



Launching a Thriving Ministry

Identifying Potential Leaders

Intro to Identifying Ministry Leaders

In this lesson, we will look into the major challenges you're facing as a church and help you begin to develop a culture of solutions. Ultimately, any challenge you have is able to be addressed by the proper Scriptures, principles, passion in your people, and the right plan to move ahead. Each one of our challenges is just an opportunity to grow.

One of the main things we want to do is help you begin to build a concrete plan to provide solutions to the issue you're dealing with.

Watch the videos that correspond to your top three growth areas. You'll see exactly where those videos are placed in the content we're sending to you, and you'll be able to access those videos specifically. To give you a bit more understanding, each of the videos you'll be looking at fits under a theme. Every theme has an introductory video followed by five specific videos. If you can, watch the complete set of videos that correspond to the growth areas, because it will give you a big picture of how to begin to solve the problems you're facing in that particular area.

We will be supplying a written worksheet that will help you to begin to outline a ministry proposal.

Here are a few examples of how this works:

Example 1:

Let's say you're really having a hard time connecting with your families. Maybe you need to raise up a family pastor. How would you begin to do that?



PASTOR'S COACH ONLINE COURSE

Example 2:

Let's say you haven't done many baptisms this last year, and you're concerned about it. You need to strengthen your evangelism ministry.

Example 3:

You have all these amazing, talented leaders in your midst, but you may not be welcoming them or recruiting them into service in your church in a powerful way. How could you remedy that problem?

In every problem, the solution begins with a proposal. Write a proposal according to the template we're going to give you. This will help get you started.

Once you have your proposal in mind and have completed our strategic planning tool, the next step is to begin to think in terms of the team or the leader you want to appoint to help solve this problem.

We're going to be going through a set of steps to locate and train that leader. This is based on a system of understanding John Wimber, former leader of the Vineyard Church movement, put together. He would use a simple acrostic called "I.R.T.D.M.N." Though we adjusted it a little bit, these are the same basic steps:

1. Identify
2. Recruit
3. Train
4. Deploy
5. Monitor
6. Nurture

Each of these steps is crucial to releasing the team you want to release.



PASTOR'S COACH ONLINE COURSE

The first thing we're going to talk about is the issue of *identify*. As a pastor, hopefully you know pretty much everybody in your church or you're getting to know them in a deeper way. Look at the problem you're seeking to address and address it by locating the right person to fix it. *Identify* is the initial step: how to identify the leader God wants you to find.

Prayer

The first step in identifying is prayer. Ask God, "Father, is there anyone on Your heart You feel like is most suited for this?" Allow the Lord to speak to you in the prayer process.

Availability

The second thing you want to do is go to that person and measure, or at least get a sense of, their availability.

You want to attract F.A.T. people. These are people who are *faithful*, *available*, and *teachable*. Those are the three minimal qualifications of any leadership position.

1. *Faithful*: Are they faithful? Have they proven themselves in the past to carry out any commitment they make? If not, it's going to be difficult working with them.
2. *Available*: Are they available? Some people are tapped out, even though they're incredibly gifted or talented. You can't really recruit them because they're busy in so many other areas.
3. *Teachable*: Are they teachable? Can you interact with them? This is one of the key questions you want to ask anyone when you begin the recruiting process: "Do I have permission to speak into your life?" If you don't, it's a train wreck waiting to happen. Even if they are excited, faithful, and available, and they come into the position and start working hard—if you ever come into disagreement, you won't have be able to build the kind of relationship with them that will cause them to be influenced by your decision as the primary leader.



PASTOR'S COACH ONLINE COURSE

Assess these three things: Is the person faithful, available, and teachable?

Destiny Design

Do they have a gift mix that aligns with the task you're asking them to fulfill?

Make sure the things you're asking them to do are things that make them come alive.

After asking all these questions, if you get a pretty good sense that they're the right person, the next step is to go to recruit them.

Identifying them is first and essential. We begin with prayer, followed by an assessment of where they are. We also assess their gift mix and passions. Are they the right person? Then we begin the recruiting process.