

Vineyard Leadership Skills: Developing Leaders

Participant Guide

By Robert E. Logan

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Introduction

I once asked a group of pastors to come up with a list of leadership problems they were dealing with in their churches. They were able to brainstorm a long and diverse list of concerns. I wrote down each problem as it was mentioned.

Then I asked the group, “How many of these leadership problems are actually discipleship problems?” When we looked through the list, it became clear that well over two-thirds of the issues were actually discipleship problems rather than leadership problems.

To develop leaders, we need to begin with disciples. That’s why this set of guides is actually part two of the series. First come the discipleship guides—designed for all believers. Every believer is called to be a fruitful and growing disciple.

Building on that foundation, this series of leadership guides is a set of skills and competencies that need to be developed in those believers who may have a calling to leadership. Equipping believers with these competencies empowers them to begin leading effectively and living into the calling God has for them.

Don’t make the mistake of starting with leadership—assuming a foundation of discipleship—and then trying to develop leaders from those who are not disciples. You’ll find the majority of the pieces are missing.

However, if a foundation of discipleship is in place, this set of guides is intended to help you develop leaders at a grassroots level. The topics covered here comprise the qualities needed to help people who are living, growing, and multiplying as disciples be able to lead effectively. Although not every topic will be of equal use to every leader, this series of guides provides a broad foundation of leadership skills.

Each topic has both a participant guide and a leader guide, and is intended to be taught interactively in a small group environment.

Leadership Skills: Identifying Potential Leaders

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Of the people who are serving and involved, we can identify our future potential leaders. They are the ones whose opinion is followed in the group. They are the ones who influence others. They are the ones who demonstrate these qualities: faithfulness, availability, servanthood, and teachability.

From this pool of people we choose those we can invest in developing. We can then give them tasks and responsibilities that will stretch and challenge them, but are also within their area of interest and ability. We invite them to join us in moving together toward the reality of God's Kingdom.

John 5:17-20: The Father and the Son are working

¹⁷ In his defense Jesus said to them, "My Father is always at his work to this very day, and I too am working." ¹⁸ For this reason they tried all the more to kill him; not only was he breaking the Sabbath, but he was even calling God his own Father, making himself equal with God.

¹⁹ Jesus gave them this answer: "Very truly I tell you, the Son can do nothing by himself; he can do only what he sees his Father doing, because whatever the Father does the Son also does. ²⁰ For the Father loves the Son and shows him all he does. Yes, and he will show him even greater works than these, so that you will be amazed.

2 Timothy 2:1-7: Entrusting leadership to faithful people

You then, my son, be strong in the grace that is in Christ Jesus. ² And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. ³ Join with me in suffering, like a good soldier of Christ Jesus. ⁴ No one serving as a soldier gets entangled in civilian affairs, but rather tries to please his commanding officer. ⁵ Similarly, anyone who competes as an athlete does not receive the victor's crown except by competing according to the rules. ⁶ The hardworking farmer should be the first to receive a share of the crops. ⁷ Reflect on what I am saying, for the Lord will give you insight into all this.

Scripture reflection:

- What can you glean about identifying new leaders from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- Who do you know that demonstrates the qualities of a potential leader (faithfulness, availability, servanthood, and teachability)?
- How are you praying for those people?
- What opportunities might help stretch and grow them?
- How can you align their unique gifts and strengths with specific leadership roles?
- What action steps are you sensing God would have you take in identifying leaders?

Leadership Skills: Recruiting Leaders and Workers

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Leaders have been recruited throughout the story of the scriptures. It's an essentially biblical activity. Jesus not only recruited his disciples, but he charged them with recruiting others as well.

Recruiting leaders effectively requires compelling visioncasting. If people are going to invest their time and energy leading, they need to keep foremost in their minds what they are leading toward. What is the vision? What is the mission *about*? That's what will supply the energy for them to lead well and for you to recruit more leaders.

Matthew 28:16-20: The great commission

¹⁶Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. ¹⁷When they saw him, they worshiped him; but some doubted. ¹⁸Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Nehemiah 2:11-18: Nehemiah recruits workers to rebuild the wall

¹¹I went to Jerusalem, and after staying there three days ¹²I set out during the night with a few others. I had not told anyone what my God had put in my heart to do for Jerusalem. There were no mounts with me except the one I was riding on.

¹³By night I went out through the Valley Gate toward the Jackal Well and the Dung Gate, examining the walls of Jerusalem, which had been broken down, and its gates, which had been destroyed by fire. ¹⁴Then I moved on toward the Fountain Gate and the King's Pool, but there was not enough room for my mount to get through; ¹⁵so I went up the valley by night, examining the wall. Finally, I turned back and reentered through the Valley Gate. ¹⁶The officials did not know where I had gone or what I was doing, because as yet I had said nothing to the Jews or the priests or nobles or officials or any others who would be doing the work.

¹⁷Then I said to them, "You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be in disgrace." ¹⁸I also told them about the gracious hand of my God on me and what the king had said to me.

They replied, "Let us start rebuilding." So they began this good work.

Scripture reflection:

- What can you glean about recruiting new leaders from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- Where are you looking for new leaders to recruit?
- Toward what vision are you recruiting?
- What specifically are you asking newly recruited leaders to do?
- What action steps are you sensing God would have you take in recruiting new leaders?

Leadership Skills: Training Leaders and Workers

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Training is not the same as providing information or teaching. Training is hands-on, life-on-life, learning-by-observation and experience. This is the way Jesus taught his disciples, and the way we should teach others. We need to provide a relational context, ministry tasks, supervision, and time for reflection on learnings.

The cycle goes like this: You do the ministry. You model the ministry for others. You do ministry alongside others and provide feedback. Others do the ministry on their own and you get together to discuss it. This method of gradual release creates an effective way to train others to do the work of the ministry. This time spent in reflection is essential, as it allows for the input of others and time for listening to the Holy Spirit.

Luke 8:1-3: Jesus travels with his disciples

After this, Jesus traveled about from one town and village to another, proclaiming the good news of the kingdom of God. The Twelve were with him, ²and also some women who had been cured of evil spirits and diseases: Mary (called Magdalene) from whom seven demons had come out; ³Joanna the wife of Chuza, the manager of Herod's household; Susanna; and many others. These women were helping to support them out of their own means.

Luke 11:1-4: Jesus teaches the disciples to pray

One day Jesus was praying in a certain place. When he finished, one of his disciples said to him, "Lord, teach us to pray, just as John taught his disciples."

² He said to them, "When you pray, say:

"Father,
hallowed be your name,
your kingdom come.
³ Give us each day our daily bread.

⁴ Forgive us our sins,
for we also forgive everyone who sins against us.
And lead us not into temptation."

1 Corinthians 2:10-13: Taught by the Holy Spirit

The Spirit searches all things, even the deep things of God. ¹¹For who knows a person's thoughts except their own spirit within them? In the same way no one knows the thoughts of God except the Spirit of God. ¹²What we have received is not the spirit of the world, but the Spirit who is from God, so that we may understand what God has freely given us. ¹³This is what we speak, not in words taught us by human wisdom but in words taught by the Spirit, explaining spiritual realities with Spirit-taught words.

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Scripture reflection:

- What can you glean about training others from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- Considering the training cycle outlined above, which is the hardest part for you as you try to train others?
- Who might be able to help you navigate that step more successfully?
- In what specific skills are you training others?
- Who has learned well through this process? Who has not?
- What changes might you need to make in your training process?
- What action steps are you sensing God would have you take in training others?

Leadership Skills: Deploying Leaders and Workers

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Releasing new leaders must be intentional. Succession and the passing of authority must be clear. If you are to fully release new leaders, it means you yourself must let go of the reins. That doesn't necessarily mean providing no further support or counsel, but it does mean allowing new leaders to truly lead. Sometimes that will mean they make mistakes. We need to let them.

It can be challenging to decide precisely when to release new leaders. We can err by doing it too early or too late. But whenever you sense from God that it's time to release, make the leadership succession clear, public, and intentional.

Matthew 10:1-8: Jesus sends out his disciples

Jesus called his twelve disciples to him and gave them authority to drive out impure spirits and to heal every disease and sickness.

² These are the names of the twelve apostles: first, Simon (who is called Peter) and his brother Andrew; James son of Zebedee, and his brother John; ³ Philip and Bartholomew; Thomas and Matthew the tax collector; James son of Alphaeus, and Thaddaeus; ⁴ Simon the Zealot and Judas Iscariot, who betrayed him.

⁵ These twelve Jesus sent out with the following instructions: "Do not go among the Gentiles or enter any town of the Samaritans. ⁶ Go rather to the lost sheep of Israel. ⁷ As you go, proclaim this message: 'The kingdom of heaven has come near.' ⁸ Heal the sick, raise the dead, cleanse those who have leprosy, drive out demons. Freely you have received; freely give.

2 Kings 2:9-15: Elijah taken up to heaven

⁹ When they had crossed, Elijah said to Elisha, "Tell me, what can I do for you before I am taken from you?"

"Let me inherit a double portion of your spirit," Elisha replied.

¹⁰ "You have asked a difficult thing," Elijah said, "yet if you see me when I am taken from you, it will be yours—otherwise, it will not."

¹¹ As they were walking along and talking together, suddenly a chariot of fire and horses of fire appeared and separated the two of them, and Elijah went up to heaven in a whirlwind. ¹² Elisha saw this and cried out, "My father! My father! The chariots and horsemen of Israel!" And Elisha saw him no more. Then he took hold of his garment and tore it in two.

¹³ Elisha then picked up Elijah's cloak that had fallen from him and went back and stood on the bank of the Jordan. ¹⁴ He took the cloak that had fallen from Elijah and struck the water with it. "Where now is the LORD, the God of Elijah?" he asked. When he struck the water, it divided to the right and to the left, and he crossed over.

¹⁵The company of the prophets from Jericho, who were watching, said, “The spirit of Elijah is resting on Elisha.”

Numbers 27: 15-23: Joshua succeeds Moses before Moses’ death

¹⁵Moses said to the LORD, ¹⁶“May the LORD, the God who gives breath to all living things, appoint someone over this community ¹⁷to go out and come in before them, one who will lead them out and bring them in, so the LORD’s people will not be like sheep without a shepherd.”

¹⁸So the LORD said to Moses, “Take Joshua son of Nun, a man in whom is the spirit of leadership, and lay your hand on him. ¹⁹Have him stand before Eleazar the priest and the entire assembly and commission him in their presence. ²⁰Give him some of your authority so the whole Israelite community will obey him. ²¹He is to stand before Eleazar the priest, who will obtain decisions for him by inquiring of the Urim before the LORD. At his command he and the entire community of the Israelites will go out, and at his command they will come in.”

²²Moses did as the LORD commanded him. He took Joshua and had him stand before Eleazar the priest and the whole assembly. ²³Then he laid his hands on him and commissioned him, as the LORD instructed through Moses.

Scripture reflection:

- What can you glean about deploying new leaders from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- What leaders are you currently developing?
- How will you know when it’s time to deploy them?
- How will you go about doing that?
- What will they need from you?
- What will need to shift in you to deploy them well?
- What action steps are you sensing God would have you take in deploying new leaders?

Leadership Skills: Monitoring Leaders and Workers

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Releasing and deploying leaders doesn't mean we are no longer available to help them. We should stay on-- not in a controlling role-- but in a monitoring role. We should check in periodically to see how things are going and offer support if needed. New leaders shouldn't feel micromanaged... but they shouldn't feel abandoned either.

To monitor well, we should communicate our intentions to the new leaders we are overseeing, explaining that our intention is to offer support as needed. We can set regularly scheduled times that are consistent for each leader we are overseeing. During these times, we can ask questions about how they are feeling, what progress is being made, and what type of help or support they need. In this way, new leaders will begin to view monitoring not as "checking up on me" but rather "providing support and keeping in touch."

Mark 6:30: Disciples report back to Jesus

The apostles gathered around Jesus and reported to him all they had done and taught.

Philippians 1:27: Paul checks in on the Philippians

Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in the one Spirit, striving together as one for the faith of the gospel

1 Thessalonians 3:6-13: Timothy's report to Paul about the Thessalonians

⁶ But Timothy has just now come to us from you and has brought good news about your faith and love. He has told us that you always have pleasant memories of us and that you long to see us, just as we also long to see you. ⁷ Therefore, brothers and sisters, in all our distress and persecution we were encouraged about you because of your faith. ⁸ For now we really live, since you are standing firm in the Lord. ⁹ How can we thank God enough for you in return for all the joy we have in the presence of our God because of you? ¹⁰ Night and day we pray most earnestly that we may see you again and supply what is lacking in your faith.

¹¹ Now may our God and Father himself and our Lord Jesus clear the way for us to come to you. ¹² May the Lord make your love increase and overflow for each other and for everyone else, just as ours does for you. ¹³ May he strengthen your hearts so that you will be blameless and holy in the presence of our God and Father when our Lord Jesus comes with all his holy ones.

Scripture reflection:

- What can you glean about monitoring new leaders from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- What leaders are you currently monitoring?
- How are you checking in with them?
- What type of ongoing support are you providing?
- How do they perceive your monitoring?
- Are there ways you might be able to be of more help to them? How could you find out?
- What action steps are you sensing God would have you take in monitoring new leaders?

Leadership Skills: Nurturing Leaders and Workers

*Note: Some content is from **Launching Leaders** by Michael Gatlin.*

Even when new leaders have been fully developed, deployed and monitored for a time-- even assuming they are quite capable leaders-- everyone still needs support. Those who have been in ministry for 30 years need support. We all need someone to nurture us as God continues to grow us and teach us new things. Just as we never stop developing ourselves, we also never stop nurturing the development of others.

What do we do during this season of nurturing leaders? We keep in relational contact, we provide encouragement, we listen, ask questions, and help people reflect on what they are hearing from God and what he might have for them next. It's not a top-down type of supervision-- it's peer support and encouragement. We all need it... no matter how seasoned we are as leaders. And therefore, we should all be giving it to others as well.

1 Thessalonians 2:8-12: Paul writes to the Thessalonians

Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. ⁹ Surely you remember, brothers and sisters, our toil and hardship; we worked night and day in order not to be a burden to anyone while we preached the gospel of God to you. ¹⁰ You are witnesses, and so is God, of how holy, righteous and blameless we were among you who believed. ¹¹ For you know that we dealt with each of you as a father deals with his own children, ¹² encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory.

Acts 15:36: Paul and Barnabas plan a journey

³⁶ Some time later Paul said to Barnabas, "Let us go back and visit the believers in all the towns where we preached the word of the Lord and see how they are doing."

2 Timothy 4:11: Paul asks for John Mark

¹¹ Only Luke is with me. Get Mark and bring him with you, because he is helpful to me in my ministry.

Scripture reflection:

- What can you glean about nurturing from each of the passages above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- Who is nurturing you? Who could you ask for help?
- Who are some leaders you have helped develop who could use some nurture?
- How could you go about providing that support?
- What tangible ways might they need to be supported?
- How could you help them reflect on their ongoing growth and what God might have for them next?
- What action steps are you sensing God would have you take in nurturing?

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Identifying potential leaders: being intentional about looking for potential leaders to develop and invest in

Recruiting leaders and workers: bringing aboard and orienting potential new leaders

Training leaders and workers: helping new leaders learn hands-on skills in ministry contexts

Deploying leaders and workers: releasing new leaders into areas of responsibility and challenge

Monitoring leaders and workers: supervising the work of new leaders to help them stay on track with effective ministry

Nurturing leaders and workers: providing ongoing encouragement and support for new leaders as they continue to grow in their ministry skills

Leading teams

Building community: knitting together a group of people who work, play and worship together well

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About the Author

Dr. Bob Logan has worked in full-time ministry for over thirty years as a church planter, pastor, missions leader, consultant, and ministry coach. He is internationally recognized as an authority in church planting, church growth and leadership development. Bob invests his life to equip people to be the hands, feet, and voice of Jesus to make disciples and multiply churches.

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