



Finding and Selecting Leaders

1. Faithfulness comes before ability (2 Timothy 2:1-2). God adds ability to faithfulness not ability to faithfulness. Many times, we are tempted to promote ability instead of faithfulness.
2. Prove them. Potential leaders have to be proved/Tested. This can be done by giving assignments and tasks in the little things and observing how they do.
3. How do they treat people in general and peers?
4. How do they treat and respond to people in leadership and authority? The way you treat people who are in authority is the same way you will be treated should you get there.
5. Do not take leaders by asking for volunteers. Leaders are mostly those that do not volunteer. Leaders are to be chosen or selected.
6. Your leaders ought to be disciples (students of the Word) not just believers.
7. Must have a servant's heart.
8. Givers (Giving is a sign of maturity and commitment). It is hard to convince me to select a person into leadership that does not give. Giving shows where a person's heart is (Matthew 6:21). Not just givers but are they generous people? Are they consistent givers?
9. Faithful simply means to be true to: True to the Word. Faithful means more than just showing up to church continuously.
10. Are they high or low maintenance? If drama and misunderstanding is following that person all the time either that they are not hearing, listening OR control and Personal agenda is the issue.
11. If someone is always identifying and bringing problems to you without a solution, that is not a leader. No one is anointed to identify problems. Questions go down while answers go up.
12. You have to reach out to leaders. You must pursue them. They are usually busy people anyway.
13. This will be a person that believes in you, that loves you and are on board with the vision of the church and Pastor.
14. Leaders ought to be mature and emotionally stable.
15. Good attitude.

16. Teachable. Do they value the wisdom and knowledge you have?

17. Humble

18. They should raise disciples and spend time with the wounded. The Pastor's primary job should be to pour into his leaders and the leaders into the people that are broken, wounded, and hurting. Most of the Pastor's time ought to be spent with his leaders pouring into them while they pour into the rest of the people.

19. 1 Timothy 3:1-13

- a) Blameless
- b) Husband of one wife
- c) Vigilant
- d) Sober
- e) Good behavior
- f) Given to hospitality
- g) Apt to teach
- h) Not given to wine
- i) No striker
- j) Not greedy of filthy lucre
- k) Patient
- l) Not a brawler
- m) Not covetous
- n) One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)
- o) Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.
- p) Must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

Deacons

- q) Grave
- r) Not doubletongued,
- s) Not given to much wine (Not a drunkard).
- t) Not greedy of filthy lucre.
- u) Holding the mystery of the faith in a pure conscience.
- v) And let these also first be proved; then let them use the office of a deacon, being found blameless.
- w) Even so **must** their wives be grave, not slanderers, sober, faithful in all things. Let the deacons be the husbands of one wife, ruling their children and their own houses well. For they that have used the office of a deacon well purchase to themselves a good degree, and great boldness in the faith which is in Christ Jesus.

Important things for leaders to remember:

- a) A lack of unity is a leadership issue.
- b) Do not cast your vision to the congregation before you do so to the leaders. If you do, this makes them feel invaluable. It should not be a surprise to your team of leaders.
- c) If you are invited to preach in a church, do not preach on a subject you disagree with the pastor. Find subjects and things you agree on and preach on those.
- d) Never participate in a church split. If you have to leave, leave right.
- e) Be slow to commit things to people because most of them have a personal agenda. You must try and prove them first.
- f) As you check out a person if he is fit for a certain position, do so on an interim basis (60 days, 90 days).
- g) Once a decision is made in a meeting, every leader must commit to and own it before they leave the room. If someone does not support it, they are off the team.
- h) Leaders complain upwards. If you complain downwards, you are off the team.

Three things that change or transform people's lives:

- a) The ministry/revelation of the Word
- b) Presence of God/ Gifts of the Spirit
- c) Love of God through people