

Important Factors in Selecting and Developing Leaders

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1. What is our biblical mandate to develop leaders? My biblical theology for leadership development.

A Good New Leader demonstrate a willingness to follow, must have a great attitude, and be willing to follow before they can lead. And must have the heart to serve, not simply lead in one ministry area. A good leader can tame their ego enough to keep on learning, so leaders are lifelong learners; a Good leader demonstrates a willingness to sacrifice. There is no growth without sacrifice. Jesus modeled this truth for us on the cross, "He loved the church and gave himself up for her" (Ephesians 5:25). New leaders must have a sacrificing heart as Christ did for us in various forms.

"Good potential Leaders have the capacity to stretch and grow for the next season," Dan Reiland states; competence, energy, relational skills, and intelligence are important lists, but I do not totally agree with what Dan Reiland has stated. Sometimes our God uses weak people who don't have enough energy or competence to reproduce a new leader and team.

I strongly agree that spiritual leadership requires a heart for God. Like King David had a heart for God, having a passion for God and His Kingdom is essential. If the new leader doesn't demonstrate a heart for God, we cannot select him or her for the church's future leader. Even the people do have an impressive Education background, social skills, and resources. If no heart for God, it is nothing.

2-2-2 Principle found in 2 Timothy 2:2, Paul writes to his apprentice Timothy, "The things you have to hear me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others." The apprenticeship is not about finding people who can help us do tasks more effectively, but in the mindset of reproduction, reproducing our leadership, they will be able to develop the next generation. To develop leaders, we need to find an effective process; Dave Ferguson finds the basic five steps process can be easy to apply to our apprenticeship.

1. *I do. You watch. We talk.*
2. *I do. You help. We talk.*
3. *You do. I help. We talk.*

4. *You do. I watch. We talk.*

5. *You do. Someone else watches.*

Developing is a transformational process, and it is a gift, not a transaction. Developing invests in someone primarily for their personal growth. Leading people in ministry takes a tremendous amount of time. We cannot fast-track a process of life change. Developing costs time. Jesus modeled this Principle with the leaders that he intentionally drew His disciples close. "He appointed twelve-designating them apostles—that they might be with him" (Mark 3:13-14)

A reproducing leader needs peers, praying for each other, sharing wins, disclosing challenges, and exchanging best practices. More importantly, every leader needs a coach who provides ongoing care and trusted counsel.

When we develop a leader, we need to put our whole heart into it and recognize and accept the risk; some leaders we choose will not work out. We need to put our energy into investing in them to build the relationship and identify specific growth areas for the emerging leader, to set understandable, practical, and measurable goals for the apprentice to achieve in the ministry. Growth equals change.

2. Reference the two Texts: What are the main areas in which you agree with the authors and why?

"*Good Leadership begins with authenticity*," Dan Railand points out. I agree with this statement and opinion, both psychologically and theologically. Theologically, we must face God truthfully because God is never false, and He is all Amen because He is the faithful and true Lord; His words, yes is, no is no. When the Lord Jesus was in this world, He gave his authentic life to his disciples, he was angry, he was Zeal for the house of God (John 2:17), and he said, "my soul is overwhelmed with sorrow to the point of death" (Matthew 26:38) while praying in the Garden of Gethsemane.

On the other hand, from the psychological level, we know that only by treating others with the most sincerity will there be sincere feedback; For example, we often use the phrase Chinese "Heart to heart," which means that if we are honest with others, they will also be truthful with us. The most important thing for a leader to make disciples is to build a deep relationship of trust with him. The key to this deep relationship is to touch people's hearts, establish a transparent, authentic, and safe communication environment, and connect with people's hearts.

Too often, people protect themselves, and people will disguise themselves to gain the approval of others. They will show themselves. Let others think that he is excellent and very godly. I think the most effective way to do this, as a leader, is first to open up and share your own stories, your failures, and your innermost authentic thoughts; Talk about your insecurities, shame, and nervousness; Only when the leader is willing to open himself that the apprentice have the opportunity to learn to open his heart, not so nervous, no longer self-protecting, no longer concealing himself. The leader's willingness to open up with security and self-confidence comes from an intimate relationship with God because God removes our masks, heals our wounds, and gives us the courage to face our inner being.

It also shows that my closest friends and I can talk to each other. We can share our most authentic side, he knows my shortcomings, personal fears, and insecurities, and I can also know the severe problems in his heart; Then we can keep each other's secrets and pray for each other before God. Also, my closest lay leaders, who will open their hearts to me, are willing to share these Root Issues with me and trust me. Whenever they share this deep issue with me, my intuition tells me that I am trusted, on the other hand, that they are secure, accepted, and that someone can sympathize with them and pray for them. This heart-to-heart connection is truly a beautiful thing. The more likely a person is to sincerely open his heart, the more likely he will be changed.

When brother Gao was recently at the lowest point in his life, he deliberately disguised himself. He presented himself as a very successful person with exaggerated words and wanted others to respect him and look up to him. But on the contrary, the hypocrisy in his heart cannot be hidden, and I know that, and

people know that, and I invite him to talk about it sincerely, and I invite him so that we can speak openly. He is willing to share his dark side when I openly to him.

Dan Railand says, “*Inspiring leaders get people to connect with the vision and open their eyes to new possibilities*”, “*inspiring leaders bring change*”. I agree with this statement that we must inspire people to change, but it takes work to do. We can't even change ourselves, so how can we change the world? How can we bring people to the Lord Jesus? People often have the same confusion, in a cycle of sin, following the Lord for many years, but these old issues, habits, and patterns are still there. If our life is unchanged, it is a life that has lost its vitality. If our ministry cannot change others, it is a dead ministry. Only the changed life can change people, and the transformed leader changes the next generation of leaders. As Jesus said, the student cannot be higher than the teacher; The teacher's character life directly affects the student.

The critical ingredient in inspiring people to change is that leaders are willing to change themselves and share their own stories with apprentices; This is stronger than merely teaching to inspire change. Sometimes it's not that people don't want to change. They don't know how to change. Just as they didn't manage the time priorities well, he shared it with his Mentor, and he changed a bit, which was better for a while, but he quickly got stuck again, spending a lot of time online games and on unimportant things. Perhaps at this point, the apprentice was disappointed because he tried many times but could not change and was ashamed. The leader should inspire him to see new opportunities and possibilities; "if anyone is in Christ, the new creation has come, the old has gone, the new is here." Let's not set them some goals that are too high, but some simple and clear goals.

The leader needs to celebrate with the apprentice a slight change in his life. People are not afraid of change, and they are afraid of losing. Change means losing something and taking risks. Most people want to stay in their comfortable zones, but following the Lord, life to change means losing what rights they have.

Leaders should discover new opportunities for apprentices and inspire apprentices to seize them. Vision is directly connected to opportunity. The leader inspires others to ask God to reveal opportunities. But many times, God has revealed many opportunities, but leaders have missed them. In this pandemic, many people think everyone is afraid to go out, and only a few returns to in-person church services. There are not many opportunities now. But we know God puts opportunities before us; many people need love and reach out.

3. Assess how you have developed leaders in your respective context?

What has worked? What hasn't worked? Which audience responds well (or not well) to your developmental style?

Over the years, there have been people in my church who have responded well and changed their lives, and they are eager to join the bible study group and willing to serve at church. Sister Luo, an unbeliever with terminal lung cancer, came to our church with a heavy and troubled heart when she first came to our church, and he burst into tears when we prayed for him. After she was baptized at our church, she had a very following heart, and his attendance was the highest. She attended weekly Sunday services, prayer meetings, and small group Bible studies. It's not that she didn't experience setbacks in the process. Last year she got pneumonia and almost died. But her eyes were fixed on the Lord, and she completely recovered. She later became involved in various ministries of the church, and she shared her testimony with others; it was the power of Christ she could stand up for.

As a pastor, I just cared for her when she needed it, prayed for her, listened to her sharing, taught her the words of God every week, and encouraged her; She was willing to change, listening to my exhortation.

Brother Chao used to be an atheist, a post-doctor at Yale. He came to faith and was baptized in the pandemic. I have had a good relationship with him in recent years. We often have dinner together and pray together and contact him in difficulty; His life has changed a lot, and although there have been

challenges in recent years, he is willing to seek Lord humbly and send prayer requests to us; he is willing to serve our Lord in the future.

But some very frustrating situations have happened; The church has baptized people every year, and I hope they will grow up and get involved in church ministry. I want to nurture them, grow with them, try to care for them, invite them to dinner, and help them when they need it. They are encouraged to attend church gatherings, but they do not have the heart to move on, and their lives have been stagnant there; someone eventually left church.

I'm also reflecting on these situations. I have a big question. Why have some people grown so fast in recent years, and why have some people not? It is undeniable that people in the growth because they have a heart to follow, a heart willing to serve the Lord.

Evaluating my leadership style, I need to improve in several areas.

First, I must connect with them with my heart and invest time in them; I noticed my way of development that I wanted to equip believers quickly so they could soon engage in church ministry. I interacted with potential new leaders, but only superficially, not very deep into their hearts. In the failed cases, there is no deep friendship that I interact with them, and I just stay at the table of interaction.

I need to inspire them to see God's vision for them, not the big picture I gave them. Don't let them always think that this is a task, a burden, but an opportunity and reward God has given us. I need to help them, inspire them to seek God's vision, and encourage them to step forward boldly.

To empower effective leaders, often my pattern is to want to do it myself, without empowering them, or with empowerment but not enough training; Empowerment makes them feel like a task. My pattern is mainly to do it alone, without encouraging mature people to train others, my mindset needs to have a concept of multiplication. I must apply the 2-2-2 Principle in our church. Reproducing, not just growing.

Don't give up. I went to develop more leaders, but when it got tough, I stopped. There was no self-reflection, no search for causes, and no evaluation.