How Paul Developed Leaders

Definitions:
A <u>mentor</u> is the person who empowers another person, the protégé or mentoree, through the transfer of resources such as habits, skills, attitudes, advice, training, connections. The mentor helps the protégé to develop in maturity, judgment, discernment, experience, skill, ability, etc.

A <u>developer</u> is a person who recognizes potential in an individual and finds ways to help move that person on to a level of qualified, responsible, effective influence among others. A mentor is often called a "developer" because the guiding (mentoring) functions are similar.

It is possible to track the people who were influenced by Paul. Barnabas guided Paul, but then Paul worked with and developed Timothy, Titus, Silas, Epaphras, Archippus, John Mark, Aristarchus, Philemon, Onesimus, Priscilla, Acquila, and others. Paul's mentorees served in important cities such as Ephesus, Antioch, Corinth, and in areas such as Asia Minor and Crete.

Developers are concerned about the future of ministry — about what would happen it they were no longer in position of responsibility; about who would carry on in their place. Paul was the most prominent leader in the development period of the early Church. He was the one who set the pace; he was the model for the next generation of leaders, and for us today.

No matter where he was or what activity was most needed, he was always developing other people. Although he seldom wrote about the subject, Paul demonstrated two very important lessons about leadership: 1) Leadership selection and development is a priority in ministry; 2) Relational empowerment is both a means and a goal of ministry. In regards to number 1, Paul identified potential leaders and attempted to develop them for essential ministries in the Church. In regard to number 2, Paul used his personal relationships as the basis for his mentoring. See II Timothy 2:2.

No organization or church will expand or even maintain itself without the development of people who are capable of taking over ministry responsibilities.

<u>Essential Mentoring Functions of Paul</u>	<u>Basic Empowerment (Objective)</u>
Discipler	practice of essential habits of Christian living
Spiritual Guide	essential attitudes about spiritual maturity
Coach	skills related to ministry activities
Counselor	recognition of alternatives and choices; helping the protégé to meet situational and changing circumstances
Teacher	relevant information and knowledge
Model	demonstrate values and skills

Sponsor   open doors and provide opportunities for continued
                                           growth and development

Common Styles of Leadership

Directive – Demanding
This style occurs when the leader singlehandedly identifies problems, considers the options, chooses one solution, and tells others what to do. The leader may consider the views and opinions of others, but members do not participate directly in the decision-making.

Persuading
In this style, the leader makes the decision as in the previous style, but then tries to persuade the group members to accept his decision. There may be many specific arguments used in the effort to get the group to agree with the leader, for examples, the organization's goals and the interests of the group.

Consulting
When using this style, the leader present the problem to the group and provides relevant background information. The group is then invited to suggest alternatives and options. The group members have the opportunity to influence the decision. However, in this style the leader makes the final decision from the most promising solutions. The leader maintains control of the future action.

Consensus – Equal Participation
The leader is considered one voice about others and does not have a higher degree of authority. The group makes the decision and the leader is responsible to carry out the action.

Delegating
In this style, the leader gives the problem to others and the group determines the solution and carries out the action. The leader respects and trusts the judgment of others. Often the leader defines the boundaries within which others work, and others work under the authority of the leader, but the leader is not directly involved in either the solution or the task.

If the church fellowship is excessively "leader-centered," the leader will have a "demanding," authoritative style.

At the other extreme, a church fellowship can be "group-centered." That is, there will be a great amount of freedom in decision making.

It should be kept in mind that none of the leadership styles listed above is inherently right or wrong. In the appropriate circumstances each style can be useful. For example, the military would not

function effectively if each soldier was given the opportunity to discuss every command. The military requires that people with higher authority tell/command individuals with lesser authority what to do. The situation is, hopefully, much different than this in the Church. The leader of the Church should normally consult others before making decisions. The leader of the Church is not a dictator; he is a servant leader.

Leadership in the Church requires "people/relationship" skills. The greatest amount of effort in ministry is dealing with people. Leaders must continually monitor their relationships with people in order to bring out the best in others — to "prepare them for works of service" and to "build them up in unity" and love so that they become as spiritually mature as possible.

Leadership Transitions

An important principle: Current leaders must transition emerging leaders into their work in order to maintain continuity and effectiveness.

Definition: Leadership transition is the process whereby existing leaders prepare and release emerging leaders into the responsibility and practice of leadership positions, functions, roles, and tasks.

Existing leader   Future leader
Total responsibility   total responsibility

    Releases responsibility   ——>—>—>   accepts responsibility

   First leader increasingly releases ————> Emerging leader increasingly accepts

The process begins here   —————>   and hopefully arrives here

Simple Tasks	more tasks & more compli- cated tasks	identification as emerging leader	major responsi- bilities	full recognition & authority as leader

Principle of faithfulness in little/few things qualifies individual for handling more and greater Things (Luke 16:10)

There are many examples of leadership transitions in the Scriptures (some good & some bad). Some examples are:

Moses/Joshua
Barnabas/Saul
Elijah/Elisha
Paul/Timothy and Titus
Eli/sons
David/Solomon
Solomon/Rehoboam

Observations About Leadership Transitions

Continuity is essential. No ministry can be expected to continue well without deliberate transition efforts.

The best future leader will always be the one most gifted for the job. Nepotism is often the most inappropriate course of transition. Second generation people seldom replace their fathers/mothers with the same leadership effectiveness.

The next leader must be given the best possible chance of success by the departing leader.