



Vineyard Leadership Skills: Leading Teams

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: Building Community

One important function of leaders that often goes overlooked is building community in the body. Building healthy community is no easy feat, as we are flawed human beings-- every one of us. We all bring our particular challenges to the table and then need to learn to be in community with one another.

Yet community itself is a great spur for growth. As we interact with others, we learn more about ourselves and where and how we need to grow. These growth areas will look different for different people-- sometimes even opposite. For instance, one person may need to learn to speak up for himself appropriately. Another person may need to learn to hold her tongue and wait. Just as our defaults and our personalities are different, so are our paths to growth.

As we build community in our churches, we want to make sure it is healthy and holistic-- a reflection of the early church as described in Acts 2. We also want to make sure our church communities are places of both unity and diversity... places where all are respected and honored. There will still be problems-- as there are in any church community-- but this is the essential foundation upon which a healthy Christian community can grow.

Acts 2:41-47: The fellowship of believers

⁴¹ Those who accepted his message were baptized, and about three thousand were added to their number that day. ⁴² They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. ⁴³ Everyone was filled with awe at the many wonders and signs performed by the apostles. ⁴⁴ All the believers were together and had everything in common. ⁴⁵ They sold property and possessions to give to anyone who had need. ⁴⁶ Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ⁴⁷ praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

1 Corinthians 12:16-27: Unity and diversity in the Body of Christ

¹² Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. ¹³ For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴ Even so the body is not made up of one part but of many.

¹⁵ Now if the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason stop being part of the body. ¹⁶ And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason stop being part of the body. ¹⁷ If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸ But in fact God has placed the parts in the body, every one of them, just as he wanted them to be. ¹⁹ If they were all one part, where would the body be? ²⁰ As it is, there are many parts, but one body.

²¹The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” ²²On the contrary, those parts of the body that seem to be weaker are indispensable,²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty,²⁴ while our presentable parts need no special treatment. But God has put the body together, giving greater honor to the parts that lacked it,²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other.²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.

²⁷Now you are the body of Christ, and each one of you is a part of it.

Scripture reflection:

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

Coaching questions for discussion:

- What do you see as the essential components of healthy community? List as many as you can.
- Now look at that list and consider what you are doing to lead your community in these ways.
- How would you describe the level of diversity within your community? What does that look like?
- How would you describe the level of respect and honor for everyone in your community? What does that look like?
- What action steps are you sensing God would have you take in building community?

Leadership Skills: Leading Meetings

Meetings are a part of church life. That's true not only of modern churches, but throughout all of church history. We need to gather together as leaders to hear other perspectives, gather information, and make decisions.

Handling these meetings well is a kind of art form. It involves not having unnecessary meetings, being clear what the meeting is about and what it's supposed to accomplish, and deciding how to make sure everyone has time to speak so all people feel heard. Strong communication skills are especially critical during times of conflict or decision-making.

Acts 15:1-29: The Jerusalem Council

Certain people came down from Judea to Antioch and were teaching the believers: "Unless you are circumcised, according to the custom taught by Moses, you cannot be saved."² This brought Paul and Barnabas into sharp dispute and debate with them. So Paul and Barnabas were appointed, along with some other believers, to go up to Jerusalem to see the apostles and elders about this question.³ The church sent them on their way, and as they traveled through Phoenicia and Samaria, they told how the Gentiles had been converted. This news made all the believers very glad.⁴ When they came to Jerusalem, they were welcomed by the church and the apostles and elders, to whom they reported everything God had done through them.

⁵ Then some of the believers who belonged to the party of the Pharisees stood up and said, "The Gentiles must be circumcised and required to keep the law of Moses."

⁶ The apostles and elders met to consider this question. ⁷ After much discussion, Peter got up and addressed them: "Brothers, you know that some time ago God made a choice among you that the Gentiles might hear from my lips the message of the gospel and believe. ⁸ God, who knows the heart, showed that he accepted them by giving the Holy Spirit to them, just as he did to us. ⁹ He did not discriminate between us and them, for he purified their hearts by faith. ¹⁰ Now then, why do you try to test God by putting on the necks of Gentiles a yoke that neither we nor our ancestors have been able to bear? ¹¹ No! We believe it is through the grace of our Lord Jesus that we are saved, just as they are."

¹² The whole assembly became silent as they listened to Barnabas and Paul telling about the signs and wonders God had done among the Gentiles through them. ¹³ When they finished, James spoke up. "Brothers," he said, "listen to me. ¹⁴ Simon has described to us how God first intervened to choose a people for his name from the Gentiles. ¹⁵ The words of the prophets are in agreement with this, as it is written:

¹⁶“After this I will return
and rebuild David’s fallen tent.
Its ruins I will rebuild,
and I will restore it,
¹⁷that the rest of mankind may seek the Lord,
even all the Gentiles who bear my name,
says the Lord, who does these things—
¹⁸ things known from long ago.

¹⁹“It is my judgment, therefore, that we should not make it difficult for the Gentiles who are turning to God. ²⁰Instead we should write to them, telling them to abstain from food polluted by idols, from sexual immorality, from the meat of strangled animals and from blood. ²¹For the law of Moses has been preached in every city from the earliest times and is read in the synagogues on every Sabbath.”

²²Then the apostles and elders, with the whole church, decided to choose some of their own men and send them to Antioch with Paul and Barnabas. They chose Judas (called Barsabbas) and Silas, men who were leaders among the believers. ²³With them they sent the following letter:

The apostles and elders, your brothers,
To the Gentile believers in Antioch, Syria and Cilicia:
Greetings.

²⁴We have heard that some went out from us without our authorization and disturbed you, troubling your minds by what they said. ²⁵So we all agreed to choose some men and send them to you with our dear friends Barnabas and Paul—²⁶men who have risked their lives for the name of our Lord Jesus Christ. ²⁷Therefore we are sending Judas and Silas to confirm by word of mouth what we are writing. ²⁸It seemed good to the Holy Spirit and to us not to burden you with anything beyond the following requirements: ²⁹You are to abstain from food sacrificed to idols, from blood, from the meat of strangled animals and from sexual immorality. You will do well to avoid these things.

Farewell.

Scripture reflection:

- What principles can you glean about leading meetings from the passage above?
- What do you notice?
- What surprises you?
- What is God highlighting for you?

Coaching questions for discussion:

- Consider the meetings you currently have on your schedule. What is the purpose of each meeting? To what degree does each meeting accomplish its intended purpose?
- How do you allocate airtime in your meetings?
- What opportunities are there for people to feel heard and ask questions?
- How do you process people through making decisions in meetings?
- What action steps are you sensing God would have you take regarding your meetings?

Leadership Skills: Facilitating Learning

We are not only to continue learning ourselves, but we are also to facilitate ongoing learning in those we lead. We can facilitate learning first and foremost by investing in those who demonstrate an openness and willingness to learn. Trying to help people learn who have no interest in learning is an exercise in futility.

When we do invest in those who are ready to learn, how can we go about facilitating that process most effectively? To be sure, much of the most helpful learning is not classroom-learning or book-learning... especially in the context of ministry. Jesus taught his disciples primarily through experience in the context of relationship. That means letting people try things, and sometimes letting them fail, which can be challenging for many of us to take the required hands-off approach. We also need to be available to help people reflect on their experiences afterwards so they can learn from them.

Proverbs 2:1-6: The benefit of wisdom

My son, if you accept my words
and store up my commands within you,
²turning your ear to wisdom
and applying your heart to understanding—
³indeed, if you call out for insight
and cry aloud for understanding,
⁴and if you look for it as for silver
and search for it as for hidden treasure,
⁵then you will understand the fear of the LORD
and find the knowledge of God.
⁶For the LORD gives wisdom;
from his mouth come knowledge and understanding

Mark 9:14-29: Jesus heals a boy

¹⁴When they came to the other disciples, they saw a large crowd around them and the teachers of the law arguing with them. ¹⁵As soon as all the people saw Jesus, they were overwhelmed with wonder and ran to greet him.

¹⁶“What are you arguing with them about?” he asked.

¹⁷A man in the crowd answered, “Teacher, I brought you my son, who is possessed by a spirit that has robbed him of speech. ¹⁸Whenever it seizes him, it throws him to the ground. He foams at the mouth, gnashes his teeth and becomes rigid. I asked your disciples to drive out the spirit, but they could not.”

¹⁹“You unbelieving generation,” Jesus replied, “how long shall I stay with you? How long shall I put up with you? Bring the boy to me.”

²⁰So they brought him. When the spirit saw Jesus, it immediately threw the boy into a convulsion. He fell to the ground and rolled around, foaming at the mouth.

²¹Jesus asked the boy's father, "How long has he been like this?"

"From childhood," he answered. ²²"It has often thrown him into fire or water to kill him. But if you can do anything, take pity on us and help us."

²³"If you can?" said Jesus. "Everything is possible for one who believes."

²⁴Immediately the boy's father exclaimed, "I do believe; help me overcome my unbelief!"

²⁵When Jesus saw that a crowd was running to the scene, he rebuked the impure spirit. "You deaf and mute spirit," he said, "I command you, come out of him and never enter him again."

²⁶The spirit shrieked, convulsed him violently and came out. The boy looked so much like a corpse that many said, "He's dead." ²⁷But Jesus took him by the hand and lifted him to his feet, and he stood up.

²⁸After Jesus had gone indoors, his disciples asked him privately, "Why couldn't we drive it out?"

²⁹He replied, "This kind can come out only by prayer."

Scripture reflection:

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

Coaching questions for discussion:

- What are some ways you can encourage ongoing learning in those you lead?
- What qualities indicate an openness to learning?
- What strategies or circumstances have contributed most to your own learning in the past?
- How can you best replicate that learning environment for those you lead?
- What will have to change in you to facilitate learning more effectively for others?
- What action steps are you sensing God would have you take?

Leadership Skills: Delegating

Any good leader soon finds him or herself with more work than what can be done by one person. Yet too many of us try to do it anyway, thinking we are the only one who can. We feel it would be shirking our responsibility to offload the work onto someone else and that doing so would reflect poorly on our character. In fact, the opposite is true. God never intended us to do everything on our own. We are part of the body of Christ for a reason. We cannot do it all alone.

Delegation provides the solution. It actually helps in at least two different ways. By delegating work and responsibilities to others, we gain the help we need and we develop the skills of others at the same time. Win-win. As we develop others, we also increase the overall capacity of the ministry. What ministry has more capacity for doing good-- that with one person working or that with three people working? As we expand, so can we serve.

Exodus 17:8-13: Moses raises his hands during the battle against the Amalekites

⁸The Amalekites came and attacked the Israelites at Rephidim. ⁹Moses said to Joshua, “Choose some of our men and go out to fight the Amalekites. Tomorrow I will stand on top of the hill with the staff of God in my hands.”

¹⁰So Joshua fought the Amalekites as Moses had ordered, and Moses, Aaron and Hur went to the top of the hill. ¹¹As long as Moses held up his hands, the Israelites were winning, but whenever he lowered his hands, the Amalekites were winning. ¹²When Moses’ hands grew tired, they took a stone and put it under him and he sat on it. Aaron and Hur held his hands up—one on one side, one on the other—so that his hands remained steady till sunset. ¹³So Joshua overcame the Amalekite army with the sword.

Exodus 18:13-26: Jethro visits Moses

¹³The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. ¹⁴When his father-in-law saw all that Moses was doing for the people, he said, “What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?”

¹⁵Moses answered him, “Because the people come to me to seek God’s will. ¹⁶Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God’s decrees and instructions.”

¹⁷Moses’ father-in-law replied, “What you are doing is not good. ¹⁸You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. ¹⁹Listen now to me and I will give you some advice, and may God be with you. You must be the people’s representative before God and bring their disputes to him. ²⁰Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. ²¹But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. ²²Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves.

That will make your load lighter, because they will share it with you.²³ If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied.”

²⁴ Moses listened to his father-in-law and did everything he said.²⁵ He chose capable men from all Israel and made them leaders of the people, officials over thousands, hundreds, fifties and tens.

²⁶ They served as judges for the people at all times. The difficult cases they brought to Moses, but the simple ones they decided themselves.

Scripture reflection:

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

Coaching questions for discussion:

- In what areas do you currently feel overwhelmed?
- Who might be able to help you?
- How might they be able to help you?
- How would you describe the level of trust you are willing to put in others to take over and run with responsibilities?
- What struggles do you have with self-reliance and control?
- Where do you sense God calling you to focus your time?
- What do you need to drop or delegate to make that a reality?
- What action steps are you sensing God would have you take?

Leadership Skills: Supervising Leaders

If we are developing new leaders, part of our responsibilities will likely include supervising these new leaders as they stretch their wings and try new things. A good supervisor can be a relief and a safety net for those just starting out. How can you go about supervising well?

First, be clear about what you want people to be doing. What are their stated responsibilities? They cannot meet those unless they are clarified. Then set a time for them to report back to you about their progress. At this point, they can ask questions and think through any problems that have arisen. Clarity and accountability are two essential pieces of supervising. That's especially true if you are supervising those in staff roles or in key volunteer roles.

Acts 18: Priscilla, Aquila and Apollos

After this, Paul left Athens and went to Corinth.² There he met a Jew named Aquila, a native of Pontus, who had recently come from Italy with his wife Priscilla, because Claudius had ordered all Jews to leave Rome. Paul went to see them,³ and because he was a tentmaker as they were, he stayed and worked with them.⁴ Every Sabbath he reasoned in the synagogue, trying to persuade Jews and Greeks.

⁵ When Silas and Timothy came from Macedonia, Paul devoted himself exclusively to preaching, testifying to the Jews that Jesus was the Messiah.⁶ But when they opposed Paul and became abusive, he shook out his clothes in protest and said to them, “Your blood be on your own heads! I am innocent of it. From now on I will go to the Gentiles.”

⁷ Then Paul left the synagogue and went next door to the house of Titus Justus, a worshiper of God.

⁸ Crispus, the synagogue leader, and his entire household believed in the Lord; and many of the Corinthians who heard Paul believed and were baptized.

⁹ One night the Lord spoke to Paul in a vision: “Do not be afraid; keep on speaking, do not be silent.

¹⁰ For I am with you, and no one is going to attack and harm you, because I have many people in this city.”¹¹ So Paul stayed in Corinth for a year and a half, teaching them the word of God.

¹² While Gallio was proconsul of Achaia, the Jews of Corinth made a united attack on Paul and brought him to the place of judgment.¹³ “This man,” they charged, “is persuading the people to worship God in ways contrary to the law.”

¹⁴ Just as Paul was about to speak, Gallio said to them, “If you Jews were making a complaint about some misdemeanor or serious crime, it would be reasonable for me to listen to you.¹⁵ But since it involves questions about words and names and your own law—settle the matter yourselves. I will not be a judge of such things.”¹⁶ So he drove them off.¹⁷ Then the crowd there turned on Sosthenes the synagogue leader and beat him in front of the proconsul; and Gallio showed no concern whatever.

¹⁸Paul stayed on in Corinth for some time. Then he left the brothers and sisters and sailed for Syria, accompanied by Priscilla and Aquila. Before he sailed, he had his hair cut off at Cenchreae because of a vow he had taken. ¹⁹They arrived at Ephesus, where Paul left Priscilla and Aquila. He himself went into the synagogue and reasoned with the Jews. ²⁰When they asked him to spend more time with them, he declined. ²¹But as he left, he promised, “I will come back if it is God’s will.” Then he set sail from Ephesus. ²²When he landed at Caesarea, he went up to Jerusalem and greeted the church and then went down to Antioch.

²³After spending some time in Antioch, Paul set out from there and traveled from place to place throughout the region of Galatia and Phrygia, strengthening all the disciples.

²⁴Meanwhile a Jew named Apollos, a native of Alexandria, came to Ephesus. He was a learned man, with a thorough knowledge of the Scriptures. ²⁵He had been instructed in the way of the Lord, and he spoke with great fervor and taught about Jesus accurately, though he knew only the baptism of John. ²⁶He began to speak boldly in the synagogue. When Priscilla and Aquila heard him, they invited him to their home and explained to him the way of God more adequately.

²⁷When Apollos wanted to go to Achaia, the brothers and sisters encouraged him and wrote to the disciples there to welcome him. When he arrived, he was a great help to those who by grace had believed. ²⁸For he vigorously refuted his Jewish opponents in public debate, proving from the Scriptures that Jesus was the Messiah.

Scripture reflection:

- What can you glean about supervising 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 are you currently supervising, either formally or informally?
- To what degree has that relationship been clarified?
- To what degree has the person’s role and responsibilities been clarified?
- What progress are they expected to be making?
- When do you have meetings scheduled to check on progress?
- What action steps are you sensing God would have you take?

Leadership Skills: Coaching Leaders

As a leader, one of the most important things you can do is to coach those you lead. Coaching means coming alongside them to aid in their development and learning. It means helping them listen to God and his leading, rather than telling them what to do. It means listening and asking questions—providing time set aside for reflection, learning, and getting a sense of direction.

Coaching is unique. It's not mentoring—helping someone become like you. It's not counseling—helping someone sift through their personal problems. It's not supervision—ensuring that someone is doing their job and meeting expectations. Coaching is driving by the agenda of the person being coached and by the Holy Spirit. We don't know what God has in mind for someone else. But through dedicated time spent listening and reflecting back to them what you are hearing, you can help them hear from God for themselves and then make an intentional plan to move forward with what they are hearing.

I Thessalonians 2:11-12: Encouraging, comforting and urging

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.

Ephesians 4:11-13: The building up of the body

11 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, 12 to equip his people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Acts 11:22-26: Barnabas as an advocate

22 News of this reached the ears of the church in Jerusalem, and they sent Barnabas to Antioch. 23 When he arrived and saw what the grace of God had done, he was glad and encouraged them all to remain true to the Lord with all their hearts. 24 He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord.

25 Then Barnabas went to Tarsus to look for Saul, 26 and when he found him, he brought him to Antioch. So for a whole year Barnabas and Saul met with the church and taught great numbers of people. The disciples were called Christians first at Antioch.

Scripture reflection:

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

Coaching questions for discussion:

- What is your understanding of coaching? How have you experienced it?
- What coaching skills do you possess?
- What skills do you need to develop further?
- Who is your coach?
- Who are you coaching?
- What next steps are you sensing God wants you to take?

Leadership Skills: Ministry and Money

Leaders are responsible for administering the church's finances appropriately. This means being honest, transparent, and making decisions in line with Kingdom values. What is truly important in the Kingdom of God? That is what we should invest in. We also need to invest appropriately. What types of spending will yield fruit and get the results we are looking for?

Motives are always important to examine when it comes to money as well. We need to be generous yet wise. We need to avoid greed and self-aggrandizement. We need to live as though we are not permanent residents of this world... because we are not. We are entrusted with what we have for a time, and God knows whether we are investing it well or poorly.

One of the most important things is to have multiple people involved with the church finances. If one person has too much control over the money, the temptation can be great. Don't put any of your leaders, including yourself, in that position. Create transparent systems so that everyone knows how the church's money is being used. That will involve advance planning, but it is essential for managing finances effectively.

2 Corinthians 9:1-5: Preparing for generosity

There is no need for me to write to you about this service to the Lord's people.² For I know your eagerness to help, and I have been boasting about it to the Macedonians, telling them that since last year you in Achaia were ready to give; and your enthusiasm has stirred most of them to action.³ But I am sending the brothers in order that our boasting about you in this matter should not prove hollow, but that you may be ready, as I said you would be.⁴ For if any Macedonians come with me and find you unprepared, we—not to say anything about you—would be ashamed of having been so confident.⁵ So I thought it necessary to urge the brothers to visit you in advance and finish the arrangements for the generous gift you had promised. Then it will be ready as a generous gift, not as one grudgingly given.

Ephesians 2:10: Remember the poor

¹⁰All they asked was that we should continue to remember the poor, the very thing I had been eager to do all along.

1 Timothy 6:6-10, 17-19: The life that is truly life

⁶But godliness with contentment is great gain.⁷ For we brought nothing into the world, and we can take nothing out of it.⁸ But if we have food and clothing, we will be content with that.⁹ Those who want to get rich fall into temptation and a trap and into many foolish and harmful desires that plunge people into ruin and destruction.¹⁰ For the love of money is a root of all kinds of evil. Some people, eager for money, have wandered from the faith and pierced themselves with many griefs....

¹⁷Command those who are rich in this present world not to be arrogant nor to put their hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment. ¹⁸Command them to do good, to be rich in good deeds, and to be generous and willing to share. ¹⁹In this way they will lay up treasure for themselves as a firm foundation for the coming age, so that they may take hold of the life that is truly life.

Scripture reflection:

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

Coaching questions for discussion:

- How is your current church financial structure set up?
- What holes do you see? How might you address those holes?
- To what degree does your church budget reflect Kingdom values?
- What changes might need to be made?
- Take a personal inventory: Where do you find your security? What makes you feel safe?
- How can you encourage those you lead to handle their money both wisely and generously?
How are you leading by example?
- What action steps are you sensing God would have you take in celebrating?

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Prioritizing: generating multiple options and then prayerfully deciding which to pursue

Goal-setting: establishing goals that are helpful, realistic and challenging

Planning: creating strategic plans that will achieve the desired ends

Modifying: evaluating progress and making adjustments for greater effectiveness

Celebrating: publically recognizing progress and contributions, and acknowledging how God has been at work

Communication skills

Listening: actively helping others unpack their best thinking

Asking questions: probing in ways that promote mutual discovery and insight

Providing feedback: knowing when and how to speak into someone else's life in a way that is helpful

Having hard conversations: being willing to be honest and vulnerable with your feelings and ideas

Resolving conflict: working to mend rifts and coming to agreement with others who see differently

Relating cross-culturally: seeing through another person's eyes a perspective that is not culturally your own

Pastoral skills

Shepherding: providing comfort, care and encouragement to the hurting

Mentoring: pouring into another in a life-on-life context that includes sponsoring, guiding, and investing relationally

Public speaking: learning to present your ideas clearly and articulately before others

Facilitating small groups: leading others well in the context of small group discussion

Fostering Kingdom cooperation: working together with other ministries, churches and leaders toward common ends

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.

About Logan Leadership

Our vision is every person living, growing and multiplying together as disciples of Jesus who demonstrate the Kingdom of God among all peoples.

Our mission is catalyzing leaders to accelerate their movement toward this vision.

Our approach integrates biblical principles with social science insights by helping leaders...

- sharpen thinking skills
- focus actions
- contextualize solutions
- create reproducible processes
- increase ministry capacity