

# **The Disciple-Making Leader's Life**

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**The purpose of this session is to provide resources for the long-term personal growth and leadership of a Christian Disciple-Making Leader by taking a close look at Philippians 2 and giving ourselves a regular checkup with the truth and grace contained therein. The content will be built around the premise of the 80/20 Rule of Ministry. Ministry is 80% invisible. Who you are in Christ is more important than anything you do. Your planning and your preparation will determine the effectiveness of the 20% everyone sees.**

# **The 80/20 Rule of Ministry**

**Ministry is 80% invisible.**

**Who you are in Christ is more important than anything you do. Your planning and your preparation will determine the effectiveness of the 20% everyone sees.**

# **Principal One: Biblical Context**

## **Philippians 2:5-11**

**5 Have this in *mind* among yourselves, which is yours in Christ Jesus, 6 who, though he was in the *form* of God, did not count equality with God a thing to be *grasped*, 7 but *emptied* himself, by taking the form of a servant, being born in the likeness of men.**

**8 And being found in human form, he *humbled* himself by becoming obedient to the point of death, even death on a cross.**

**9 Therefore *God* has highly exalted him and bestowed on him the name that is above every name, 10 so that at the name of Jesus every knee should bow, in heaven and on the earth and under the earth, 11 and every tongue confess that Jesus Christ is Lord, to the glory of God the Father.**

# Questions

- **“Am I growing in Christ?”**
- **“Do I love Jesus more right now than I did this time last year.”**
- **Do I have a plan for my personal growth in Christ?**
- **Do I have accountability and significant relationships?**
- **Is my plan working?**

- **Loving God's Word**
- **Strength through Prayer**

# **Principle Two: Mission and Vision**

- **What is your mission?**

**(Our mission or purpose tell us why we exist.)**

**What is your vision? (A compelling picture of a desired future.)**



**Don't confuse your vision with your purpose.  
Visions can change your purpose and values  
should be permanent.**

**The goal of any visioning process is to arrive at  
*a shared vision.***

# **A good vision statement:**

- **Emerges from core values**
- **Is grounded in mission**
- **Paints a word picture of a desired future state**
- **Is compelling**
- **Is memorable**
- **Is understandable**
- **Inspires action**

**Mission + Core Values + Bold  
Dreams=Vision**

# **Do You Have a Planning Style?**

- **What will your mission or church's ultimate contribution look like in your community or city?**
- **Who are you becoming as a ministry or mission?**
- **What will guide your most important priorities along the way?**
- **What singular impact will your mission have as the years unfold?**

**Many mission leaders are looking for “success models” rather than “vision processes.”**

**It has been said that vision without execution is a daydream, an execution without vision is a nightmare.**

# **10 Biggest Vision Planning Problems**

- 1. You craft a vision statement but it is not meaningful enough to talk about.**
- 2. You have a vision with no time frame for accomplishing it.**
- 3. You have too many goals and try to do too much.**
- 4. People who like to dream and people who like to dream are rarely on the same page.**

- 5. People don't see the vision as important to their ministry.**
- 6. The planning tool is so complicated people don't get it finished or don't want to go back to it.**
- 7. The vision doesn't get people excited.**
- 8. The plan is too rigid and doesn't take into account a changing environment.**
- 9. Poor follow-up.**
- 10. No one is accountable.**



# 5 More Questions

1. **What are we doing (mission)?**
2. **Who are we as we do it (values)?**
3. **How are we doing it (strategy)?**
4. **When are we successful (measures)?**
5. **Where is God taking us (vision)?**

# Knowing Where You Are

- **What are the three greatest needs in your community?**
- **What are the three greatest needs within a half-mile of your church or organization?**
- **What is the biggest change in your community in the last five years?**
- **What are the largest community events in your area and what opportunities could that bring to your work?**

**Is there a sense of urgency about anything going on in your community?**

**What are the people in your ministry passionate about?**

**Is your vision aligned with their passions and strengths?**

**Building a visionary ministry requires 1% vision and 99% alignment.**

**Could a visitor drop in to your church or ministry and infer your vision from the operations and activities there without ever reading it on paper?**

# **S.M.A.R.T.E.R. Goals**

## **from Michael Hyatt**

- **Specific**
- **Measurable**
- **Action Oriented**
- **Risky**
- **Time –keyed**
- **Exciting**
- **Relevant**

# Volunteers

*The first step of recruiting is knowing where you have recruitment needs. There are four broad roles of ministry that you need to fill:*

- Leadership to make things run.
- Operations to make them run smoothly.
- Curriculum and program tailored to a specific area of ministry.
- Teachers prepared and gifted to serve.
- Relational leaders prepared to connect.

**Are you a good follower?**

**Are you the kind of follower you would want  
on your team?**

**Consider who is filling each of these roles now. This can help you figure out what types of people are needed and where the holes and gaps are, so you can recruit toward those needs and fulfill those functions.**

**Notice, not every role includes direct contact with the children or adults you are serving.**



- **Where is your “pool” of volunteers?**
- **Is everyone on your staff recruiting from the same pool?**
- **When should you go outside your mission to recruit?**
- **How can you recruit as a team?**

- **Who is the best recruiter?**
- **Do you have a clear and positive appeal to those you are trying to recruit?**
- **Always have a “next step” ready to share.**

**The easiest way to kill enthusiasm is to create it and then give it nothing to do. It is critical when someone says “yes,” or even that they are interested there be a path to lead them.**

# **Volunteers are Leaders-in-Training**

- **People own what they help to create.**
- **We keep the mission in view as we build people.**
- **Information is gold.**
- **Don't waste their time.**
- **Provide tools and training to accomplish the mission.**
- **Don't get defensive.**

- **Be patient.**
- **Match your volunteers strategically.**
- **Provide consistent and regular feedback.**
- **Offer and “Out” clause. Have an end date.**
- **Celebrate and honor.**

# **Recruiting and Nurturing Volunteers**

**Know your vision and mission**

**Identify the kinds of abilities and strengths you need to accomplish your vision.**

- 1. Identify what your team needs to learn**
- 2. Be prepared**
- 3. Plan your presentation**
- 4. Explain and model performance**

**5. Follow-up**

**6. Watch your team carefully**

**7. Learn from losses**

**8. Celebrate victories**

- **Others on the team can be part of the coaching staff**
- **Everyone on the team plays a position. Do your folks know their role? Are they playing out of position? Is there any position envy?**

**Big Question:** are you a player or a player/coach?

# Healthy Evaluations

- **Clear Expectations and Guidelines**
- **Focus and Mission and Goals**
- **Allow people to own their mistakes**
- **Clarify Next Steps**
- **Explain Follow-up**
- **Put Everything in Writing**



# **Principle Three: What is Leadership?**

- **Motivating people to do something with you they would never have done on their own.**
- **We can't truly lead others until we learn to lead ourselves.**
- **Humility and Passion**
- **Great leaders are totally committed to the success of those under them.**

# Personal Checklist

- **Are you growing?**
- **Do you have a plan?**
- **Are your resources in place?**
- **Do you have accountability?**
- **Is it working?**
- **What are you reading?**

# **Physical and Emotional Health**

- **What are you doing to stay healthy and energetic?**
- **How is your sleep?**
- **How often do you laugh?**
- **How do you play?**

# Significant Relationships

- **Who are they?**
- **How long have you known them?**
- **Are they inside or outside your ministry?**
- **Have you ever lied to them?**
- **Can they ask you anything?**
- **Do they drain you or fill you up?**

# Hebrews 12:1-2

- **What does it look like to run with endurance?**
- **What are the weights that hold you back?**
- **What is the race that is set before you right now?**
- **How do these verses line up with 1 Corinthians 9:24-27?**

# **Run With Endurance**

- **A rich life outside of your ministry**
- **Continual growth and change**
- **Grounded in humility and accountability**
- **Constantly renewing your vision**
- **Take joy in the journey**
- **Be a friend of Jesus**
- **Remember your Sabbath**