

# **Leadership Selection and Training: The Most Vital Element in Building Multiplying Disciples**

What are the principles by which mature leaders select younger leaders? What are the most effective ways of training leaders in the words and ways of Jesus? Why do certain people drop out of the discipleship process? How can we help emerging leaders continue to grow and finish well? The Gospels reveal a picture of our Lord as one who was constantly developing men to be leaders. He chose and trained the Twelve, the Seventy-Two, and left a group of 120 in Jerusalem on the day of Pentecost to take the gospel to the world. Without these carefully selected and equipped leaders, it is probable that the life and message of our Lord would have faded and died within a generation. Paul encouraged Timothy to entrust the things he had heard from the apostle “to faithful men who would be able to teach others also” (II Tim. 2:2). Since “the harvest is plentiful, but the workers are few” (Mt. 9:37), we must pray that the Lord will send out more workers into the harvest. How can we effectively choose and train leaders today?

**John Musselman** is the President of the Jackson Institute, a leadership development organization whose mission is to contribute to the cultural, intellectual, and spiritual formation of individuals who are on a passionate quest to be welcomed, received, and acknowledged by God. He studied at the University of Alabama (Honors BS in Mathematics), Reformed Theological Seminary (MDiv), and Fuller Theological Seminary (DMin). After serving on the staffs of Coral Ridge Presbyterian Church in Ft. Lauderdale, Florida and Perimeter Church in Atlanta, he founded the Jackson Institute in 1991. John’s passion is reflected in the vision of the Jackson Institute: “to permeate the kingdom of God with reproducing leaders.” He has authored *Classic Discipleship*, a manual for equipping leaders in Christian discipleship, and *The Holy Spirit and His Gifts*. In addition, he has edited John Bunyan’s *The Pilgrim’s Progress*, A.B. Bruce’s classic work, *The Training of the Twelve*, and Thomas Watson’s *Man’s Chief End: God’s Glory*. He and his wife, Colleen, live in Atlanta, Georgia.

## **I. The Beginning of Christian Disciplemaking: Jesus’ Selection of the Twelve**

### **A. Three Distinguishable Stages**

1. First Stage: Belief and Acquaintance
2. Second Stage: Regular Association
3. Third Stage: Chosen as Apostles

## **II. Principles and Guidelines for Selecting Emerging Leaders**

### **A. Acknowledging God’s Role in the Selection Process**

### **B. Establishing Biblical Qualifications for Participation**

C. Seeking the Father's Answer in Solitude and Silence

D. Creating a Preliminary List

E. Answering Four Vital Questions

F. Drafting a Small Group Constitution:

1. Vision

2. Rationale

3. Structure

4. Agreements

5. Commitments

G. Contracting

### **III. Ten Best Practices for Training Emerging Leaders by Grace**

A. Practice 1: Intercede Faithfully

B. Practice 2: Invest Relationally

C. Practice 3: Model with Integrity

D. Practice 4: Engage the Whole Person

E. Practice 5: Pay Attention to Pace and Process

F. Practice 6: Lead Boldly

G. Practice 7: Instruct Comprehensively

H. Practice 8: Reprove and Correct Humbly

I. Practice 9: Think Exponentially

J. Practice 10: Magnify Christ Alone

***Suggested Readings:***

A.B. Bruce, *The Training of the Twelve* (Grand Rapids: Kregel Publications, 1971).

J. Robert Clinton, *The Making of a Leader* (Colorado Springs, CO, 1988).

James W. Sire, *Discipleship of the Mind* (Downers Grove: IVP Books, 1990).

Michael J. Wilkins, *Following the Master: A Biblical Theology of Discipleship* (Grand Rapids: Zondervan, 1992).