

Holistic Development of Church Leaders, Part One

Asian Pacific Elders, Deacons and Spouses Conference

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The number one request we receive at Missions Resource Network from our global partners is “Help Us Develop Servant Leaders.” Matthew 20:20-28

What are the Challenges to Cross-Cultural Leader Formation

- **Lack of Discipleship:** A servant leader must first be a follower of Jesus.
- **Lack of Clarity:** We often don’t have a clear idea of what we mean by leader.
- **Lack of Intentionality:** We lack intentional processes we use to grow leaders.
- **Lack of Cultural Awareness:** Leadership may look differently in different cultures.

How can we work together to co-create environments to address these challenges and develop intentional environments for developing servant leaders? [Mark 4:26-29](#)

Perhaps we can start a dialogue to co-create some leader formation models together...

What Is the Environment in which a Follower of Jesus is Made?

- **Communion** – John 8:31-32
- **Community** - John 13:34-35
- **Commission** – John 15:1-8, 16

What is a Leader?

- *A leader helps someone move from where they are now to somewhere else desirable. Numbers 27:15-17; Matthew 9:35-38.*
- *A Leader – establishes the direction, aligns the people in that direction and motivates and inspires them to move in that direction and fulfill the vision.*

What are the Qualities of a Leader We are Seeking to Develop? A 5C Model

- **Christ** –A healthy Christian leader knows God and depends on him (relate and rely)
- **Community** - Is formed and living in supportive and accountable community,
- **Character** - Has integrity and spiritual / emotional wholeness.
- **Calling** - knows the purpose of God and understands their part in the big picture.
- **Competencies** - and has the necessary gifts, skills and knowledge to lead the people in the accomplishment of this purpose—and is continually growing in all five areas.

Leadership formation begins with self-awareness, moves to self-management and continues into self-development. Therefore, the two foundational building blocks for leadership development find themselves in the leader’s relationship with [Christ](#) and a Christ-like [Character](#).

How Do We Develop Emotionally Healthy Leaders? Adapted from Peter Scazzero, *The Emotionally Healthy Leader*, Zondervan, 2015. Emotionally Unhealthy Leaders...

- Have Low Self-Awareness – We Must Face Our Shadow
- Prioritize ministry over marriage or singleness – We Must Lead Out of Our Marriage
- Do more activity for God than their relationship with God can sustain. – We Must Slow Down for Loving Union
- Lack a work/rest rhythm. – We Must Practice Sabbath Rest

How have you seen these characteristics of emotionally unhealthy leaders impact churches?
Which mark of an emotionally unhealthy leader indicates the growth you desire to make?

Recommended Resources

Leadership Development

- Clinton, J. Robert. *The Making of a Leader: Recognizing the Lessons and States of Leadership Development*. NavPress, 2012.
- Ford, Paul. *Moving From I to We: Recovering the Biblical Vision for Stewarding the Church*. NavPress, 2014.
- McIntosh, Gary L. and Samuel D. Rima. *Overcoming the Dark Side of Leadership: How to Become an Effective Leader by Confronting Potential Failures*. Baker Books, 2007.
- McNeal, Reggie. *A Work of Heart: Understanding How God Shapes Spiritual Leaders*. Jossey-Bass Leadership Network Series, 2011.

Coaching and Mentoring

- Reese, Randy D. and Robert Loans. *Deep Mentoring: Guiding Others on Their Leadership Journey*. IVP Books, 2012.
- Stanley, Paul and Robert Clinton. *Connecting: The Mentoring Relationships You Need to Succeed in Life*. NavPress, 1992.
- Stoltzfus, Tony. *Leadership Coaching: The Disciplines, Skills and Heart of a Christian Coach*. BookSurge Publishing, 2005).
- Webb, Keith and Gary R. Collins. *The COACH Model for Christian Leaders: Powerful Leadership Skills for Solving Problems, Reaching Goals, and Developing Others*. Active Results LLC, 2012.

Growing in Self-Awareness

- Cron, Ian Morgan and Suzanne Stabile. *The Road Back to You: An Enneagram Journey for Self-Discovery*. IVF Books, 2016.
- Scazzero, Peter. *The Emotionally Healthy Leader: How Transforming Your Inner Life Will Deeply Transform Your Church, Team and the World*. Zondervan, 2015.
- The Grip-Birkman – a self-awareness assessment, www.gripbirkman.com
- The Crucible Project – a men's transformational weekend, www.thecrucibleproject.org

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