**SCN Webinar – HOW TO DEVELOP LEADERS**

**Guest Dr. Richard Jolliff, Lead Pastor, Amazing Grace Church, Wheeler, MI**

**April 20, 2023**

Jim: Hey everybody! It’s great to be with you on this post Easter webinar. We heard such great reports from our Significant church friends regarding their Good Friday and Easter services. It made me feel like Grizz-on the Cartoon Network. He’s the optimistic brother of the three. He’s always encouraging his brothers that they can do things they’ve never done before.

Can anyone tell Tamara and I have grandchildren now? We have five-four years old and under. That causes you to scan the cartoons on tv more-when your time with them causes you to need a timeout☺

I’m so excited about our webinar guest today. Pastor Richard Jolliff-along with his wife - have been in ministry 40 years. The last 25 years-they’ve successfully pastored Amazing Grace church in Gratiot-(Grashut) county Michigan. Gratiot is a county with about 40,000 people living in it north of Lansing.

Richard is going to help us turn the people we served on Easter into partners that cause God’s work to be done well through the people in our region.

He’ll help us see the secret to is leadership development. Richard-thank you for taking the time to help us all today.

Richard-Greets us

Jim: I can’t wait to get into the content you’ve prepared to help us all today. This is going to be a real how to seminar today. We’ll be discussing three things. First, the three roles successful equippers play. Then we’ll discuss questions we need to ask ourselves to make sure we’re ready to build effective ministry teams. Of course, if we don’t do that-our people don’t bond well with each other. Not do they become the Body Jesus dreams of us being. Then we’ll close by discussing the skills we need to work on to be successful equippers.

But first-we want to welcome our new members to the Significant church network from the last couple of weeks. Welcome to

Kim-Put up List

**New Members List:**

Mario Arjona Iglesia Bautista Sublime Gracia Cartersville GA

Victor Artreche North Central Hispanic Church of God Chicago IL

Alice Bennett Intimacy with Jesus Church Scottsdale AZ

Russell Benoit The Lord's Outreach Intl. Ministries Lake Charles LA

Jim Benton First Baptist Church Jasper MO

Adam Blackstock Glory Bible Fellowship International Lee's Summit MO

Roger Burt International Dream Centers Lakeland FL

Todd Crouch Topinabee Community Church Topinabee MI

Brandon Diehl Harvest Church Lakeland FL

Kevin Fortier Emmaus Church Manchester NH

Bill Hennessy Life360 All Nations Springfield MO

Angela Holmes Outreach Fellowship Christian Center Schaumburg IL

Duane Sayre San Jose Open Bible Church San Jose CA

Robin Tabish The Family Church of Jesus Christ Broken Arrow OK

John Trahan Christian Life Fellowship Calera AL

Hoyle Vinson Warwick Baptist Church Nashville NC

Derick Wilkes Congregation of Churches Philadelphia PA

Juan Carlos Iglesia Embajadores del Reino de Dios Santiago Cuba

Gideon Niemandt Soldiers for Christ Elarduspark South Africa

If your new. God has raised up The Significant church network for four purposes. First-together we are celebrating the significance of Pastor’s their families and their teams. Two, we are nurturing their potential through webinars, a website, Regional Exchanges and a National conference. Third we are helping everyone live refreshed through rewarding relationships. And finally-we’re living to see God exceed the dreams-He’s placed in His people’s hearts.

That’s our goal today. Let’s get started. Richard you have been a leader-since your days in high school-then as a college basketball player. And a missionary and a pastor. Can you start by talking about the roles we play and why each one is so important?

**THREE ROLES OF EQUIPPERS**

* **The equipper is a model**— a leader who does the job, does it well, does it right, and does it with consistency.
* **The equipper is a mentor**— an advisor who has the vision of the organization and can communicate it to others. He or she has experience to draw upon.
* **The equipper is an empowerer**— one who can instill in the potential leader the desire and ability to do the work. He or she is able to lead, teach, and assess the progress of the person being equipped.

Jim: That is so helpful. I think most pastors can relate to the feeling of trying to get people to play the necessary roles-for a church family to flourish. And some people-are pretty easy to recruit because they have a desire to make a difference. Others require us having an intentional process of vision casting and training-because they need help seeing the dream is worth embracing their role and responsibility on the team.

Almost everyone has some sort of Next Step or Growth Track model that they are following at this point. But iit is easy to forget that how we model is more attractional than our system in the beginning- and tit’s the he glue that holds everything together too. It’s important that all of our staff-and volunteer captains understand and embrace the reality of being leaders who model, mentor and empower others. We can’t just be people asking others to do things.

Ok-once our role is clear. There are some questions to ask before we start too. Can you help us with that?

**QUESTIONS TO ASK**

1. **Am I willing to pour my life into others? Giving to potential leaders is a way of life for the best leaders.**
* Am I committed to an equipping organization? Equipping requires commitment. It takes time and effort on the part of an organization’s leadership.
* **Doing it yourself is a short- term solution. The longer, harder road of equipping others pays in the long run,**but it requires commitment from everyone in the organization.
* Multiply in region-Prayer and ministry of the Word, Know and nurture the seven serving people-future leaders
1. **Am I effective in the areas I need to equip?** This is a tough question that requires an honest answer. If the answer is “no,” the leader must locate a person, inside or outside the organization, effective in those areas who can do some of the training.

Great -ORU high skill not saved-tv in beginning-Saved, Sanctified-skilled people

1. **Have I developed a prospect list of potential leaders?**

You always begin with the best people you can. As you nurture them, a group of people with the most potential will emerge. From that group, draw up a prospect list of potential leaders to be considered for equipping and development.

We have an approval process. I am involved in every hire of our organization. 30 church, 40 school, 6 campuses, different involvement on different levels. I approve our 300 leaders too-more involved in some than others. Can’t just appoint someone. Jesus prayed all night about that.

1. **What assumptions have I made that need to be changed?** People often get a false first impression of other people.

Again-such a good thing to point out. We’ve all assumed-and later regrated our assumptions. And I’ve found for ministry people-we are so passionate. We forget that the passion ministry requires needs nurtured in others. We can’t assume a person’s passion level, skill level, character level or how they will effect our team from a chemistry perspective.

1. **Is this person compatible philosophically with the organization and my leadership?** If the answer is no, don’t even consider equipping or mentoring this person.

You just hit a big part of the chemistry challenge there. Of course ,there are other challenges. It’s good to have a company core value chart for those reasons. We can discuss how they see our core values.

1. **Does this person show a potential for growth?**

Potential for growth does not guarantee growth, but a lack of growth potential guarantees no growth will occur.

 If the person does not appear to have the desire and the ability to grow, look for another candidate.

The law of the Lid. We all have a lid. You were a very good basketball player-but you didn’t play in the NBA. And I can say-my passion level exceeded my skill level as a baseball player. But we sure love coaches who take our skill level farther than we can take it alone. It’s fun to be that kind of coach to people. But there’s another question….

1. **Are there lingering questions I have about this person?** The time to have lingering questions answered is before the person is selected for equipping. Take time to interview, then do follow- up interviews to answer other questions that occur to you later.

It's definitely more fun to hire people than to fire people. But to me-I’ve learned not to appoint others to leadership if I can tell we aren’t going to be able to work through disappointments together.

Ok-Let’s discuss skills to develop

**SKILLS TO DEVELOP**

A person should be spending 80 percent of his time doing things that require his greatest gifts and abilities. This will help keep him fulfilled.

* The addition of a new team member always changes the chemistry of the team.

**1-Develop a Personal Relationship with the People you Equip**

* As your people get to know and like you, their desire to follow your direction and learn from you will increase.
* To build relationships, begin by listening to people’s life stories, their journeys so far. Your genuine interest in them will mean a lot to them.
* All good mentoring relationships begin with a personal relationship.

People love us when-we know them, pray for them, care about their lives and their families. And when they know we are emotionally and strategically invested in their success, don’t they?

**2-If you first find their hearts, they’ll be glad to give you their hands.**

* Commitment is the one quality above all others that enables a potential leader to become a successful leader. **Without commitment, there can be no success.**

What is number 3-

**3-Be sure not to undersell the job— let them know what it’s going to take.**

* It’s the goal that shapes the plan; It is the plan that sets the action; it is the action that achieves the result; and it is the result that brings the success.

Elijah sure did that with Elisha didn’t he? You ask a hard thing, your spirit, twice as much build upon my shoulders

**4-You can’t turn people loose without structure, but you also want to give them enough freedom to be creative.**

* Authority is not something we buy, are born with, or even have delegated to us by our superiors. It is something we earn— and we earn it from our subordinates.
* No manager has any real authority over his people until he has proved himself worthy of it— in the eyes of his people— not his own, nor those of his superiors.

Good-people want led and nurtured-not cloned-Strength finders

**5-Leaders must earn authority with each new group of people.**

* The leader’s part of accountability involves taking the time to review the new leader’s work and give honest, constructive criticism.
* It is crucial that the leader be **supportive but honest.**
	+ Discuss feelings.
	+ Measure progress. Together,
	+ Give feedback.
	+ Give encouragement.
* “The greatest leader is willing to train people and develop them to the point that they eventually surpass him or her in knowledge and ability.”

That’s true all of us-We all know the church is to be the Body of Christ. We don’t just want a lot of people to attend church on Easter. We want people to be the Body of Christ

I wanted my legacy to live on in my naturql and spiritual children too. But it doesn’t happen over night-it happens over time. And it happens as the right processes are prioritized

Flock-I want to be healthy

Family-I want to be connected

Body-I want to be productive

Richard-pray

Next webinar-