



Leadership Development Model: FAQs

1. Who should use this model?

This tool is for established and emerging leaders. The term “leader” includes any individual that is overseeing any ministry. This would include but not be limited to: children’s, youth, ushers, greeters, prayer, hospitality/refreshments, tech, men’s, women’s, seniors’, facilities, community groups (small groups), etc. In addition this includes all assistants in each ministry. All ministries should develop at least one assistant. Also, include prospective leaders to multiply and accelerate leadership development. Thus, leaders and assistant leaders are engaged in making disciples and use this model to develop emerging leaders. Provide this form to those that you are developing as soon as possible (velochurchleaders.org/tools). Have them review to begin to prepare for your first meeting.

2. What if I serve in multiple areas as an assistant or emerging leader?

If more than one person oversees someone, I recommend that for the purpose of this tool simply identify a primary overseer to work with.

3. How can we use the tool in an existing church where there hasn’t been a leadership development culture?

In an existing church gather the leaders together for a meeting and explain the benefits to the individual leader, local church, and kingdom by developing leaders. In addition affirm the leaders so that they know the leadership development model is being used to enhance their effectiveness, not to correct them. Encourage your team that they are creating a leadership development culture. Help them to appreciate that the experience will make them and others they influence more effective for Christ.

4. Should people write out their answers, talk about them, or both?

This tool is to be used primarily in a dialogue relationship. The questions are simply tools to help you develop spiritual leaders. Feel free to be flexible in the process. When I am developing a leader(s) I generally make some notes during our conversation. Those notes help when we consider a ministry action plan [MAP]. I recommend that the leader, and those that are being developed, both write down the MAP so that it can be discussed at the next meeting. Finally, submitting written answers for review and comment can be very effective as well.

5. How can I avoid this process feeling like a performance-based assessment of people that I’m developing?

Start by letting people know that it is not about performance. The Body of Christ is diverse and we have different strengths and levels of maturity. Assure people that you are trying to create a leadership development culture and that the team will be growing together. Encourage and celebrate progress. Be sensitive to the challenges that people are experiencing in life and ministry.

6. Do I need to have a *new* vision every time I meet?

Leaders want to make the current reality better. In Neh. 2:17-18 we see how leaders evaluate their current state and make Christ-inspired plans for improvement in order to bring glory to God. As you meet plan to discuss the status of the changes that you’ve been working towards. As Jesus inspires new ideas for additional change(s) discuss them.



7. Why the focus on Bible learning, personal evangelism, and ministry training?

Leaders are called to reach the lost, make disciples, and develop leaders [Matt. 28:18-20, Eph. 4:11-16]. By discussing Bible learning and personal evangelism, as well as ministry training, we are reminded of these leadership essentials, and we are encouraged to grow in these disciplines.

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8. How many people should I meet with at once if I'm developing multiple people?

One on one meetings or one on few are both appropriate. Generally a group meeting is best when a team is being developed together with a common vision. The group size may become more challenging if more than five or six people are trying to discuss. As an aside I would recommend limiting the number of people that a leader directly oversees (direct reports) to five or six. By creating a leadership development culture you can develop more leaders who can share the oversight.

9. How often should we meet?

I would recommend meeting every 30 or 60 days as you begin to create a leadership development culture. As the process becomes familiar and part of your DNA it may be appropriate to meet every 60 or 90 days.

10. How do you prepare for follow-up meetings?

Write the ministry action plan [MAP] at the conclusion of each meeting. Schedule your next meeting and ensure that all participants have the MAP. At the start of a new meeting review the status of the last MAP. As you go through the questions on multiple occasions the process quickly becomes familiar. Questions will transition from "How can you ...?" to "How are you ...?" The process will often become more informal as the leadership development culture is created.