



FORMULA **TWELVE**

The Formula of Leadership



The Formula of Leadership:

Maximize Your 15%

85% of every church leader's job description is already determined.

This leaves 15% of his/her time, energy, efforts, and resources for leading into the incredible things God has prepared for your church.

By carefully considering how to *maximize your 15%* you set the course for the effectiveness, health, and growth of the church you lead.



Acts 6: 1-2

The Circumstances

(1) *But as the believers rapidly multiplied, there were rumblings of discontent. The Greek-speaking believers complained about the Hebrew-speaking believers, saying that their widows were being discriminated against in the daily distribution of food.*

(2) *So the Twelve called a meeting of all the believers. They said, “**We apostles should spend our time teaching the word of God, not running a food program.**”*



Acts 6: 1-2

The Choice

At this moment the Apostles are faced with a choice we are all familiar with today. They can:

Be lead by their circumstances.

OR

Lead the people into a more productive future.



Acts 6: 3-4

The Solution

(3) “And so, brothers, select seven men who are well respected and are full of the Spirit and wisdom. **We will give them this responsibility.**

(4) **Then we apostles can spend our time in prayer and teaching the word.”**



Acts 6:7

The Results

As a result of the Apostles' choice to equip (Acts 6:7):

1. The word of God spread.
2. The number of disciples increased
3. Key influencers in the city were converted



Twofold Equipping

The Apostles *maximized their 15%* by choosing to equip both themselves and others in the church for continued ministry:

Equipping Yourself - They chose to commit themselves to doing **only** their most important tasks. (v. 4)

Equipping Others - They did this by giving authority and responsibility to others in the church (v. 3)



Equipping Yourself

When leaders are not at their best, both the leader and the organization suffer:

The Leader: Physical drain, family suffers, and faith falters

The Organization: “Your church will grow no greater than its leaders.” - Dr. Owen Weston

The simplest and most profound way to equip yourself is to continually seek to...



Know Thyself; Grow Thyself

Know thyself - Learn who you are as a leader and as a person.

Grow thyself - Take the steps to continue spiritual, emotional, physical, and professional health.



Know Thyself

Leadership Development

Personal Spiritual Discipline - *“Spending time in the presence of God is the first and most vital element in the pastor's job description.”*
- Robert Morris

Growing Time - *“You will never change your life until you change something you do daily.”* - John Maxwell



Know Thyself

Leadership Development, Cont.

Mentoring - *“Fools think their own way is right, but the wise listen to others.”* - Proverbs 12:15

Resourcing - *“Knowledge, understanding, and wisdom will not come looking for you.”* - Proverbs 8:34-36



Know Thyself

Over-Commitment

Many pastors fill their 15% with tasks and meetings that dilute their focus on what is most important.



Grow Thyself

Increase Your Focus

The 3 Necessary Meetings:

1. Creative/Worship Meeting
2. Team Leaders Meeting
3. Elders/Care Meeting



Grow Thyself

Increase Your Health

Sabbath - *“The seventh day is a Sabbath day of rest dedicated to the Lord your God.”* - Exodus 20:10

Physical Health – 52% of pastors say that they believe that being in pastoral ministry is hazardous to their health.

Family - *“80% of ministers say they feel that their work has a negative affect on their families.”* - H.P. London



Grow Thyself

Increase Your Influence

“People are exactly where you’ve lead them to be.” - Andy Stanley



Equipping Others

“Church leadership is getting things done through other people.”
- Andy Stanley



Why equip others?

Some prefer to do it themselves:

Ephesians 4:11-12 - The primary role of each church leader is to *equip God's people to do His work and build up the church.*

We can't grow without placing people in ministry:

For every ONE person who shows up to serve at your church, FOUR people will show up to watch him/her serve.

Teamwork makes the team work.



Who should I equip?

EVERYONE - Inviting people to serve isn't just for certain *types* of people. Equipping is a part of discipleship. (James 2:17)

Misconceptions of volunteerism:

1. If they want to serve, they will come to me.
2. Asking people to serve bothers them.
3. Only a certain group of people will serve.



Intentionality

Your decision to *maximize your 15%* by choosing to equip yourself and others will determine whether:

You will be *lead by your circumstances* into another year with little growth and little to celebrate.

OR

You will *lead your church* into the best year in its history.



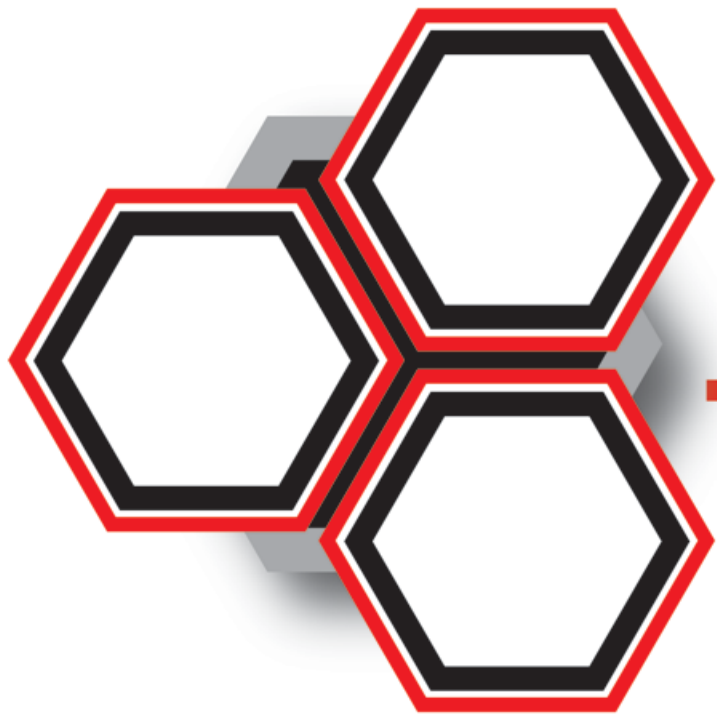
Intentionality (cont.)

Commitment – Make the necessary paradigm shifts.

Calendar – Make the necessary changes to schedule.

Coaching – Accept accountability.





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Who will serve?

White Board

Levels of volunteers:

Do Anything - You wish you had more of these people.

Do Specific Things - Consistently serve in some capacity.

Do An Occasional Thing - Will serve, but not consistently.

Do Nothing - 50% of your church will never serve.



How to Recruit

White Board

Levels of Ask:

Pulpit - Asking for volunteers at a congregational level

Group Leader - Asking for volunteers in smaller group settings

Personal - *“40% of church attendees say they would serve if they were personally asked to serve.”* - Rick Warren

Shoulder Tapping - This is by far the most effective way of recruiting new volunteers
- train your team to ask in a one-on-one context. The senior pastor must model this.



How to Recruit, Cont.

White Board

Methods of Asking:

- * Ongoing - Programming designed to point people to ministry
- * Seasonal - Times of the year focused on recruitment
- * Fixed/Cultural - Regular sign-ups for service, tie the vision to service, and celebrate service



How to Train White Board

Training should be **systematic** as opposed to **as needed**.

Leading Meetings/Trainings:

Cast Vision

Train

Address Calendar (Long-Range and Short-Range)

Address Areas Needing Improvement

Celebrate Wins



How to Release White Board

Release **authority** as opposed to releasing **responsibility**:

Releasing budget is the best way to release authority.

Job descriptions give clear boundaries for authority.





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The Formula of Leadership:

Lab

Checklist:

- ✓ **Schedule** one hour of personal growth time per week (and keep it as you would any other meeting)
- ✓ **Read** *The Next Generation Leader* by Andy Stanley
- ✓ **Meet** with your team leaders to train them from your favorite chapters from the book

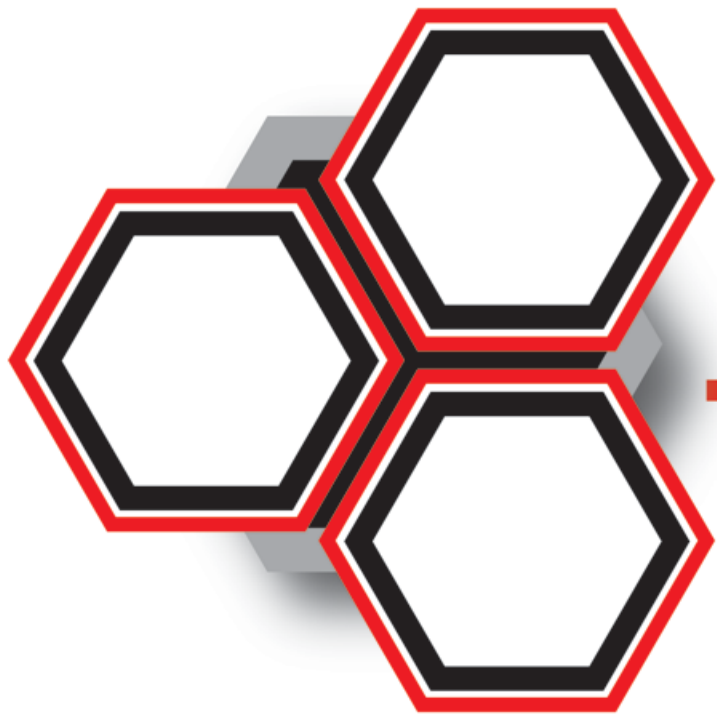
Discussion Questions:

- ? When am I going to intentionally equip myself for leadership?
- ? If I could grow myself in any way I would...What are the next steps I can take to make this happen?
- ? Who can I begin equipping for ministry in my church immediately (Name 3)?
- ? How am I going to equip them?

Tool:

Formula 12 USB drive with session presentation





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