

Growth Points

with Gary L. McIntosh, Ph.D.

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Developing Leaders

Every Christian leads in some way. He or she may lead poorly, but they still lead. Since all believers have at least one spiritual gift (see 1 Peter 4:10-11), each is under obligation to use their gifts(s) in serving others.

So, why do most churches seem to struggle in finding leaders? There are numerous reasons, but some of the major ones I've heard often are as follows.

**Leaders
are
made,
not
born.**

A. Some people feel inadequate believing others can do a better job.

B. Some feel that church work is not important.

C. Some find church ministry unattractive or not challenging enough.

D. Some feel they are too busy to give time to leading in a church.

E. Some experienced failure in a previous attempt at leadership and don't want to take a chance of failing again.

F. Some are spiritually indifferent, not aware that God has uniquely gifted them to lead.

G. Some have wrong priorities, placing less worthy things ahead of church service.

H. Some are just too modest, and don't desire to push their way forward.

I. Some are burned out from previous leadership experiences.

However, the three primary reasons people don't get involved in leadership are . . .

First, the church has no plan to recruit, train, and involve new people in leadership.

Second, they have never been asked personally to get involved.

Third, there is no clear pathway into leadership, i.e., people don't know how to get involved

What reasons have you heard as to why new people are not getting involved in leadership?

Does your church have a clear pathway for new people to follow toward leadership?

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Every Christian leads in some way.

Organize a ministry placement team.

Develop a Farm Team

Take a tip from professional baseball and develop a farm team. Start by establishing a file of potential leaders. You can find possible leaders among new worshippers, church guests, those who are inactive, and those who are already serving in support roles.

Make a list of all your church attendees and then take off the list everyone who is already involved in leadership. From the list that remains begin to build a farm team. Give this list to all current leaders and ask them to find an apprentice from someone on the list. Keep asking them to do this until they do it. By adding one apprentice to every current leadership position, you will build a farm team of potential leaders.

Write Ministry Descriptions

Ask the leaders of all church ministries to write ministry descriptions for each of the positions under their oversight. These descriptions should be one page long, written in bullet point style, with the following information:

- Ministry title
- Monthly time involvement
- Length of commitment
- To whom he or she reports
- Basic job responsibilities or duties
- Training available
- Expectation and/or requirements

Organize a Ministry Placement Team

Find a person who has some background in human resource management, and ask them to

organize a Ministry Placement Team. Give this team the responsibility of designing a complete leadership recruitment strategy for the entire church. The plan should include designing a simple pathway into leadership and communicating it to the entire congregation; developing a class to teach people their spiritual gifts; holding personal interviews with all attendees to discover their unique design for ministry; placing them one-by-one in ministry positions; and monitoring those who are placed to make certain each continues in leadership.

Build a Total Leadership Training Process

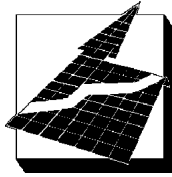
Provide a one year training program for select leaders in your church. Limit involvement to about twelve people a year. Make the training high quality and high commitment. Invest about \$25,000 each year into this program and be sure to highlight the graduates through means of a graduation ceremony, special shirts that only graduates can use, etc.

Does your church have a leadership training plan? If not, why not? When will you begin to start one?



Gary L. McIntosh is an author, speaker and professor. He is a regular speaker at church events.

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Donald A. McGavran

Ministry Insights for Church Leaders

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A Biography of a Premier Missiologist

In this first full-length biography of Donald A. McGavran, Gary L. McIntosh tells the complete story of one of the twentieth century's greatest church leaders and influential thinkers.

Now, for the first time, discover the roots of the modern Church Growth Movement to fully understand what is applicable to ministry today. To understand any movement, it is important to know the founder—his family, life, ministry, and motives. This biography tells the complete story from McGavran's birth in India through the birth of the Church Growth Movement.

No other person so impacted the growth of the church around the world, as well as in North America, as "Dr. Mac," as his friends called him.

McIntosh describes McGavran's compelling story from his years as an evangelistic missionary in India, to his founding of an influential school of missiology, to the beginning of a movement that changed the entire face of mission.

Join McIntosh on a discovery of McGavran's life and work as God molded him into the premier missiologist of the twentieth century.

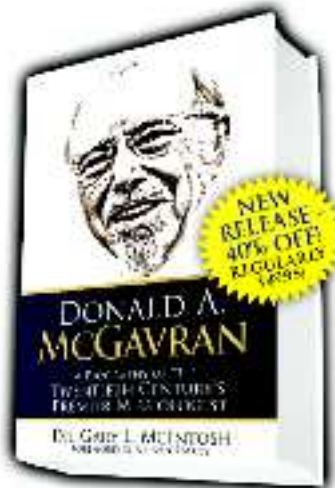
"When it comes to applicable truths concerning the growth of the Christian church, McGavran's story reveals critical insights that many in ministry today have been missing for far too long."

—Nelson Searcy, Founder, Renegade Pastor's Network

With over 500 endnotes, McIntosh's new book is well researched and documented. If you've ever wondered what the real facts are concerning the genesis, birth, and growth of the Church Growth Movement, this is the book to read.

Gary L. McIntosh is recognized as the foremost spokesperson for classical Church Growth Missiology in the USA, and he is an expert on the life and ministry of Donald A. McGavran.

The retail price is \$49.95, but **order today for the special price of \$35.00.**



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