Digging for Gold

Discovering, Developing, & Deploying Leaders

DISCOVERING-*Mining for Gold*

1. Q: Where do you find leaders?

   A: In ___adult_ _____ small group Bible study classes!

2. Q: Who should be involved with you in the recruiting process?

   A: __Adult_____ __Teachers_____!

3. Adult Teachers are the heart of the church that continually pumps "_leadership__blood__ _____" through the veins of the Body.

4. Adult Teachers will either __grow_____ your church by raising up new leaders or they will __kill_____ your church by keeping everyone in their class!

5. The Adult Division of your Sunday School is the most __strategic_____ area of ministry in your whole church.

Four Recruiting Methods To Avoid

1. **Recruiting Out on _*Duty*_____ Only**: "*This is something you're supposed to do*!"

- This is a very common way we recruit and it works infrequently.
- This is often a short-lived tenure because eventually the worker serves his "tour of duty" and departs.
- This tactic has little "staying power."
- What the recruit hears: "*We are in charge and we demand your service*."

2. **Recruiting Just to _*Fill*__ _____ Positions**: "*We don't have enough workers to meet all the needs of this ministry*!"

- This may be the most common way we recruit: "We need a teacher for the 5th grade boys' class at 9:30."

- This tactic works occasionally, but it is also a short-lived tenure because eventually the worker feels it is time for someone else to rotate in.

- This method has little "staying power" because it creates a revolving door each Sunday School year.

- What the recruit hears: "*We are desperate for your service*."

3. **Recruiting by Imposing _*Guilt*_ :** "*If you love Jesus you will do this*!"

- This is another very common way we recruit.

- This tactic seldom works. But like its predecessors, it is a short-lived tenure because eventually the guilt will wear off.

- This method has little "staying power" because long-term service comes from joy, not burden.

- What the recruit hears: "*We are the spiritual ones around here and we deem you a backslider*."

4. **Recruiting Using a *Combination* of the _Above_** : "*Our demand is greater than our supply and you're obligated to serve you ole sorry Christian*!"

- Now we "tag-team" them and really lay the condemnation on thick.

- The "Combination" tactic is a lethal dose of belittlement.

- What the recruit hears: "*It's time to help them or leave the church*."

- All of these four tactics are ineffective because they do not…

- Appeal to a person's sense of worth

- Call a person to be a difference-maker

- Come with a higher calling

Four Recruiting Methods To Employ

1. **Recruiting According to One's _*Abilities*__ and Sense of __*Calling*** : "*God has wonderfully called and gifted you for His glory*!"

- Helping people find their spiritual gifts and their calling to ministry is a great method of recruitment.

- People need to serve out of their strengths.
- This positions them to experience fulfillment, fruit, and fun in ministry!

2. **Recruiting Based on _*Relationship*_____**: "*You and I are 'knit together' like David and Jonathan!"*

- It will be difficult to help people find their calling if you have no relationship with them.
- People serve with you because they like you and want to be with you.
- Make it a point to be accessible.
- Be in the hallways greeting people.

3. **Recruiting by _Shared_____** ***Vision***: "*Imagine how God could use you to make an eternal difference in people's lives—children, youth, adults—a difference that transcends earth*!"

- As the ministry leader, you ought to have a compelling vision that transcends this world and attracts them to your ministry.
- Your transcendent vision ought to give people a reason to want to serve.
- Your transcendent vision ought to employ others in eternity.

4. **Recruiting Resulting from *Momentum*: You make no verbal statement; your "_ministry____ _energy__" makes one for you!**

- At this point you're not asking them to serve, they are asking you!
- You create so much energy, enthusiasm, and morale that it draws people to your ministry.
- People love to join a winning team.

Important Questions To Ask Yourself

1. Which of these methods best motivate people to join you in ministry?
2. Which of these methods have the best long-term effect on your ministry?
3. Which of these methods best describe your recruiting efforts?
4. Which of these recruiting methods is most used by your church?

5. How will you recruit from this time forward?

Nugget of Gold: The way you ***recruit*** a leader says volumes about how important you view the potential leader and how important you view the ministry position!

DEVELOPING-*Purifying the Gold*

- Two aspects of Development: *Enlistment* and *Equipping*
- The prospective leader's first training session is your enlistment process.
- The enlistment process sets the direction and standard of leadership!

The Purpose of Enlistment

KEY PERSPECTIVE: Finding committed leaders is more important than finding competent leaders. A good Enlistment Process will do this.

1. To find _committed_ _____ workers that will give the ministry appropriate leadership and are willing to _work__ _____.

   "There are only two options regarding commitment; you're either in or you're out. There's no such thing as life in-between." (Coach Pat Riley)

   "I know your works, that you are neither cold nor hot. I could wish you were cold or hot. So then, because you are lukewarm, and neither cold nor hot, I will vomit you out of My mouth." (Rev. 3:15-16)

2. To convey a compelling _vision_ ____ of your ministry.

3. To speak to the individual's sense of _purpose_ ____ and ____meaning__ ___.

4. To immediately __sow_ _____seeds_ ___ of ministry, philosophy, and commitment into the heart and minds of prospective leaders.

The Process of Enlistment

1. **E**_xplore_____ the **P**ossibilities
   No prospective leader shall be approached until asking for God's direction.

   "Therefore said he unto them, The harvest truly is great, but the laborers are few: pray ye therefore the Lord of the harvest, that he would send forth laborers into his harvest." (Luke 10:2)

- Prospective leaders should be recommended by their current teacher.

2. **E**__ngage_____ the **P**rocess
   All enlistment must be initiated in a face-to-face meeting.

A. You are about to ask someone to consider taking a most important position; this deserves a personal face-to-face meeting.
B. You cannot know someone's potential until you invest in a personal enlistment process.

C. You cheapen the position by enlisting over the phone or spontaneously in the church hallway!

3. **E**__xpectations_____ are **P**resented

A. It is your job to clarify your standards and expectation up front.

B. The only way you can determine the prospect's values and loyalty is to present your expectations.

C. Never confirm a person on your team because they are related to an influential person, attended the church for a long time, etc. Confirmation is given only when commitment is given.

D. The old cliché is true: In an organization where anything goes, soon nothing goes!

4. **E**__xamine_____ God's **P**urpose
   Instruct the prospective leader that you want people who are called and encourage them to seek God's will in this important matter.

A. Your church needs leaders called by God, not coerced by guilt tactics.

- Experience teaches that those not called will not last long.

B. You create your own cycle of frustration when you do not enlist properly.

- Work diligently but wait patiently on His right person.

5. **E**__xplain_____ the **P**otential
   State why this person was considered for the position and how he could minister in a great way.

6. **E**_ncourage_____ the **P**rospect
   Close the meeting praying with the prospective leader and seeking God's will together in this important matter.

7. **E**_mploy_____ a **P**lan
   Determine a time to meet again for follow-up.

8. **E**__quip_____ the **P**erson
   Once the prospect commits, have a plan in place to equip them.

The Product of Enlistment

1. Your enlistment process is actually the beginning of your _equipping____ __ process.

2. When you spend time with someone in the enlistment process you develop a healthy __relationship_____ that will continue to grow as you serve together.

- People are motivated by relationships.

3. Time spent in the enlistment process allows each of you to know each other on the inside, thus, a __mutual_____ ___respect_____ is built that will be long lasting.

4. The product of a purposeful, deliberate enlistment process will render…

- Low turnover
- Long-term success
- Sustained momentum

Nugget of Gold: The way you ***enlist*** a leader says volumes about how important you view the potential leader and how important you view the ministry position!

Five Ways to Equip

1. Equip Philosophically

- You equip them with the big picture in mind.
- Leaders need to approach ministry from a macro perspective.
- Leaders need to think transcendently before they think tactically.
- Equipping philosophically answers the "why" of ministry.

2. Equip Specifically

- You equip them with the particular picture in mind.

- Leaders also need to approach ministry from a mirco perspective.
- Now that you have taught them to think transcendently, they can think tactically.
- Equipping specifically answers the "what" of ministry.
- Everyone should have a written Ministry Description detailing their responsibility.

3. Equip Initially

- Like the military, your new recruits need initial survival skills.
- Like the military, your new leaders need Basic Training.

4. Equip Practically

- New leaders need some practice.
- New recruits should serve an apprenticeship under those already serving in that capacity.

5. Equip Collectively

It is good to have some training where everyone is together because…

- Everyone needs to know a little about other areas of ministry.
- It is a great way to hold people accountable because now their peers know what they are supposed to do.
- It keeps everyone on the same page.

Nugget of Gold: The way you ***equip*** a leader says volumes about how important you view the potential leader and how important you view the ministry position!

DEPLOYING

Using the Gold

Four Aspects of Deployment

1. Empowerment

- Deployment necessitates authorization!

"The best leader is the one who has sense enough to pick good people to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." (Theodore Roosevelt)

- Greatness comes in numbers larger than one!

- When it comes to the priesthood of believers, we often preach it better than we practice it!

Nugget of Gold: The way you ***empower*** a leader says volumes about how important you view the leader and how important you view the ministry position!

2. Enlargement

- Deployment necessitates on-going training.

A. How do I help my leaders "master their trade?"

- It is one thing to survive in your "trade," it is another thing to thrive in your "trade."

B. How do I help my leaders grow their ministry?

C. How do I help my leaders build a team?

D. How do I help my leaders organize and manage their ministry?

E. How do I help my leaders reproduce themselves?

Nugget of Gold: The way you ***enlarge*** a leader says volumes about how important you view the leader and how important you view the ministry position!

3. Evaluation

- Deployment necessitates inspection.

- You evaluate what's important!

- Evaluation should at least take place annually.

- What do you inspect? What you communicated as an expectation in the enlistment process.

- If a ministry has value, it is worth asking the hard questions.

Nugget of Gold: The way you ***evaluate*** a leader says volumes about how important you view the leader and how important you view the ministry position!

4. Encouragement

- Deployment necessitates reinforcement.

- We work too hard recruiting and equipping leaders to lose them. It is inevitable that we will lose some, but let's keep our attrition at a minimum.

Step 1: You need to Expose Affection

- This speaks to his humanness.

- I care for you.
- I will be there for you.

Step 2: You need to Extend Admiration

- This speaks to his significance.

- Everyone needs and responds to encouragement.

- Extended admiration gives extended hope.

Step 3: You need to Express Appreciation

- This speaks of a good job.

- Everyone wants to hear, "Well done, thou good and faithful servant."

- Everyone wants to feel worthwhile.

Step 4: You need to Exhibit Affirmation

- This speaks to his leadership.

- I recognize your high value.

- I recognize your influence on others.

Nugget of Gold: The way you ***encourage*** a leader says volumes about how important you view the leader and how important you view the ministry position!