Execute the ministry

Your team is built. You've have had a few sessions together. You've begun to outline the actual ministry you're going to do, whether it's leading a children's church class, bringing inner healing, becoming a new worship team, or putting on a Christian event of some kind. Each of those things requires a team. As you build your team, begin to plan the execution of your task. Set it on your calendar, and actually graph out what's going to happen when you do the ministry.

Here's an example of what this could look like:

- We're going out to serve the poor. What are we going to do? We're going to buy a hundred pairs of socks, and we're going to go out and give them to the homeless people.
- Who's going to do what? So-and-so is going to buy the socks. The main leader's going to come up with the money from the church budget. The other people are going to fold the socks and put them together. We're going to stuff the socks with a note saying how much Jesus loves them.
- We're going to go out on the street. We're going to greet them and give them a pair of socks. We're going to pray for them and execute the ministry. We're going to go out two by two.

That is the plan. As we get that plan in place, we move forward to execute it, and ultimately, we are bringing about the ministry. We are launching the ministry.

4. Evaluate

How did we do? We can begin to make course corrections. Many times when we do ministry we don't always take the time to evaluate. As a group, we need to ask these questions:

- Was it effective?
- Did it accomplish the goal we intended?
- Did it miss the mark somehow?

That kind of feedback is super crucial, but it takes a secure leader to allow the team to feedback. Sometimes we take correction personally and we feel like it's all about us.

As a pastor, you need to raise up secure individuals who know their identity in Christ, so they can begin to improve ministry without freaking out, being afraid of input or any kind of correction or critique.

5. Perpetuate the ministry

Finally, keep perpetuating the ministry. Ministry comes and improves over the long haul as you begin to engage, go back and evaluate, re-engage and go back and evaluate, and re-engage. You begin to create a cycle—a culture—of ministry that improves as it goes.

1. Perfect the plan.
2. Build a team.
3. Execute the ministry.
4. Evaluate how you're doing.
5. Do it again and again and again until it becomes something that is effective, efficient, and excellent.

WORKSHEET QUESTIONS:

Take your time with the following questions, and write down your answers on a separate sheet of paper.

1. Beliefs

To what extent do you believe your ministry plan needs to be rooted in God's perspective and heavenly vision? Do you believe a new, upcoming leader should have the freedom to add to or bring changes to the plan?

Should the upcoming leader have the freedom to build their own team according to the I.R.T.D.M.N. model? Do you think all new, upcoming leaders should have a team?

How important is it to have a graphed-out plan in executing ministry? Is it important for you to plan, or is it more important to be spontaneous?

How important is a culture of feedback and evaluation in your ministry? Do you believe feedback is important on all levels of your ministry, even when it comes from those who don't have as much responsibility?

2. Behavior

Do you allow new, upcoming leaders to add to or change a ministry plan?

Do you teach your upcoming leaders to pray as they make decisions and plans in ministry? Do you encourage them to cultivate a lifestyle of prayer?

How do you build teams in your church? Do your surrogate leaders build teams? Are there any ministries in your church with only one leader?

When doing ministry, do you usually follow a graphed-out plan? Do you debrief with your team after ministry functions to allow a time for feedback and evaluation?

Can you see a pattern of improvement as you perpetuate the different ministries in your church?

3. Application

This week spend time in prayer with your new leader(s) as you go through these steps:

1. **Perfect the plan:** Spend time in prayer with your new leader(s) perfecting the plan. Are there any changes either of you want to make?
2. **Build a team:** Go through the steps: Identify, Recruit, Train, Launch, with your new leader(s). They will use these steps to build a team for their new ministry. This team should be at least a few people.
3. **Execute the ministry:** Set a date on the calendar to execute a ministry task. Plan and graph out exactly what the ministry time is going to look like, who is in charge of what and how it is going to happen.

4. **Evaluate:** Set aside 30 minutes after the ministry task is finished to debrief with your key leader and the secondary team. **Ask these kinds of questions in the meeting:**

- Was it effective?
- Did it accomplish the goal we intended?
- Did it miss the mark somehow?

Use the feedback to these kinds of questions to implement positive changes in the ministry.

5. **Perpetuate the ministry:** As you continue operating in this new ministry continually bring the necessary improvements as you evaluate and re-engage. Go through steps 1-4 periodically and change and/or implement anything needed in the ministry.

6.5 Launching a Thriving Ministry: Support (Monitor and Nurture)

Supporting Ministry Leaders

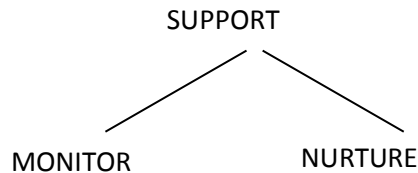
1. Avoid neglect

One of the big mistakes a lot of pastors make is they'll turn somebody loose to do a job and then forget about them; they neglect them. Your people are your primary resource. This is what we're building with. These are the living stones. These are the parts of the body that do all the functions of the body. These are the sons and daughters of destiny you will be sending forth into their world-changing roles in the future. So they are the ones you want to feed, preserve, build, and empower. Don't just leave them doing a job and neglect them. That isn't right on any level.

How do you give support? What is the kind of support you want to give?

I've boiled the word **support** down to two things:

- Monitor the people.
- Nurture them.



2. Monitor

Monitoring means following up on how they're doing:

- Are they executing the ministry effectively?
- Are they producing the results you were hoping for?
- Are their team members well cared for in the process of serving?

Make sure they're creating on-going ministry health in your movement. It's super important you feedback and monitor them.

How do you do that? It's easy—you talk to them about how they're doing and how they feel like things are going. But don't just talk to the leaders; also talk to some of their team members. Ask them, "Hey, how's so-and-so doing? How's the ministry going? What excites you about it? Give me two things that really worked this week. Give me one thing you think needs improvement." These kinds of questions give you the ability as a senior leader to be in touch with where your people are and where the ministries of your church are going.

Avoid being the “out-of-touch” pastor. That kind of pastor thinks everything is fine, but people are suffering, hurting, and burning out and he doesn’t realize it. God forbid you should be that leader. Make sure you’re tuned in and connected, that your “nerve endings” go out to the extremities, so if they’re hurting, you feel it.

Have real-time feedback in your church. Ask your leader how they are doing. Talk to some of the people they’re leading and some of the people being impacted by their ministry. Ask, “How is it going?” This information will give you much clarity.

3. Nurture

Nurturing is where we actually feed the people who are serving under us. As a leader, development is more important than delegation. Most leaders are pretty good delegators, but they aren’t very good developers. The priority is not delegation but development. Jesus said, “Go and make disciples.”

Matthew 28:19: *“Go therefore and make disciples of all the nations.”*

If you were to translate that into modern vernacular, Jesus is saying, “Go and develop people.” Develop them into the fullness of their God-given designs so they can be fruitful in life and fulfilled before the Lord. That is our primary task as leaders of churches. We are building churches that become destiny incubators, where every member discovers their calling in Christ and is given an opportunity to pursue a pathway of development to become the amazing man or woman of God they’re called to be.

As the senior leader, you are the key to that happening, but it’s not going to happen unless you take an interest in people’s development. You don’t simply monitor people to make sure you’re producing excellence in your ministries, but you also nurture those individuals by providing biblical support, hope, solutions, and answers to challenges they’re facing, as well as reconciliation options when they run into conflict with others. Everything you do to teach them how to be godly sons and daughters in your church is going to nurture them into being the men and woman of God they’re called to be. This support, at the end of the equation, is probably one of the most important things we provide.

- We identify those leaders.
- We recruit them.
- We train them.
- We launch them.
- And we also support them.

We service what we sell. That’s the key. If we’re going to raise people up, we don’t do it so they can just stoke the furnace of our church. We do it so they can grow into the amazing men and woman of God He’s created them to be. That’s our heart. That’s our passion. And that’s what we want to support you in doing.

As you tackle this together and as you’re working with your team to produce the ministries that will provide the solutions to the challenges you’re facing, you will not only be building the quality of church that will change your city, but you’ll also be building the quality of people who will be transforming the marketplace in their world.

WORKSHEET QUESTIONS

Take your time with the following questions, and write down your answers on a separate sheet of paper.

1. Beliefs

What value do you place on supporting your leaders, even those less known or active? Do you believe you should constantly support your leaders or that they should be spiritually feeding themselves? Do you think you should regularly ask your leaders and those following them how they are doing?

Do you believe monitoring leaders can cultivate health in your church? Why or why not? Do you believe in constant feedback? Is nurturing a leader your responsibility as the key leader?

Which do you feel is more important concerning your leaders: delegation or development? Is supporting others one of the most important things you do as a leader?

2. Behavior

- Do you pay as much attention to what your church leaders are doing as how they are doing?
- What is your monitoring process? Do you feel “out of touch” with your leaders and congregation? Do you ask your leaders, surrogate leaders, and congregation how they are doing and what they are experiencing in your ministry?
- What is your feedback process? Do you feel like you know how your people are doing?
- What is your nurturing process?
- How are you developing your leaders? And how are you developing people according to their God-given designs and destinies?
- How are you mentoring your leaders through ministry and life challenges?

3. Application

This week, take these steps to support your leaders:

1. Ask your key ministry leader(s) how they are doing and how they feel things are going.
2. Set some appointments to get feedback about your leaders. Do this by asking the key leader’s team the following questions:
 - How is the leader is doing?
 - How is the ministry is going?
 - What excites you about the ministry?
 - Give me two things that really worked this week?
 - Give me one thing that you think needs improvement.
3. Ask the people receiving from the ministry how they are doing?
4. Set a regular meeting with your key leader(s) specifically to nurture them - perhaps weekly or every two weeks in the early stages of implementing these principles. Talk about any challenges, answer any questions about ministry or personal life, and ask them what you can do to launch them further into their personal destiny and calling.
5. If you haven’t already, start putting each of your key leaders on a development track based on their calling in ministry.

6. Set up a regular meeting with the larger group of leaders who are not your core team “key” leaders, but who are leading any kind of ministry or effort, once a month at first, and maybe once a quarter as you grow. This is to support and celebrate them.

The important thing is to gather some people and start something. It won't be perfect the first time (or the second). If you wait for the best timing and the best people and the perfect situation you won't launch anything. Gather a team, get them moving forward, get some wins, produce some fruit and generate momentum. Then improve it.

Other ideas to consider in the future:

- Consider a staff day or a staff multi-day retreat or workshop, as well as something similar for you non-staff leaders.
- Take as many leaders as you can with you on ministry trips.
- Take your core team and key leaders to special conferences and visit other ministries.
- Bring in coaches and trainers to help your team grow and move forward.

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