

MULTIPLICATION VALUES SMALL GROUP STUDY GUIDE

#3 DEVELOPING and RELEASING LEADERS: Setting others up for success

Introduction:

Church planting is a leadership intense experience. The new baby congregation needs small group leaders, worship leaders, set up leaders, tear down leaders, finance leaders, hospitality leaders, children's leaders and on the list goes. What is more, the parent congregation will need new leaders to replace every one of the leaders who get involved in the new start! Add to that the squad of workers and we can see how everyone takes it "up a notch" in a new plant project. Helping others take their service to a new level of effectiveness is a key aspect of that process.

One of the effects of churches planting churches is that inactive leaders get activated again. So often the "bench strength" of a congregation grows as the church grows such that people with leadership gifts are not needed. Musicians, accountants, teachers, technical experts etc. are not needed as before because there are plenty of them to go around. In time, these people can become inactive. They feel they are not needed and so it is easier to sit back and let others do the work. What is really needed is that these individuals be redeployed into a new setting (a church plant or similar) where they can nurture and train up new leaders and participants in their ministry area. They need to be used or they will grow stagnant.

"Generativity" is a word that is used to describe the investment we make in others to help them succeed at a new level. Applied to leadership development, generativity is about one person passing on their knowledge, skill set and wisdom to another so they can serve successfully. When we share our hard earned wisdom...take the time to coach, mentor, teach, share...we raise the potential for multiplying leaders. We move people into ministry who have never done so before and move others off "the bench" and into the game.

Text: II Timothy 2:1-7

Warm Up:

Tell about a person who mentored you in your workplace or otherwise. What helped most?

Tell about a time when you had the opportunity to coach another person. What did you enjoy?

How is God growing you to a place of finding joy in seeing others take steps beyond where you were able to go? How are you learning to help another person develop to be all they can be?

Dig In:

1. II Timothy 2:2 outlines 4 successive transmissions of leadership. Can you identify them?
(from Christ to Paul, Paul to Timothy, Timothy to faithful ones, faithful to others also). Have you seen the succession of discipleship as Paul describes it here?
2. What are the conditions that make for successful leadership development and transmission? What personal qualities enhance the passing of the baton of faith and discipleship from one person to another?
3. In developing leaders, what qualities does Paul look for? What does he seek to develop?
4. When people grow their leadership confidence they tend to move out into directions and opportunities they discern to be God's will. How does the role of a mentor change through that experience? How good are you at releasing others to lead?

Wrap up:

How would you describe the current leadership development process at your church? How will participating in a new ministry like a church plant stretch and grow your leadership development process?

What are the next steps for you as a Paul (leader developer) or as a Timothy (emerging leader)? If you are a leader developer, can you describe a process you would use with an emerging leader one-on-one?

How does this lesson apply to you whether you are actively involved in the church plant or otherwise? What leadership roles are in need of new blood in your congregation?

Prayer:

What leadership and support roles are needed in the planting effort? How can you pray for those needs?

Who are the leader developers and the emerging leaders in your congregation? How can you pray for them?

How can we pray for each one of us in the leadership roles we have inside and beyond the ministries of the church?

Ben Ingebretson, *Multiplication Moves 2012*

