

Overview

God has always provided leadership for His people. From the very first vision given to Abram to Paul's installation of pastoral leaders in new churches, God has led His people through called men, set apart, and installed in a local congregation. Church revitalization cannot occur without qualified pastors leading God's people to accomplish God's mission in a local context. In this lesson we will review a few characteristics of Biblical leadership and apply them to a particular revitalization context to encourage and equip pastors as they seek to serve God's Church to fulfill God's mission starting in their community.

Learning Path

Objective #1: Deepen your biblical understanding of pastoral leadership

Objective #2: Reflect on common pastoral leadership characteristics

Objective #3: Identify your strengths and growth opportunities for pastoral leadership

Objective #4: Create a personal development plan for strengthening pastoral leadership characteristics

Revitalization Outcomes

1. Pastor will gain a deeper understanding of his strengths and growth opportunities as he seeks to lead a congregation through a revitalization process.
2. Pastor will create a personal development plan under the guidance of a mentor.

Primary resource used in this lesson:

Spiritual Leadership: Principles of Excellence for Every Believer by J. Oswald Sanders

Additional Resources related to objectives:

1. Pastoral Leadership is...: How to Shepherd God's People with Passion and Confidence by Dave Earley
2. Article: *Pastor, church revitalization begins with you* HopeforChurches.org

Objective #1: Deepen your biblical understanding of pastoral leadership

Lessons from Moses:

Moses was called to lead God's people to a place they had never been before. The task wouldn't be easy due to both external and internal challenges, but he wouldn't be leading in isolation for both God and Aaron were with him. Pastoral leadership today is tremendously challenging and even more so for churches in need of revitalization. But God is always at work among His people, so let's reflect on a couple of Biblical leaders and trust God will prepare you for the task at hand.

- Read Exodus Chapters 3-7 & 18
- Questions for reflection:
 - Based on your reading, what 4 words would you use to describe Moses' leadership? Briefly explain why you chose these words.

 - What challenges did he face? How did he overcome them?

 - How did God demonstrate His faithfulness to Moses?

 - What leadership characteristics or insights did you glean from these chapters?

Lessons from Jesus:

Jesus is a solid Biblical example for transforming religious culture and ushering in a new vision. He faced opposition from religious leaders and countless challenges created by generations of religious practice. Even after he gathered a few followers, he struggled to cast vision and mobilize them for ministry. Let's read a couple excerpts from his short tenure of leadership and trust God to strengthen your ability to lead.

- Read Matthew 10 & Luke 10:1-23
 - Based on your reading, how would you describe Jesus' leadership? (Focus only on these 2 passages)

 - Using the details of these passages, how did he mobilize others for ministry? (Be specific)

 - When the disciples return after their mission, how does Jesus respond to their reports? Why do you think he responded this way?

 - What leadership characteristics or insights did you glean from these chapters?

Personal Reflection for Your Leadership

These leaders and others are preserved by God for our benefit as we seek to lead others to accomplish God's mission today in communities that need the hope of the gospel. Take a few minutes to reflect on what you read as you answer the following questions about your opportunities to lead today.

- What similarities exist between your current context seeking to lead God's people today and the two contexts in your Bible reading of Moses and Jesus?

- What 1 or 2 things have you learned about leading God's people as you reflect on these passages?
- How have these passages challenged or encouraged you as a leader of God's people?
- What next steps have you identified during your reflection time?

Objective #2: Reflect on common pastoral leadership characteristics

In J. Oswald Chambers book, *Spiritual Leadership: Principles for Excellence for Every Believer*, he states, "If the world is to hear the church's voice today, leaders are needed who are authoritative, spiritual, and sacrificial" (18). As you read our primary resource for this lesson, I invite you to consider how God can use you to revive the voice of God's church so that your community and ultimately the world will hear the good news of Jesus Christ.

- Read Chapters 1-10 (81 pages) from J. Oswald Chambers, *Spiritual Leadership: Principles for Excellence for Every Believer*

Personal Reflection for Your Leadership

- What insights did you gain from your readings on *Spiritual Leadership*?
- Was there a section that really challenged you as a pastor/leader? How will you respond to the challenge?
- At this time in your life, which of the qualifications listed in chapter 6 do you feel need to be strengthened? When strengthened, how will it equip you to become a better leader?
- Of the qualities discussed in chapters 8 & 9, which are your strongest qualities and why? (Choose 3)
- What role does the Holy Spirit have in leading you as you seek to provide pastoral leadership to others? (Chapter 10)

Objective #3: Identify your strengths and growth opportunities for pastoral leadership

Every leader has God-given strengths that he can leverage for leading himself and others to accomplish God's mission. As a pre-requisite you completed a pastoral assessment on the 13 Essential Characteristics of a Revitalization Pastor / Replanter to help you identify your current strengths and growth opportunities. Take a few minutes to review your results in preparation to fulfill this objective and continue your leadership development.

Personal Reflection for Your Leadership Assessment

Let's review the results of your pre-requisites to create a personal development plan for strengthening your leadership as a pastor:

- Revitalization Pastor Characteristics Survey. This survey is your self-assessment.
 - a. According to your survey results, what characteristics are your greatest strengths?
 - b. Which are your greatest opportunities for growth?
- Pastor 360° Survey. Responses from 3-5 trusted peers can be helpful to reveal potential blind spots and untapped strengths.
 - a. Potential **blind spots** are those characteristics where your *Revitalization Pastor Characteristic Survey* score was greater than the *Pastor 360° Survey* score. Your self-assessment was higher than the average of 5 church members/leaders.

List your potential **Blind Spots**:

- b. Potential **untapped strengths** are those characteristics where your *Pastor 360° Survey* score was greater than the *Revitalization Pastor Characteristic Survey* score. Your church members/leaders assessed your characteristic higher than your own self-assessment.

List your potential **Untapped Strengths**:
- Consider a recent time when you struggled as a leader. What circumstances made it a challenge? What did you learn about yourself afterwards that may help you in the future?
 - How do you respond to stress? Personal criticism?

- If church revitalization requires 3-5 years of consistent leadership to restore vitality to a church, is there anything in your assessment results that indicates you'll be able to lead well over a long period of time?

Objective #4: Create a personal development plan for strengthening pastoral leadership characteristics

Church revitalization demands that pastoral leadership be committed to continued growth and development. With an overbooked calendar, this will be a challenge requiring that you have discipline and accountability, so take time now to prayerfully consider how you can continue to grow as pastor under the guidance and encouragement of your mentor by creating a personal development plan.

Developing a Personal Development Plan (PDP)

Every PDP has at least 3 components:

1. *Desired Outcome or Goal* – What will be the fruit of your development?
2. *Action steps* – What specific things will you do to accomplish your desired outcome?
3. *Time* – How much time will you allocate? How long will you continue?

In addition to developing your skills for leadership as a revitalization pastor, how would God have you grow in your character, physical/emotional well-being, or relationships? Go ahead and answer the questions below to help you brainstorm potential opportunities.

1. *Skills*: - Which revitalization pastor characteristics would you like to develop further?
- *Character* – Who do you need to be as a disciple/leader/man?
 - *Physical/Emotional* – How will you seek to care for yourself as you seek to lead others?
 - *Relationships* – Who else needs to be in community with you as a leader/man?

There are certainly more categories and components to consider, but to get started on your development plan, let's work to create 3 goals from any combination of the categories you have considered above. Use the guide at the end of this lesson to create your personal development plan.

- Which 3 categories will you use to start your personal development plan (skills, character, physical/emotional or relationships)?
- Why did you choose these 3 categories?

- What is the desired outcome for each category?
- What specific things will you do to accomplish your desired outcome?
- How much time will you need to allocate to reach your goal?

Go ahead and set an appointment with your mentor and share your plan with him.

Mentor's Guide for Biblical Leadership

1. What insights did you gain from your lesson on Biblical Leadership? How do you need to respond to these insights?
2. What insight did you gain from your assessment results? What was surprising to you? What encouraged you the most? What will you do with the results?
3. Ask him to share his personal development plan with you. Which of these desired outcomes is the most important to you and why? Which will be the most challenging to you?
4. How can I assist you in continuing your personal development as a pastor/leader?
5. How can I pray for you as you begin this journey as a developing pastor/leader?

About the Author:

James Nugent serves as the Director of Church Strategies at the South Carolina Baptist Convention. Before his roles as a denominational servant, he served as Transitional Pastor, and Associate Pastor for several churches in South Carolina leading churches to find strength through making disciples in their community.

Building a Personal Development Plan

Each personal development plan has 3 ingredients:

1. Desired Outcome or Goal – What will be the fruit of your development?
2. Action steps – What specific things will you do to accomplish your desired outcome?
3. Time – How much time will you allocate? How long will you continue?

Potential categories for your development.

1. *Character* – Who do you need to be as a disciple/leader/man?
2. *Knowledge* – What do you need to know to lead well?
3. *Skills* – What will you need to be able to do as a leader?
4. *Physical/Emotional* – How will you need to feel and respond as a leader?
5. *Relational* – Who else needs to be in community with you as a leader/man?

Start with selecting 3 categories for development and use the chart below to build your plan:

Desired Outcome/Goal	Action Step(s)	Time