how to develop
*Lay Leaders in
the Local Church*

ELECTIVE   NURTURING COMMUNITY

with
**Adam
Lowe**

making, maturing, and
multiplying disciples of
Jesus Christ for God's glory

st bart's

our mission

Making, maturing, & multiplying
disciples of Jesus Christ for God's glory

하나님의 영광을 위해 그리스
도의 제자를 만들고 성장하고 번성하자

Ba loi ba piɔc ku bii juek de du pioc
ke Yecu Criyjou ne ke De Nhuɔm

为了上帝的荣耀，培养，
成熟和繁衍耶稣基督的门徒。感谢和祝福

making: *passionate about people
becoming followers of Jesus.*

maturing: *committed to nurturing
life-long and whole-of-life disciples.*

multiplying: *longing to shape
disciple-making disciples and
disciple-making communities.*

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making, maturing, &
multiplying disciples of
Jesus Christ God's glory

why leadership matters

We are a Body

With many parts (diverse roles) that together need care, coordination, and development. Even our bodies have subsystems of multiple parts working together within the body as a whole.

Leaders & Teams Help Multiply Gospel Work

The mission and ministry of the church is stifled and constrained (in the immediate and long-term) if limited to only one leader. Identifying, selecting, and empowering leaders is intentional.
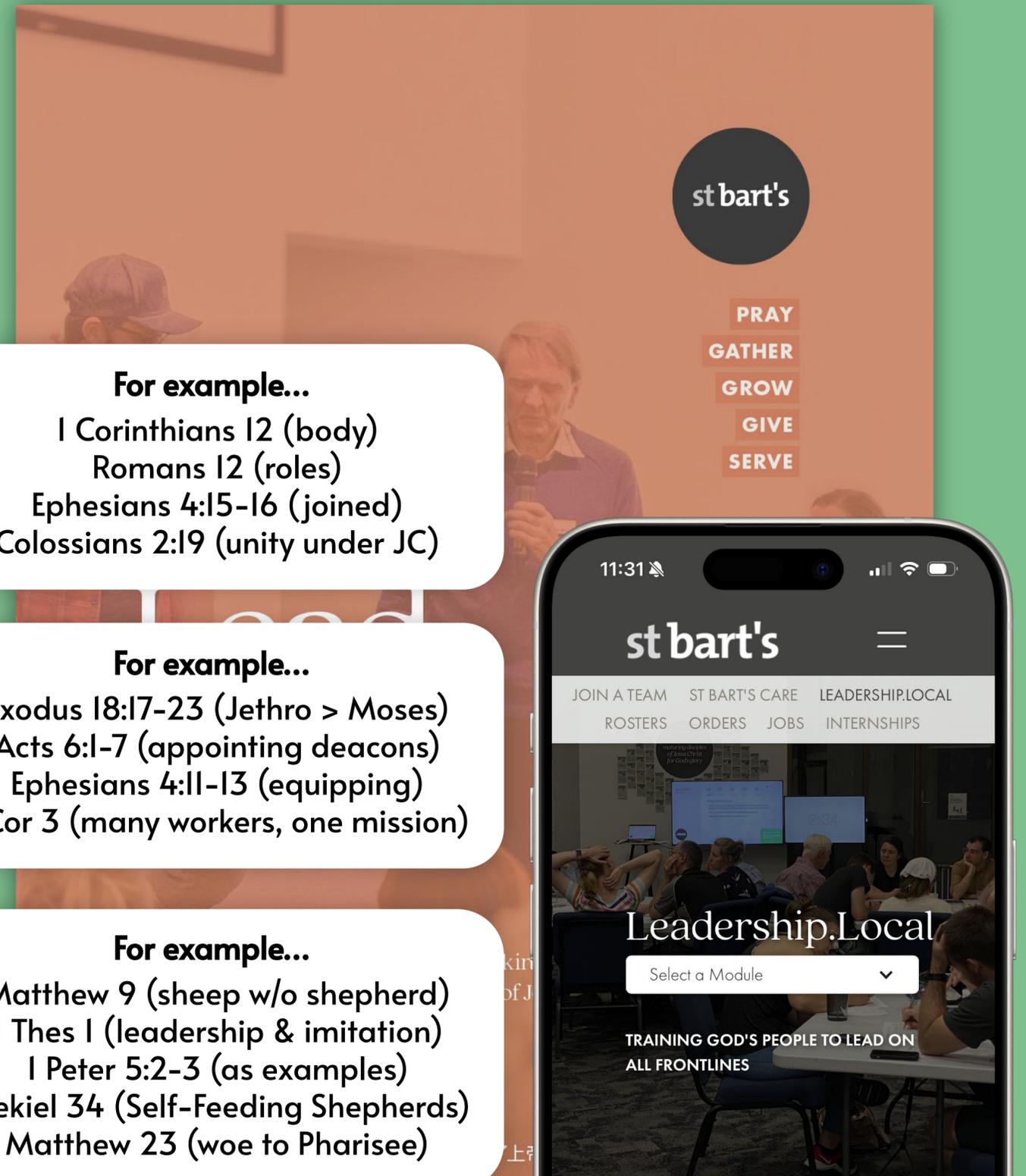
Leadership Has an Effect (it shapes the church)

We witness the fruit of faithful and effective leadership — along with the damage of harmful leadership. In leadership, our strengths and weaknesses have the potential to be multiplied out.

For example...
1 Corinthians 12 (body)
Romans 12 (roles)
Ephesians 4:15-16 (joined)
Colossians 2:19 (unity under JC)

For example...
Exodus 18:17-23 (Jethro > Moses)
Acts 6:1-7 (appointing deacons)
Ephesians 4:11-13 (equipping)
1 Cor 3 (many workers, one mission)

For example...
Matthew 9 (sheep w/o shepherd)
1 Thes 1 (leadership & imitation)
1 Peter 5:2-3 (as examples)
Ezekiel 34 (Self-Feeding Shepherds)
Matthew 23 (woe to Pharisee)

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PRAY
GATHER
GROW
GIVE
SERVE

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JOIN A TEAM   ST BART'S CARE   LEADERSHIP.LOCAL
ROSTERS   ORDERS   JOBS   INTERNSHIPS

Leadership.Local

Select a Module

TRAINING GOD'S PEOPLE TO LEAD ON ALL FRONTLINES

leadership.local is

outline & overview

A Types of Leaders ▶ **B** Pipeline for Leaders ▶ **C** Developing Leaders

shared understanding and agreement

During the elective, consider your context
(e.g, local church, parachurch, St Bart's):

What should be **affirmed**?

What can be **improved**?

What could be **missing**?

➔ STBARTS.COM.AU/RESOURCES

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Question

IN PAIRS to get started...

a) What is your context?
b) How do you currently develop lay leaders?

CREATING CLARITY

What is a Leader?

Leaders are people specifically entrusted and empowered *with the responsibility to recruit, equip, envision, and nurture a team of people in an area of ministry that enables our mission.*

— ST BART'S LEAD GUIDE

Who is a Leader?

🧭 Governance Leader

People elected or appointed to our Parish Council, subcommittees (e.g., finance, risk, missions), or vision working groups.

🏡 Small Group Leader

These leaders are not specifically responsible for a team, but play a vital role in the nurturing and care of disciples at St Bart's.

🕸 Team Leader

At St Bart's, there are three main levels of ministry leadership (with all staff and interns being a leader at one of these levels depending on their role).

🎓 Apprentice Leader

Apprentices are appointed to learn the way of a team leader (at any level). *These roles help grow the talent pipeline, nurture the potential of leaders, build continuity, and actively plan for succession.*

Types of Team Leaders

There are **three levels of team leaders:**

L1	**Team Leaders (& Assistants):** Lead a team within a department/ministry area.
L2	**Ministry Area Leaders:** Lead a team of leaders (i.e., a leader of leaders).
L3	**Department Leaders:** Oversee and lead an entire department.

Step 1 **In Pairs**

A: In your ministry context, do you have a working definition of leadership that is shared and agreed upon?

B: What are the types of leaders that you can identify in your context?

SELECT • ONBOARD • DEVELOP

Select

Onboard

Develop*

Identify

Potential leaders are identified from a range of sources (e.g., suggestions from staff and leaders). These names are recorded and tracked.
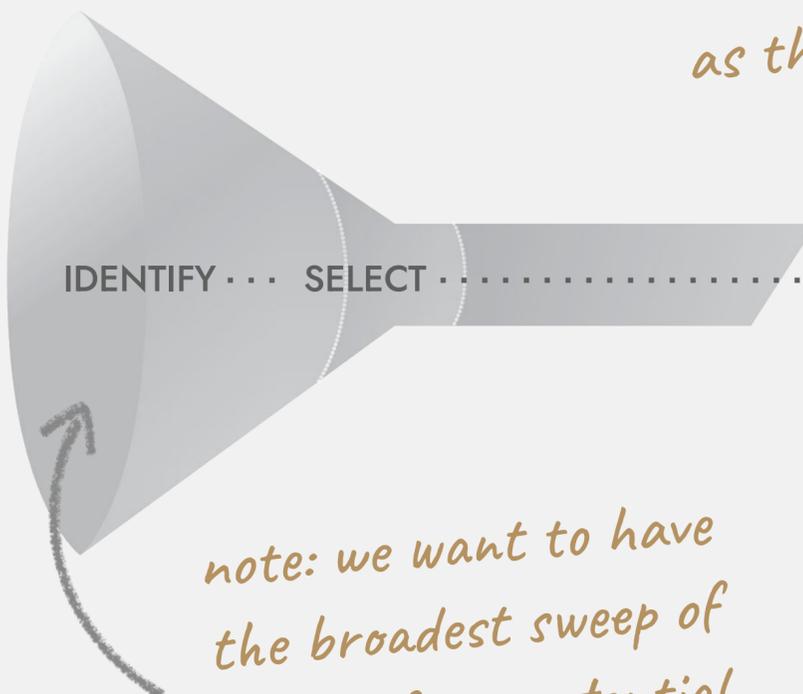
Selection

Before someone is invited to be a leader, their name is presented at a staff meeting for prayer and shared decision (based on their *commitment to Christ, Character, connection to Community, and Competence*). See Page 2 of the "Lead" guide.

Critical: The appointment of a leader is never the decision of one person, but based on group discernment with prayer. *The decision may be:*

● Yes: invite immediately.
● Yes: but a different role.
● Not Yet: hope to soon.
● No: currently not suitable.

IDENTIFY · · · SELECT · · · · · · · · · · · · · ·

note: we also want to capture names as they come to mind and we pray.

note: we want to have the broadest sweep of identifying potential leaders and 'open up' the pipeline.

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Onboard

Invite

After a decision has been made, the person is invited to prayerfully consider becoming a leader. This guide is shared with them, drawing attention to the expectations outlined in the "Lead" guide.

Onboard

If the invitation is accepted, the department leader (or ministry area leader) will invite them to complete the "Leading From Your Strength" assessment, a discipleship module (see below), and meet up, to:

- Step through expectations.
- Discuss strengths profile and discipleship plan.
- Overview aspects that are specific to their role and/or team.

Develop*

expectations

In addition to our code of conduct (and any other prerequisites for roles such as holding a blue card), we have the following expectations of leaders.

1 OUR LEADERS:
Grow as Disciples
Leaders are committed to growing as followers of Jesus in every aspect of their lives, in the power of the Spirit. *This is reflected in their personal devotional lives, belonging to a small group, and weekly gathering with God's people.*

2 OUR LEADERS:
Embrace our Mission
Leaders actively pray for, serve, and champion our mission to *make, mature, and multiply disciples of Jesus Christ for God's glory.* They consistently express that in the rhythms of our life together (pray, gather, grow, give, and serve).

3 OUR LEADERS:
Actively Lead their Teams
Leaders love their teams: encouraging, training, nurturing, growing, resourcing, and praying for them. Leaders will have a rhythm of meeting with their team and connecting with each of their members. Actively leading also involves apprenticing other leaders.

4 OUR LEADERS:
Participate in Leadership.Local
Leaders are committed to growing and collaborating together, *especially by regularly attending our leadership workshops.*

Further Information
If you have any questions or would like to access some of the resources mentioned in this guide, follow the links below. Please also feel free to contact your leader or one of the staff team.

⊕ PREVIEW OF MODULES: STBARTS.COM.AU/LEADERSHIPLOCAL

SELECT • ONBOARD • DEVELOP

Select

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Develop*

...and support and resource.

Meeting

Becoming a leader is the beginning of a person's leadership journey at St Bart's. Leaders periodically meet with their leader and with their own team.

Leadership.Local Workshops

The key way leaders continue to grow is through participation in our leadership development program: leadership.local

Leaders meet together six times per year, to grow in a range of leadership competencies. This is a carousel model which simply means that we rotate through the focus areas every three years with leaders being able to commence at any point.

➔ STBARTS.COM.AU/LEADERSHIPLOCAL

Step 2 **IN PAIRS**
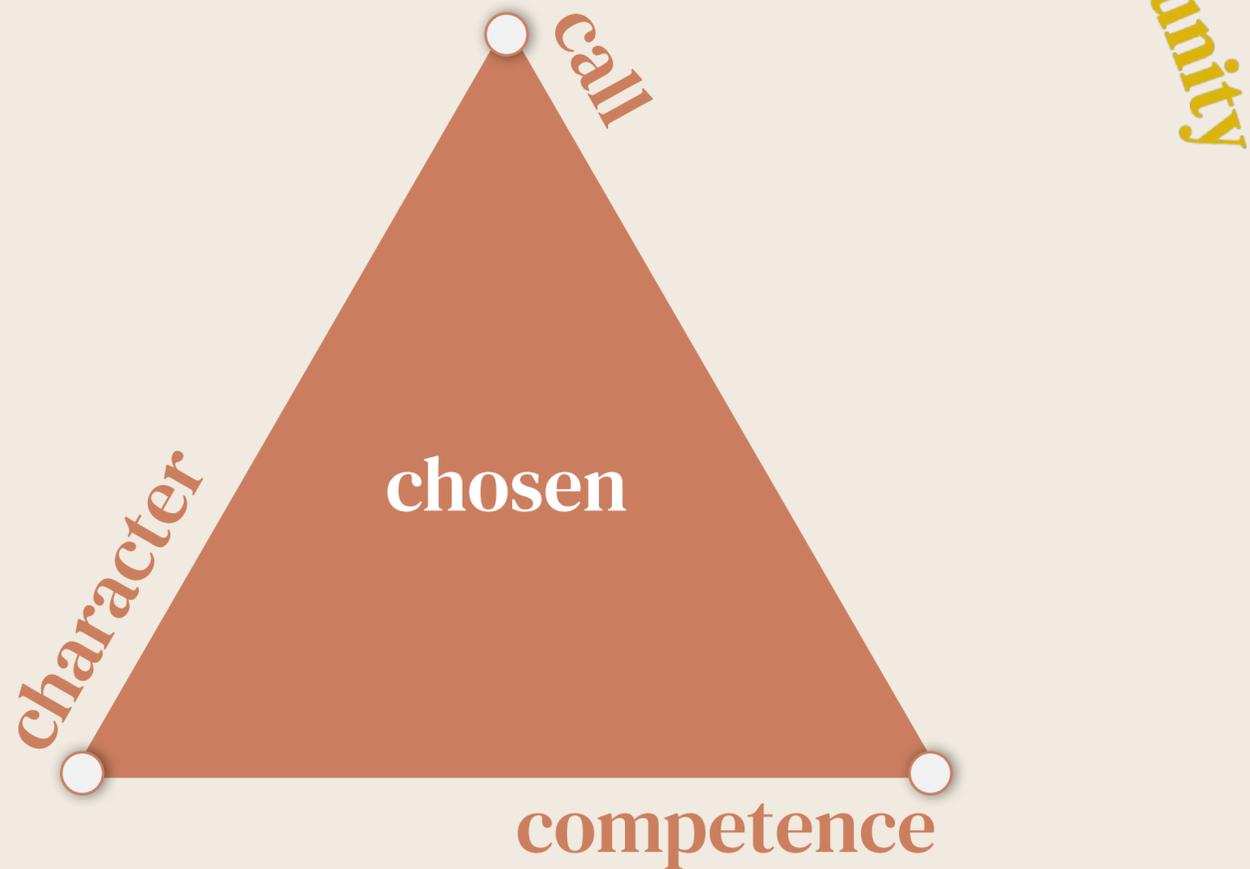
Do you currently have a leadership pipeline?

If yes: What is working well? What is missing?
If no: How would you go about designing one?
If local: Who do you think is a potential leader?

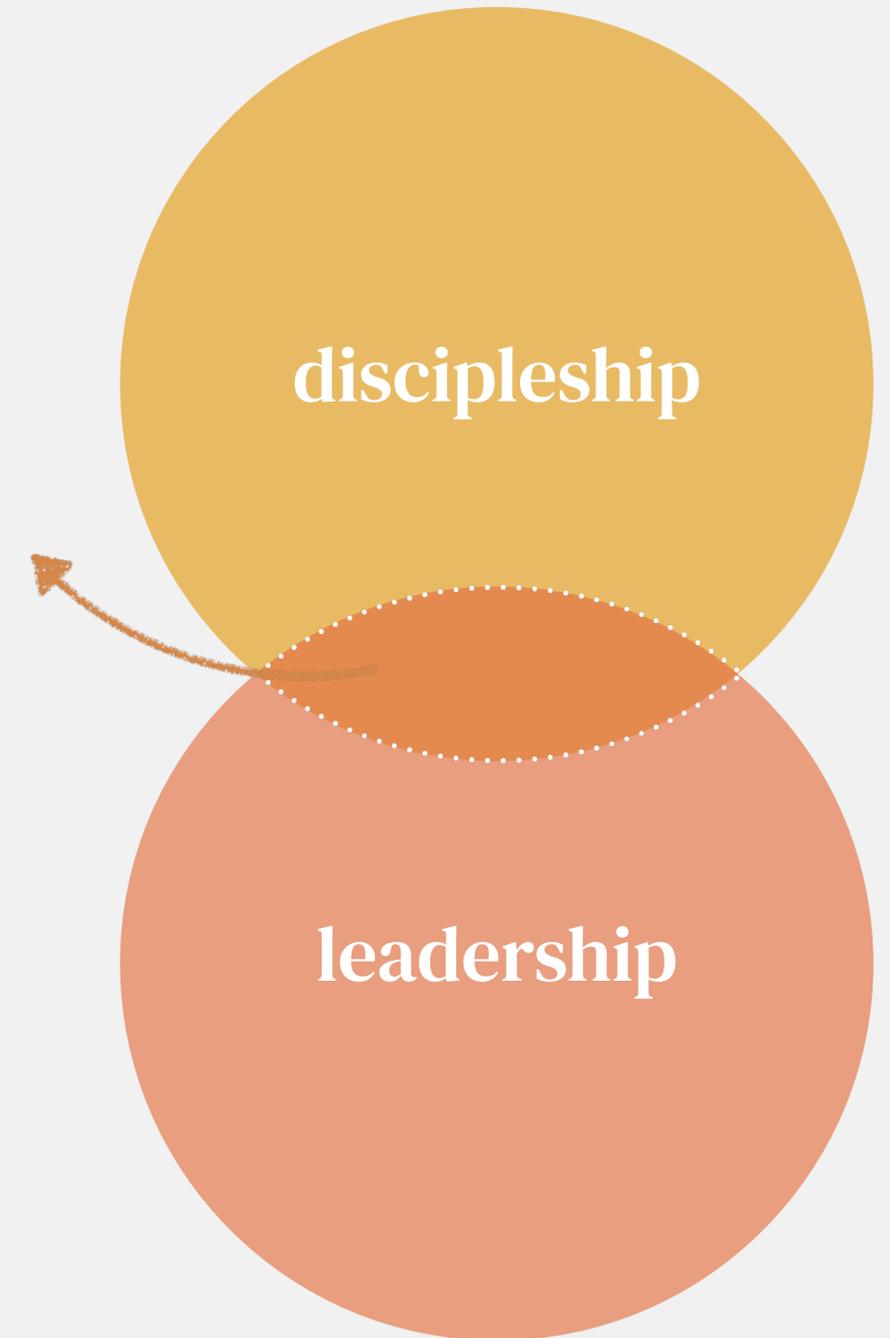st bart's

GENERAL APPROACH • SPECIFIC FRAMEWORK

Leadership.Local

3	**19**	**5**	**3**
Year Cycle	Modules	Leadership Areas	Leader Profiles

Discipleship is the Heart

We want leaders to be first and foremost growing as disciples of Jesus in obedience, Christlikeness, and relationship with God.
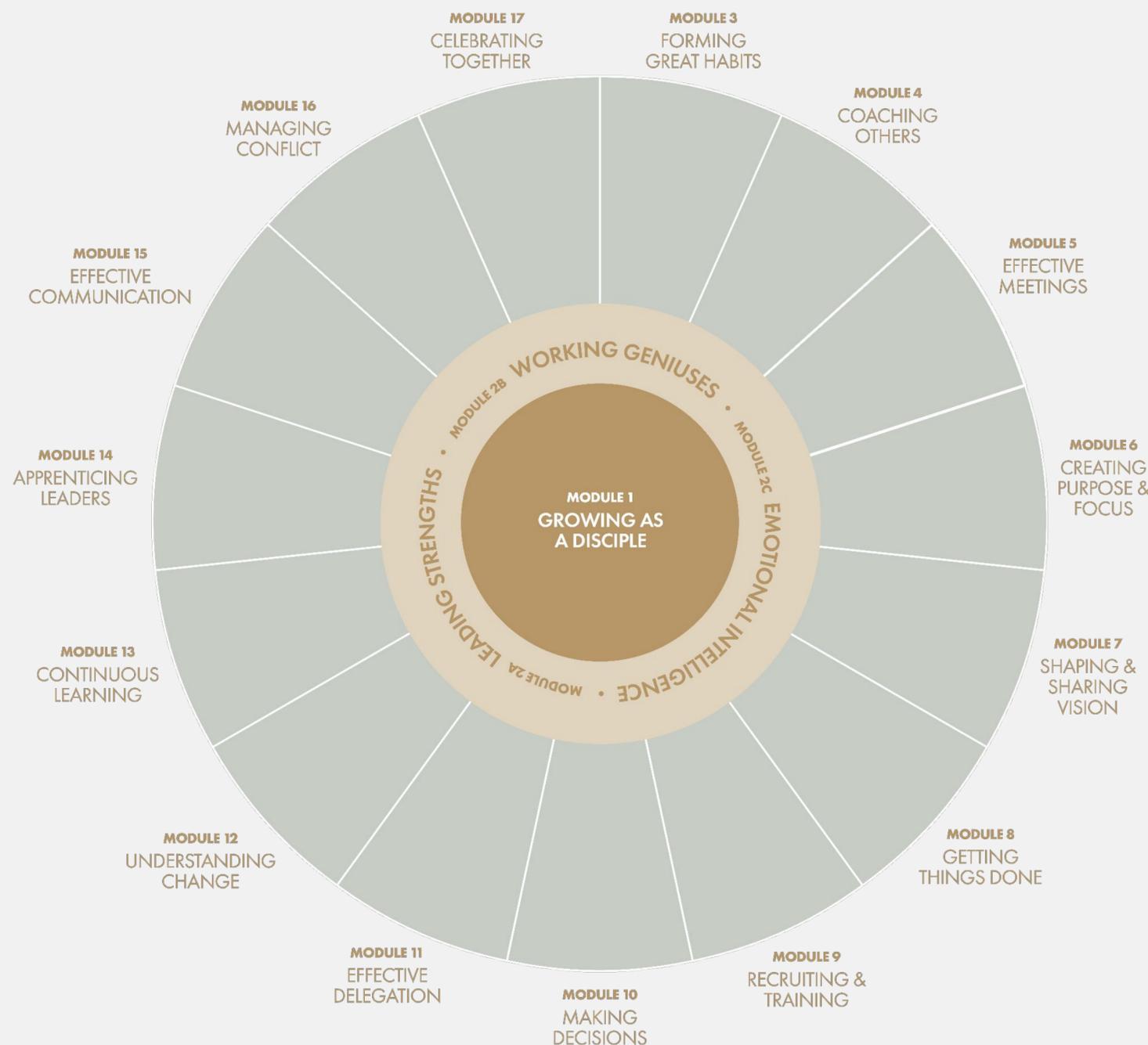
Leader Profiles Form the Core

Each year we complete a leader profile to enable self-awareness and awareness of others — along with the dynamics of how we lead and serve together.

Modules are Competencies

Are modules are at the intersection of leadership and discipleship. They cover five key areas.

MODULE 17 — CELEBRATING TOGETHER
MODULE 3 — FORMING GREAT HABITS
MODULE 16 — MANAGING CONFLICT
MODULE 4 — COACHING OTHERS
MODULE 15 — EFFECTIVE COMMUNICATION
MODULE 5 — EFFECTIVE MEETINGS
MODULE 14 — APPRENTICING LEADERS
MODULE 6 — CREATING PURPOSE & FOCUS
MODULE 13 — CONTINUOUS LEARNING
MODULE 7 — SHAPING & SHARING VISION
MODULE 12 — UNDERSTANDING CHANGE
MODULE 8 — GETTING THINGS DONE
MODULE 11 — EFFECTIVE DELEGATION
MODULE 9 — RECRUITING & TRAINING
MODULE 10 — MAKING DECISIONS

MODULE 2B — WORKING GENIUSES
MODULE 2C — EMOTIONAL INTELLIGENCE
MODULE 2A — LEADING STRENGTHS
MODULE 1 — GROWING AS A DISCIPLE

Pattern

PREWORK *may include:*
Read or *watch* material.
Reflect on some questions.

WORKSHOP includes:
Meet for 120 minutes in-person.
Check-in on homework.
Listen to an interview with leaders.
Facilitated Workshop. Leaders sit with other leaders from their department/area to help facilitate collaborative learning.

HOMEWORK may include:
Application related to module.
Worksheets to help apply learning.
Stretch resources to go deeper.
Feedback via online survey.

- Action Learning Methodology
- Carousel Model (i.e., leaders can enter/exit at any stage)

Step 3 **IN PAIRS**

Types: do you have a working definition of leadership?

Pipeline: Have you mapped out your talent pipeline?

Framework: do you have an approach to leadership development?

During the elective, consider your context
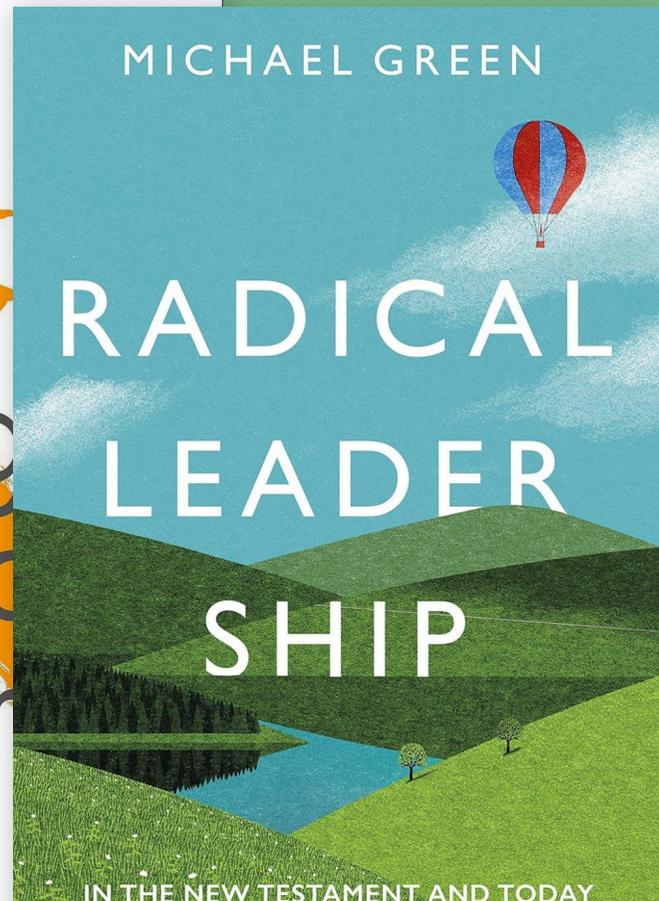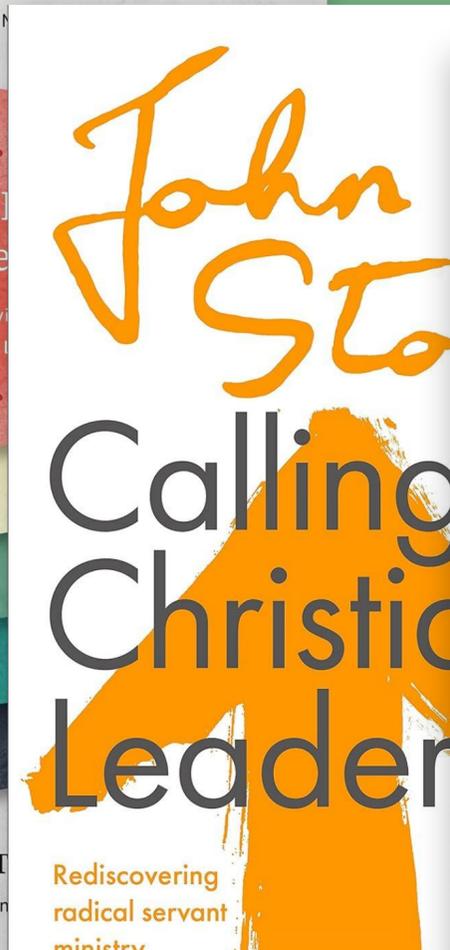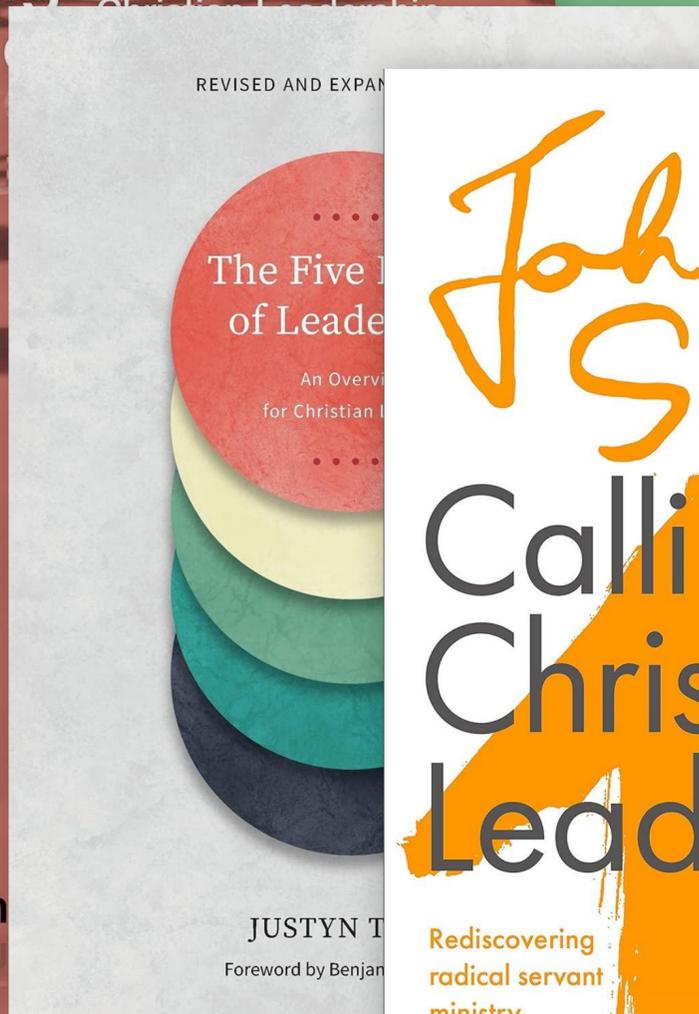*(e.g, local church, parachurch, St Bart's):*

What should be **affirmed**?

What can be **improved**?

What could be **missing**?

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NEXT
steps

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St Bart's Resources

Equipping
for Service

Knud Jørgen

The Five
of Leade

REVISED AND EXPAN

An Overvi
for Christian L

JUSTYN T

Foreword by Benja

John Sto
Calling
Christia
Leader

Rediscovering
radical servant
ministry

MICHAEL GREEN

RADICAL
LEADER
SHIP

IN THE NEW TESTAMENT AND TODAY

LIFE TOGETHER

Lead

이끌다
yɔ̌ɔr
带领
நடத்துதல்

making, mat
disciples of Jesus C

하나님
제자를

PRAY
GATHER

11:31

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JOIN A TEAM   ST BART'S CARE   LEADERSHIP.LOCAL
ROSTERS   ORDERS   JOBS   INTERNSHIPS

Leaders

Select a Module

TRAINING GOD'S
ALL FRONTLINES

leadership