STRONGER CHURCHES

MODULE 3
Mobilizing Leadership

PARTICIPANT GUIDE

multiplication network

OBJECTIVES
By the end of this module, you will be able to:

1. Identify emerging leaders for the growth and reproduction of the church.
2. Train emerging leaders for the growth and reproduction of the church.
3. Mentor emerging leaders for the growth and reproduction of the church.

DEVOTIONAL
And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. – 2 Timothy 2:2 (NIV)

AS LEADERS GO ... SO GOES TO THE CHURCH

How many generations of leadership are cited in Paul's multiplication process?

What words reference Paul's multiplication process?

How can the pastor or church planter apply the concept of multiplying leaders in their context?

Session 1: Biblical Foundations

1. HOW TO IDENTIFY EMERGING LEADERS | 2 Timothy 2:15

Four things that people need from leaders:
- trust
- compassion
- stability
- hope

Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth. – 2 Timothy 2:15 (NIV)

Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth. – John 15:5 (NIV)
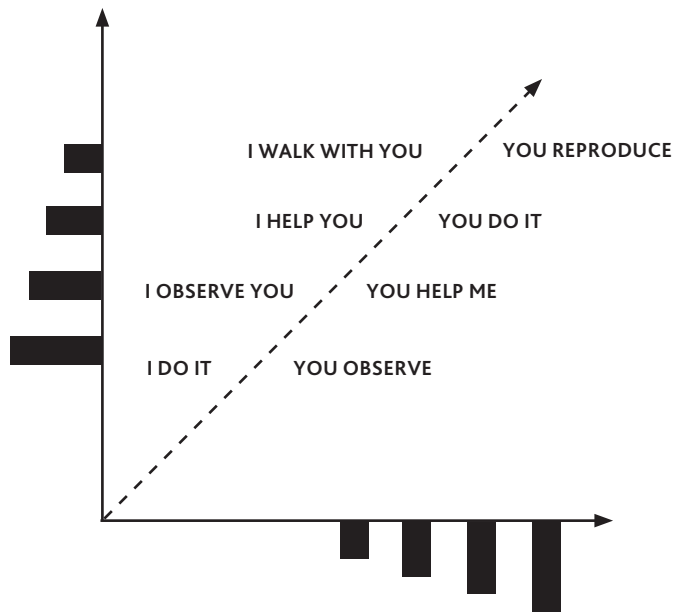
Read Titus 1:5-9

What is the difference between character (BEING) and skills (ACTIONS) of a leader?

According to the Bible verses, write the characteristics and skills of a leader in a local church.

CHARACTER	SKILLS

2. HOW TO TRAIN EMERGING LEADERS | 2 Timothy 2:15, 1 Thessalonians 5:11

I WALK WITH YOU   YOU REPRODUCE

I HELP YOU   YOU DO IT

I OBSERVE YOU   YOU HELP ME

I DO IT   YOU OBSERVE

Benefits of this Model:

Take Risks

Model

Teamwork

Accountable Leadership

3. HOW TO MENTOR EMERGING LEADERS? | Proverbs 27:17

1. Value
2. Model
3. Encourage
4. Be humble
5. Listen
6. Clear up
7. Give time
8. Review
9. Give resources
10. Provide perspective

Without trust, there cannot be confidentiality and without confidentiality, all trust is lost.

HEALTHY MENTOR	TOXIC MENTOR
Listens	Underestimates
Encourages	Criticizes
Treats moments as just-in-time learning	Backs up inappropriately
Helps see the options	Rescues
Guides with questions	Freely advises
Remembers that growth depends on the mentee	Builds barriers

Which characteristics of a healthy mentor and a toxic mentor do you see in yourself? Discuss with your group later.

Session 2: Tools

ACCOUNTABLE LEADERSHIP TOOL

There are three things every leader needs to thrive as they lead the church:

-
  _____
-
  _____
-
  _____

When training and multiplying new leaders, show them:

MISSION (OBJECT)
Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."
          – Matthew 28:18-20 (NIV)

Sample Mission:
1. Begin a new youth group ministry that deeply disciples youth through small groups by the end of the year.
2. The elders will train our entire congregation in relational evangelism.
3. Every believer will know their spiritual gift and have a ministry to impact the community using that gift.

BOUNDARIES (RULES)
And the Lord God commanded the man, "You are free to eat from any tree in the garden; but you must not eat from the tree of the knowledge of good and evil, for when you eat from it you will certainly die."
          – Genesis 2:16-17 (NIV)

Sample Boundaries:
1. A Ministry Budget
2. Clear Ministry Values and Ethics
3. Clear Organizational Beliefs

MEASUREMENT (SCORE)

With many other words he warned them; and he pleaded with them, "Save yourselves from this corrupt generation."
Those who accepted his message were baptized, and about three thousand were added to their number that day.
        – Acts 2:40-41 (NIV)

Sample Measurements for Training Leaders (See the ABC Report created by Multiplication Network):

1. Spiritual conversations
2. New believers
3. Baptisms
4. New leaders in training
5. New small groups
6. New people in small groups
7. New leaders with a group
   (See the ABC Report created by Multiplication Network www.multiplicationnetwork.org/resources/
   ministry-toolbox/149-abc-church-planting-report-1)

Beneficiaries to Reporting Measurements:

1. _____

2. _____

3. _____

4. _____

How will you use the Accountable Leadership Tool in your training of leaders? How will you use reporting of measurements in the training leaders?

Evaluating Our Leadership

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

MULTIPLYING LEADERSHIP										
1. Multiplying leadership creates opportunities to develop new leaders.	1	2	3	4	5	6	7	8	9	10
2. There are others who are being trained and prepared to lead in the future.	1	2	3	4	5	6	7	8	9	10
3. I feel that the leadership of the church seeks to grow and multiply.	1	2	3	4	5	6	7	8	9	10
4. I can identify at least two new leaders that were trained during the last year.	1	2	3	4	5	6	7	8	9	10
5. The leadership helps and guides those who wish to actively participate in the church.	1	2	3	4	5	6	7	8	9	10
6. The quality and commitment of our leadership is very good.	1	2	3	4	5	6	7	8	9	10
7. The leadership is decisive for the direction the church desires to take in the future.	1	2	3	4	5	6	7	8	9	10

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:
Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:
Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 take Your Church's Pulse (TYCP) questions for this module (Session 3) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

_____

_____

What are areas for growth (scores equal to or fewer than 7)? _____

_____

_____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:
    Specific: It describes specifically what I plan to do.
    Measurable: I will be able to tell whether it was done or not.
    Appropriate: Is it in line with God's will?
    Realistic: It considers my limitations and availability.
    Time-bound: It mentions an exact time period.

Example:
- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 4

You will motivate the members of your church to discover their respective gifts in order to apply them to their own context for the benefit of the church and community.

NAME: _____ CHURCH NAME: _____

Healthy Church Report	MONTHLY GOAL	MONTHLY RESULT
SHARED THE VISION How many people inside and outside the church has the vision been shared with?		
LEADERS How many leaders has the church trained for small groups and ministry?		

How to Use Reports

1. **REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.

2. **PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-work-shop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-plant-er-profile) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.