

Inspire.





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Introduction

“We want to develop leaders, in order to build something more than a crowd; we need leaders to lead and we need, in due course, leaders to lead those leaders. And so, there’ll be opportunities to grow in leadership.”

(John Wright, 1996)

Session 1: What does a leader look like? (Part I)

1 Timothy 3:1–13 NIV:

“¹ Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. ² Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, ³ not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. ⁴ He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. ⁵ (If anyone does not know how to manage his own family, how can he take care of God’s church?) ⁶ He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. ⁷ He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil’s trap. ⁸ In the same way, deacons are to be worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. ⁹ They must keep hold of the deep truths of the faith with a clear conscience. ¹⁰ They must first be tested; and then if there is nothing against them, let them serve as deacons. ¹¹ In the same way, the women are to be worthy of respect, not malicious talkers but temperate and trustworthy in everything. ¹² A deacon must be faithful to his wife and must manage his children and his household well. ¹³ Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.”

Exercise: Use the table opposite to define how this biblical leadership criteria is gained, either through:

- a) God giving a person an anointing of gifting in that area, or
- b) a person choosing to embrace and grow in this quality as a matter of discipline.
- c) How am I doing?

Criteria (A leader is...)	Gift	Discipline / Choice	Me?
1. Above reproach (well thought of) (3:2)			
2. Committed to their spouse (3:2, 12; Titus 1:6)			
3. Temperate and self-controlled (cool + collected) (3:2; Titus 1:8)			
4. Respectable (accessible) (3:2)			
5. Hospitable (3:2, Titus 1:8)			
6. Able to teach (know what they are talking about) (3:2)			
7. Gentle (3:3)			
8. Handles own family (affairs) well (3:4, 12)			
9. Attentive to their own children in a respectful manner (3:4, 12; Titus 1:6)			
10. Good reputation with outsiders (3:7)			
11. Worthy of respect (3:8, 11)			
12. Keeping hold of the deep truths of the faith (3:9)			
13. Tested first (3:10)			
14. Trustworthy (dependable) (3:11)			
15. Kind (2 Tim. 2:4)			
16. Loves what is good (Titus 1:8)			
17. Upright and holy (Titus 1:8)			
18. Helpful (Titus 1:8)			
19. Wise (Titus 1:8)			

Criteria (A leader is...)	Gift	Discipline / Choice	Me?
1. Not given to drunkenness (3:3, 8; Titus 1:7)			
2. Not violent (3:3; Titus 1:7)			
3. Not quarrelsome (thin-skinned) (3:3)			
4. Not a lover of money (3:3; Titus 1:7)			
5. Not a recent convert (new believer) (3:6)			
6. Not pursuing dishonest gain (in it for what they can get out) (3:8)			
7. Not using their position to try to run things (3:9)			
8. Not malicious talkers (3:11)			
9. Not resentful (2 Tim 2:4)			
10. Not a bully (2 Tim 2:4)			

Reflection Questions:

- What are your reflections on this exercise?

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- Where are you personally challenged?

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- What could you do or put in place to help you grow in an area of challenge?

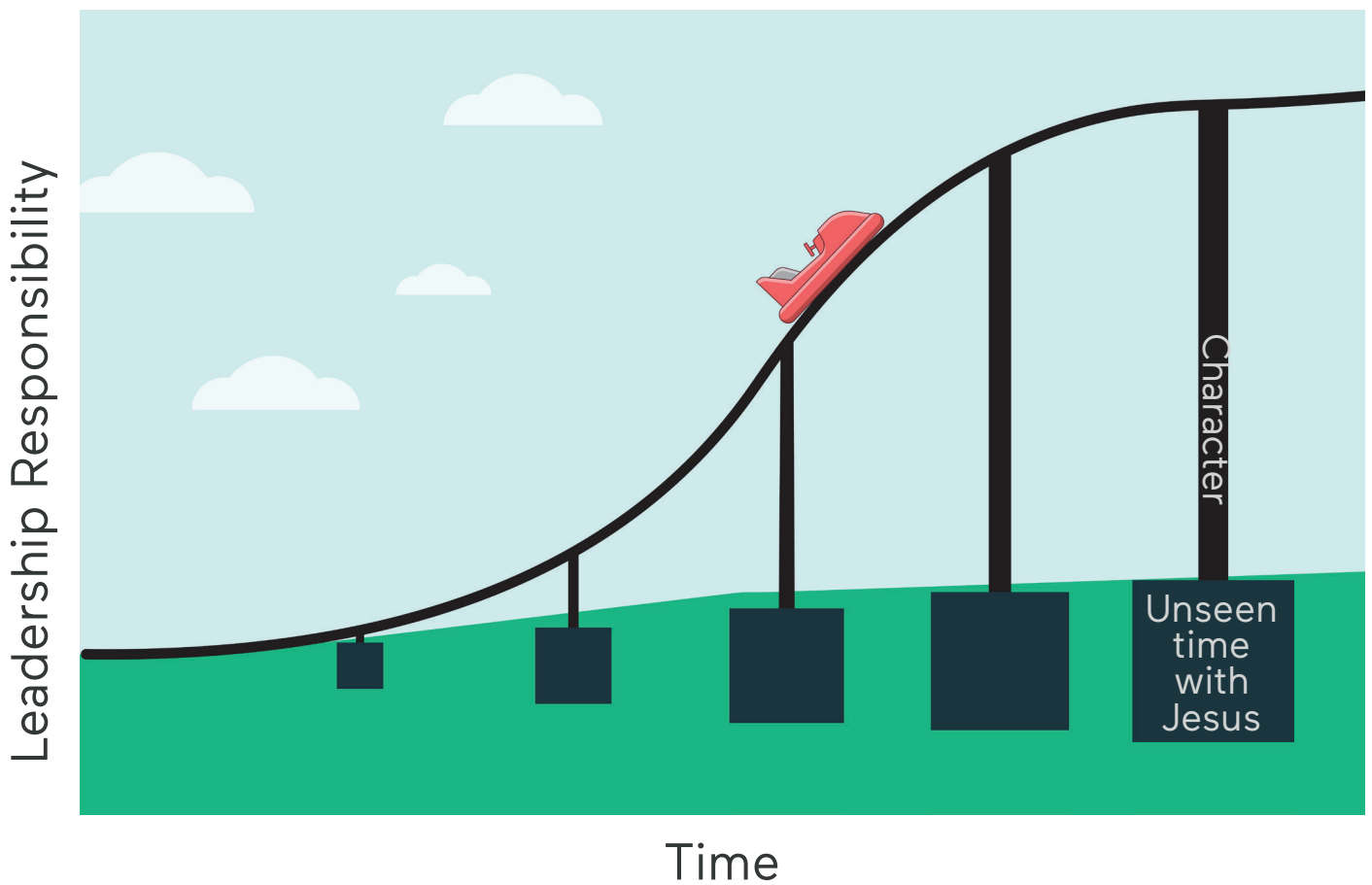
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Character

“Gifts and abilities, no matter how magnificent, are either limited or enhanced by character.”

(John Wimber)

Leadership Journey

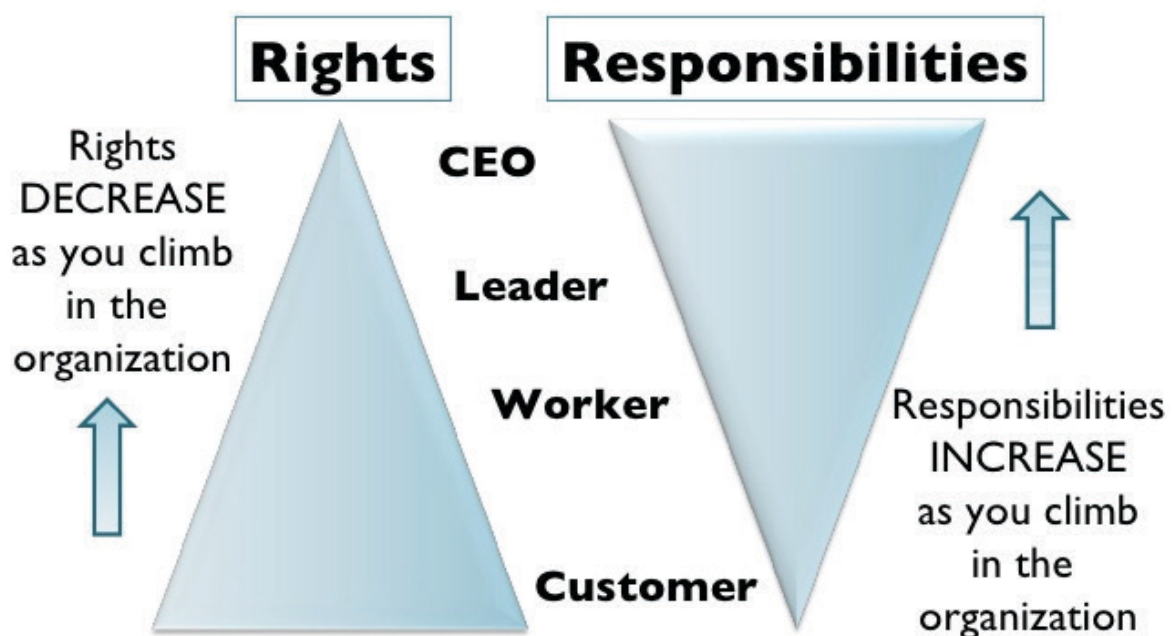


Session 2: Why lead?

We live in a culture that tends to glamorise the concept of leadership, associating it with privileges like power, wealth and influence. In reality, however, and certainly in the context of church, there's a cost that accompanies leadership roles and responsibilities.

- Leadership roles always have an impact on our time and energy.
- People also often assume that leaders have more freedom and flexibility. However, the fact is that the reverse is generally true. As our leadership responsibilities grow, our freedoms tend to shrink.

The Freedom Myth (John C. Maxwell)



- Leadership in the context of church is seldom glamorous and more often about serving others. What's more, leadership roles and responsibilities tend to change the way people relate to you. There can be a relational cost and even a type of loneliness that accompanies leadership roles.

So, why lead?

“For the church that will still be growing ten years from now, leadership development is the core issue.”

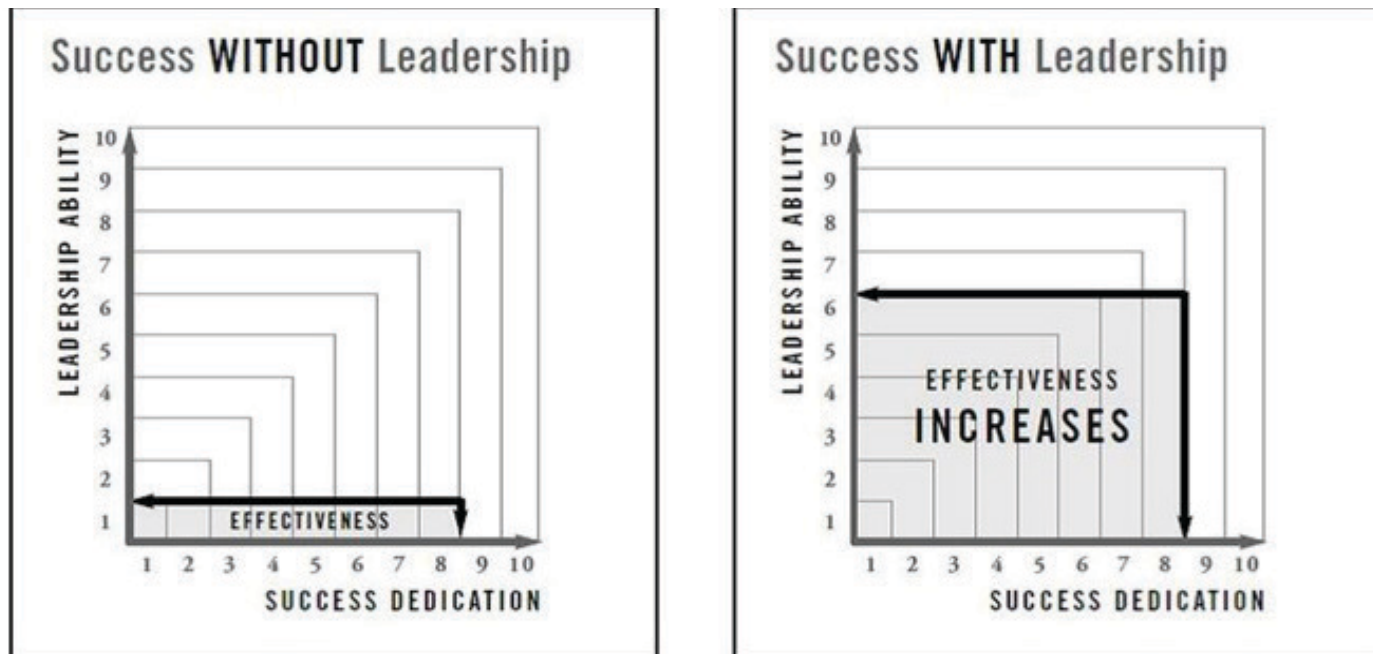
“The single most important factor preventing growth in the church today is the inability to identify, recruit, train, deploy, monitor and nurture leaders and workers.”

(John Wimber)

1 Multiplication

If we function in isolation we become a bottleneck. But, when we function as a leader we act like a lever to mobilise the energy of others and accomplish far more than we could alone.

The Law of the Lid (John C. Maxwell)



When leadership is combined with a strong work ethic (or "success dedication"), our effectiveness multiplies. You might be working at a 10 on your own, but you will eventually hit a ceiling that can't merely be overcome by your own effort.

Moses, one of the most famous and important leaders in the Bible, found himself hitting his own ceiling of effectiveness (see Exodus 18). He was judging over the people of Israel all day and tiring himself out. Then his father in law challenges him:

“Moses’ father-in-law replied, ‘What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone.’” (Exodus 18:17-18)

Moses is encouraged to share the load with others by training them as leaders, so that they could judge over the smaller disputes and leave the bigger ones to him. More disputes are resolved and the leaders share the burden. The whole nation became more effective as a result!

2 Reward

“Serve wholeheartedly, as if you were serving the Lord, not people, because you know that the Lord will reward each one for whatever good they do.”

(Ephesians 6:7-8)

Some rewards we see immediately (e.g. Alpha), others can take years (e.g. Youth ministry), and some we won't see this side of heaven. But, God sees all that we do.

3 Self Growth

Leadership is like taking yourself to a spiritual development gym. Leadership teaches you:

- patience through working with others
- humility whenever you fail and have to rely on God's grace to try again
- how to pray by taking risks and trusting God
- how to read and learn the Bible as the source of wisdom in difficult conversations and situations

Obedience

Perhaps the most compelling reason to be a leader when we could, alternatively, have an easy life is simple obedience. We live in a culture that prizes our individualistic sense of personal fulfilment over any other source of guidance. But as followers of Jesus we are called not to our will, but to his.

“Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’”

(Matthew 28:18–20)

The Leadership Cycle



Emerging as a leader is often less of a strict process but something that is more organic. It starts with being given an opportunity, then discerning if it is God's will, taking a risk through trust and obedience, and finally experiencing growth and reward. The cycle is actually ongoing, because as you keep growing as a leader, you experience each stage of the cycle again.

“If you or I know that at this time in history we are supposed to be leading in His church...
...What choice do we have?”

(John Wright)

Discussion I

Questions

1. John gave us four reasons why leadership is important, were any of these new to you? Which of these especially stood out?

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2. Thinking about Susie's talk, what are the qualities of a good leader?

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3. Have you been able to identify areas for growth from either of these talks?

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Reflect In Your Own Time

4. Discuss your areas of growth with a trusted friend or leader.

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Session 3: What does a leader look like? (Part II)

Leadership tests your mettle - your courage to carry on and your heart to follow through - when the going gets tough.

Leadership will test:

1. Commitment to God
2. Commitment to people
3. Commitment to your role and responsibilities

1 Commitment to God

Leaders invest in their personal relationship with Jesus, evidenced by a healthy devotional life.

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Leaders regularly ask the Holy Spirit to fill and empower them to lead effectively, being able to encourage faith in God, in his willingness to meet needs, and in his desire to dispense wisdom.

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Leaders recognise their limitations and commit to being life-long learners, meaning they are teachable.

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Commitment to People

Leaders have healthy relationships with, and show loyalty to, those who oversee and lead them. They are willing to be assessed by objective criteria and take correction well.

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Hebrews 13:17:

“Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”

Leaders are trustworthy, being able to resist bribery, manipulation, or control. They love and serve people without benefitting personally from those entrusted to their pastoral care.

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Leaders are team players, committed to helping their team mates succeed.

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We must remember that marriage is valued above leadership activity. We order our priorities as: God, spouse/family, paid work, then ministry. It is important that any married person in leadership has the support and encouragement of their spouse, because of the extra time and energy needing to be invested. If a spouse is concerned that the level of commitment required is having a detrimental effect on their marriage or family life, then we encourage the leader to prioritise their marriage and family, even if it means laying down leadership for a time.

3 Commitment to Role and Responsibilities

Leaders share the vision of the church or ministry area.

People thrive and give their best when they know the vision, because effective vision casting captures the heart and inspires action.

Proverbs 29:18a KJV:

“Where there is no vision, the people perish.”

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Leaders are seen as capable people, worthy of respect, mature in the faith, with a proven ability to engage in ministry.

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Leaders are able to equip others for ministry through actively identifying, recruiting, training, deploying, monitoring, and nurturing (see Appendix).

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Leaders believe that leadership is about responding to God's call on our lives to live and serve others, requiring us to embrace self-sacrifice at times.

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Leadership should not be seen as something to engage in simply to gain a position, title, power, authority, respect, or privilege.

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Leaders are people with influence. So, even without a leadership position, you have the ability to influence others and encourage them in their walk with God.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

(Ephesians 2:10)

Our role is to help enable people to be all they can be and to achieve all that God has prepared for them to do.

Hopefully, this session will inspire you to consider these leadership qualities. We'd encourage you to spend time with God, asking Him to give you direction and a hope for the future (cf. Jeremiah 29:11).

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.

In your relationships with one another, have the same mindset as Christ Jesus:

who, being in very nature God,

did not consider equality with God

something to be used to his own advantage;

rather, he made himself nothing

by taking the very nature of a servant,

being made in human likeness.

And being found in appearance as a man,

he humbled himself

by becoming obedient to death –

even death on a cross.”

(Philippians 2:3-8)

Discussion II

Questions

1. Reflecting on these qualities that have been mentioned, where would you personally like to grow?

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2. Has there been an occasion where you have remained loyal to a leader that you are serving (either at work or ministry)? Without giving details, what did it look like for you to remain loyal?

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3. Who has God put in your life that you might be able to encourage and influence?

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Reflect In Your Own Time

4. Where do you sense God is encouraging you to grow and develop in your commitment to God, to others, to your roles and responsibilities?

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Session 4: What does leadership within Trent Vineyard look like?

Our Hallmarks are...

- Outward looking
- Servant hearted
- Compassionate
- Generous
- Doing things well
- Relational
- Naturally supernatural

1 Servant leadership

Our inspiration and model for this principle is Jesus.

“For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”

(Mark 10:45)

When we look for potential leaders within Trent Vineyard, the first and foremost quality that we look for is a willingness to serve.

2

Function vs position

From the beginning of Trent Vineyard, we've been intentional in viewing leadership in these ways:

- Leaders are not more important than anyone else, because the church has one head (Jesus) and many members (leaders and non-leaders together)
- Leadership is a function that someone performs, not a position that becomes someone's identity
- Yet, leaders do require training and support in order to help build up the church.

3

Everyone gets to play

"After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field""

(Luke 10:1-2)

"It's not the job of leaders to put on a service for the saints, but to equip the saints for service."

(A Vineyard expression)

Discipleship Loop

- Come and watch me do it.
- Lets do it together.
- Then I watch you do it.
- You do it on your own.

Expectations for leaders in Trent Vineyard

The above sessions focus on some of the biblical expectations of leadership, which are, of course, vitally important to what we do.

But there are a few other things that are specifically important to us as Trent Vineyard, in terms of leadership here:

- **Sharing the vision and values we hold**
- **Resonating with what we teach about the Bible**
- **Coming regularly on a Sunday**
- **Serving on a team**
- **Being part of a Small Group**
- **Giving a portion of financial income regularly**
- **Demonstrating a willingness to be accountable to the church**

(The Vineyard Person can be found in the Appendix)

“God has called us to build a growing, regional, biblically based church in Nottingham, which will in a creative and contemporary way, in the power of the Holy Spirit, worship God and communicate the gospel with compassion and generosity.

We aim to make, train and equip disciples to be effective in extending God's kingdom, to develop leaders, to plant new churches and to contribute to the blessing of the whole body of Christ.”

(Trent Vineyard's vision statement)

Discussion III

Questions

1. Where can you see the Trent Hallmarks being outworked in the life of the church?

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2. Reflecting on your own journey, have you been included within the Discipleship Loop by someone else? If not, is there a leader that you could ask to lead you on that journey?

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Session 5: Introduction to Small Groups: building community

The purpose of Small Groups

- To develop community:
 - It's God's design.
 - We see it in the early church (Acts 2:42-47).
 - It's so necessary in our culture.
- To help newcomers find a place to belong.
- To develop our individual relationships with God.
- To provide pastoral care.
- To live out the vision and values of Trent Vineyard.

How do healthy Small Groups work?

- A variety of models.
- Providing hospitality.
- Worship.
- Giving space for people to share.
- Prayer and ministry time.
- Bible study and discussion.
- Blessing the Community and Love Your Neighbour

How do we support our leaders?

You are not alone

“...For he himself has said, ‘I will never leave you nor forsake you.’ So we may boldly say: ‘The Lord is my helper, I will not fear...’”

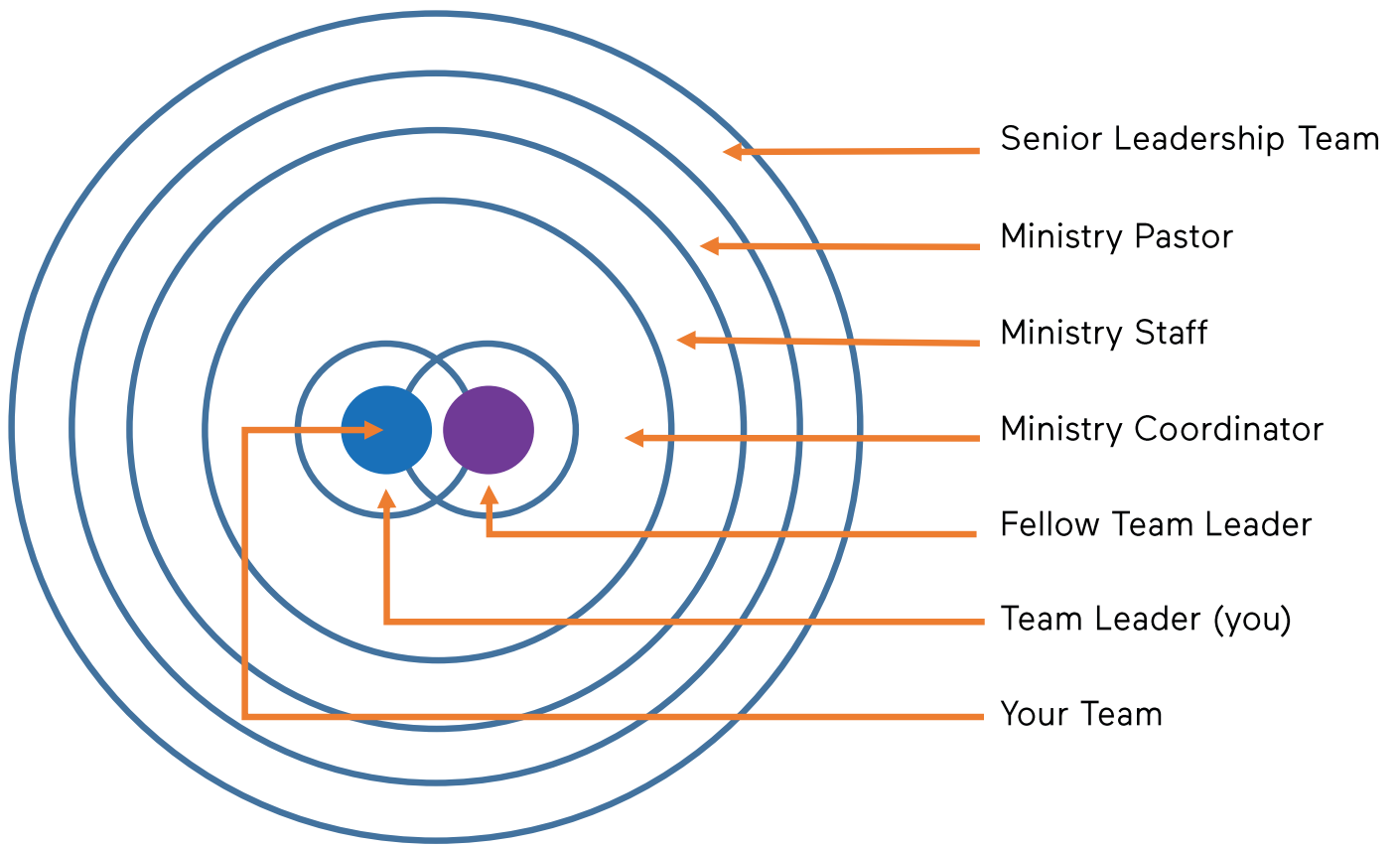
(Hebrews 13:5, 6 NKJV)

At its best, leadership will **push** us out of our comfort zones, knocking us off-balance, so that we may learn how to both **lean** on God and **grow** in our appreciation of others.

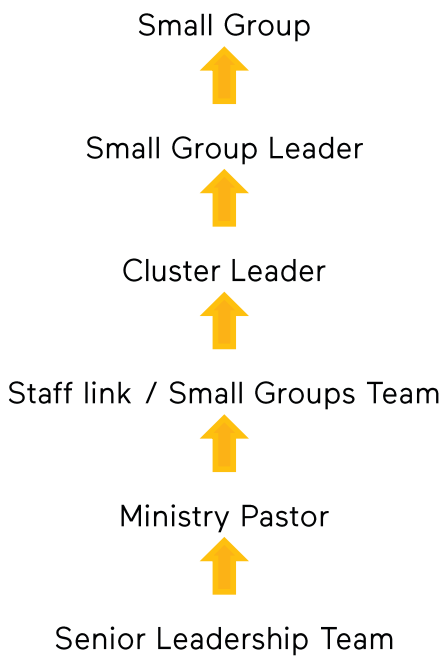
Leaders are supported by...

- Team members, co-leaders, peer leaders, wider ministry areas and teams.
- People within the oversight structure, who teach, train, advise, and resource.
- Leadership development:
 - General investment and training for all leaders.
 - Specific investment and training for that ministry area or role.
- Communication:
 - Opportunity.
 - Gain experience.
 - Give and receive feedback.
 - Receive support, encouragement, training, advice, resources, etc.
 - Pass it on: “caught, not taught.”

Leadership Oversight Structure



Examples



Discussion IV

Questions

1. Why do you think it's important to be an active part of the community?

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2. Who would you allow to speak into your life to help you grow and change for the better?

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Session 7: What's next?

- Bloom where you're planted.
- Show a willingness to serve.
- Build a track record.
- Be dependable.
- Show commitment.
- Be accountable.
- Show responsibility.

Leading a ministry team

- Know yourself, your calling, and your capacity.
- Discover and know your gifts and abilities.
- Talk to your team leaders.
- Be committed and dependable.
- Grow leadership qualities.

Starting a new Small Group

Talk to your current Small Group leader.

Talk to the Small Groups Team.

- Released from your own group.
- Transition leadership.
- Start a group within a group.
- Start a brand new group.

Discussion V

Questions

1. Where are you actively engaged in serving right now?

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2. What could you do to support your leader more?

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3. What gifts and abilities do you have and/or sense of calling?

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4. How well do you know yourself? What can you do to grow in self-awareness?

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Reflect In Your Own Time

5. Who can you look to for encouragement and support where you are now?

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Resources

Trent Vineyard's Vision and Values

To understand the vision and values of Trent Vineyard, it's helpful to listen to the vision and values talks (available at trentv.org/vision).

This is our vision statement:

“God has called us to build a growing, regional, biblically based church in Nottingham, which will in a creative and contemporary way, in the power of the Holy Spirit, worship God and communicate the gospel with compassion and generosity.

We aim to make, train and equip disciples to be effective in extending God's kingdom, to develop leaders, to plant new churches and to contribute to the blessing of the whole body of Christ.”

Trent Vineyard's Hallmarks

As a church we also use seven hallmarks to describe the type of people we want to be as a church:

- **Outward looking**
- **Servant hearted**
- **Compassionate**
- **Generous**
- **Doing things well**
- **Relational**
- **Naturally Supernatural**

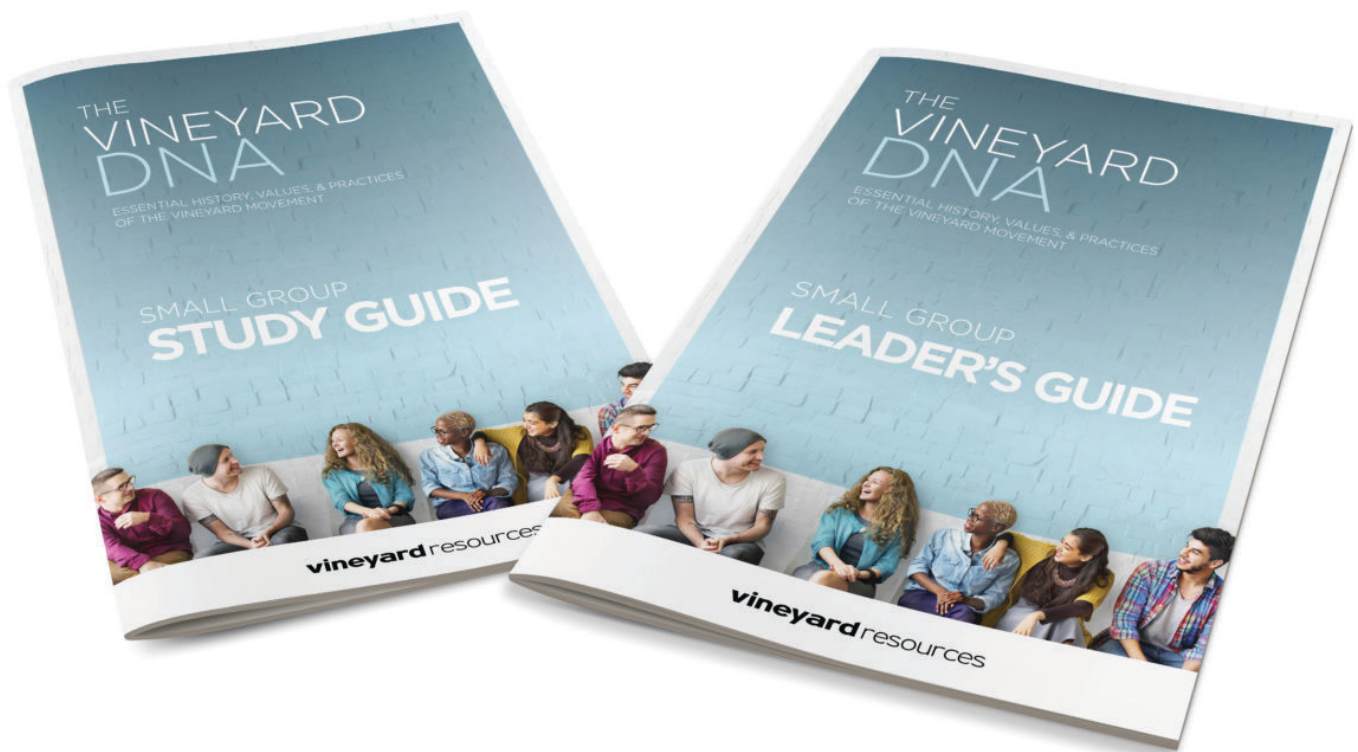
You may find it useful to listen to John's talks that he did on our Hallmarks, available on the website (available at trentv.org/talks).

Wider Vineyard Church

How can I learn more about the vision and values of the Vineyard Church as a whole?

Here are a few key resources, which may help:

Vineyard DNA

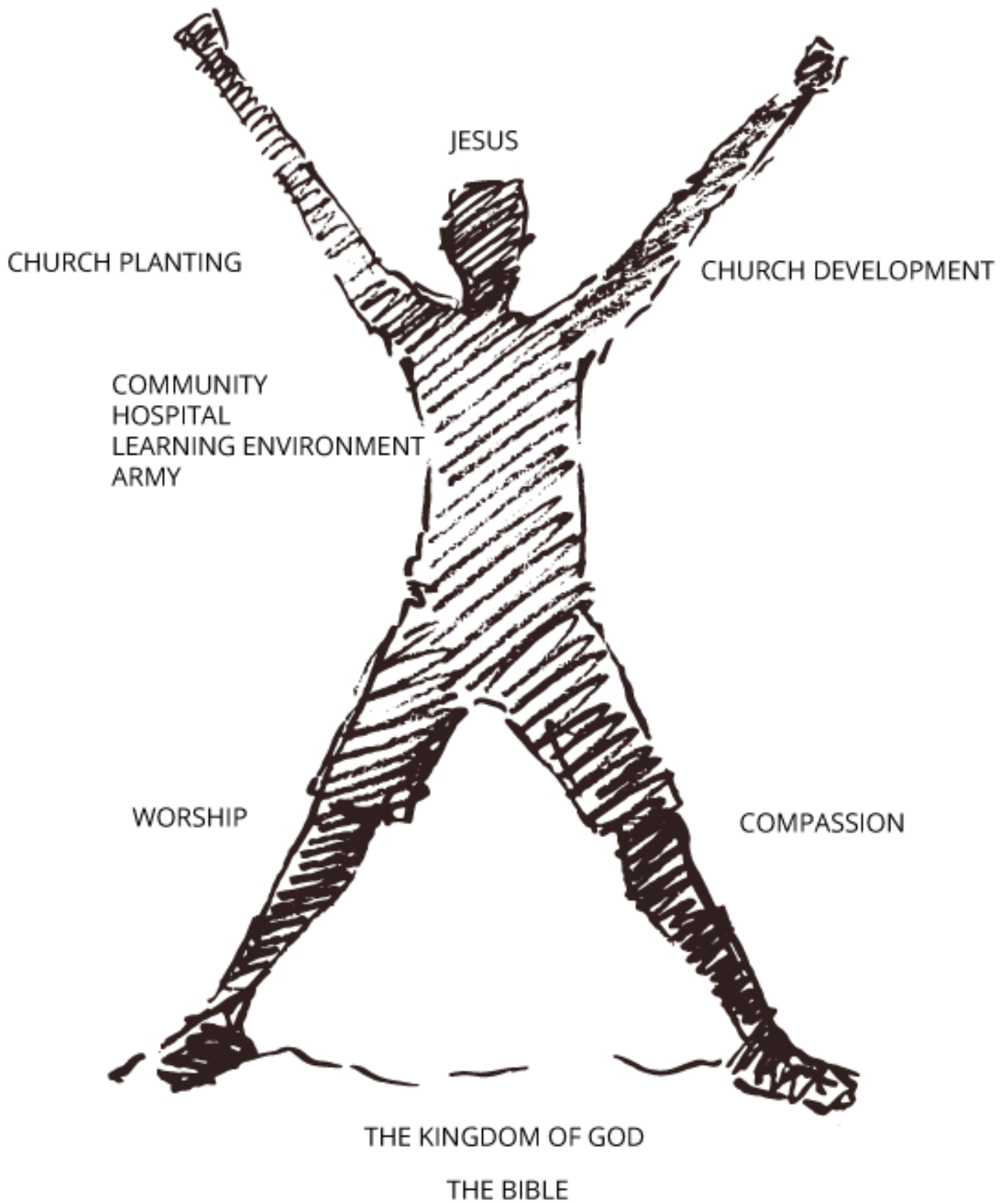


The DNA of the Vineyard Church is really summed up in the model of the Vineyard person (see Appendix) and also the Vineyard DNA pamphlets published by Vineyard Churches UK (VCUK).



Appendix

The Vineyard Person



IRTD MN: A leadership multiplication process

IRTD MN is a series of letters that provides a memorable way to think about our process of developing leaders. Each letter represents a vital step in the process of helping a disciple become a leader of others, and then become a developer of other leaders.

Identify

How do we identify a leader? The first step is to pray and ask God to show us who we are to develop as a leader. What does your heart tell you? Who do you sense God's hand is on to show others what it means to be a disciple?

The second is to simply observe people. Who seems to be influential? Who is willing to take initiative? Try putting a board game on a table in the middle of a social event to see who starts the game! Or you may notice that one person always arrives early and stays late, or asks more questions with more hunger than anyone else in the group. That person could be a leader in the making.

As you observe the followers of Jesus in your sphere of relationships, look for the traits of humility, servanthood, faithfulness, availability, and teachability. These are the marks of a leader ready to fly.

Recruit

We must develop an idea of what we'd like the person to do, and then ask them to do it. Sometimes we aren't clear enough on what it is we want someone to do. They can become confused about what they are being asked to do, and may pull away from leading. Clarity can help a person stay in the growth process that is leadership.

You may find a person to be a bit hesitant to step into a leadership role. Encourage them with the fact that you believe in them, that they are loved by God, and that they are called to use their gifts to serve others. Don't pressure them to become leaders, but don't be afraid to encourage them to take a risk and lead.

Train

This may or may not involve a class or some curriculum, but even if it does, that isn't the main part of training. The main part of training is what we call the "discipleship loop."

The discipleship loop has four parts. First, we lead while the new leader watches. Second, they lead while we observe. Third, they lead on their own, and we check in on them to ask how they are doing. Fourth, they recruit someone to do that leadership task, and begin the process of training them. By the time the discipleship loop is complete, both you and the leader you trained are now training others. That is where the multiplication begins.

Deploy

Let them go lead. This involves risk on the part of the new leader and the person developing them. It's okay if things don't go perfectly. All leaders take time to grow.

One really important part of this step is to get beyond the fear of people making mistakes. Mistakes are one of the most underrated forms of spiritual growth. If new leaders make mistakes, just encourage them to try again. Usually they will do fine the second time around.

Monitor

This doesn't mean hovering over them or controlling them. It means that we don't simply abandon them; we have some way of checking in on them to see how they're doing.

One way we do this is to simply ask them how their leadership task is going. Another way to monitor is to ask the people they are leading how they think the endeavor is going, and how they think the leader is doing. Sometimes we will get more honest input this way.

Nuture

The kingdom of God is about community and relationship, not lone rangers. All of us need people in our lives to hold us accountable, and to encourage us when we are discouraged.

The nurture step is like getting an oil change. You can ignore the need for an oil change for a while, and things might seem to be fine with your car. But ignore it for too long – and things will break down. It's the same with leaders. They can go without nurture for a bit, but if they never receive it, they'll become tired and burnt out.

Evangelise, disciple, and develop leaders – then do it again.







Trent
Vineyard