2022 Defenders Regional Conventions
Training Leaders Conference Outline
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INTRODUCTION

Realistically speaking, it would be an impossible task to discuss everything related to training leaders in our churches during our time together. So our goal in the next hour or so is to develop a foundation that you can build on for training leaders in your churches.

Conference Summary

To establish a foundation for churches on practical ways to train people for leadership.

Disclaimer: Some of this content (italicized/highlighted) is referenced from a boot camp training taught by Michael Brodeur from pastorscoach.com

Personal: Foundational Principles My Spiritual Father (William Vazquez) Taught me

- Be a servant leader
    - First to arrive, last to leave (story about someone who asked to be developed as a leader, then showed up late and left early the following Sunday.)
    - It's not about a title, but about being always ready and willing to serve. We are public servants for God's kingdom. (Story of picking up a piece of paper)
- Don't be afraid to stand alone
- It's my fault
- Look ahead, and don't look back
- Bless those who serve with you
- Be Faithful, Available, and Teachable. F.A.T.
- Training is Development, *"Hay que formarlos"*
- Focus on the souls
- Love them first, then they will listen

FIRST THINGS FIRST

Leadership Training and Development defined:

Training is teaching, or developing in oneself or others, any skills and knowledge or fitness that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance.

Leadership development is the process which helps expand the capacity of individuals to perform in leadership roles within organizations. Leadership roles are those that facilitate execution of an organization's strategy through building kingdom alignment, and growing the capabilities of others.

Leaders need to be trained/ developed. We must be intentional in developing leaders. If we aren't intentional about developing leaders, someone else will develop them. Churches must allocate resources to train people in leadership. Here are 3 practical ways churches can be intentional in training leaders.

1. Meet with people individually
2. Schedule 2-3 group training workshops per year (By ministry, by group)
3. Allocate financial resources to train them. (Conferences, books, bible studies, seminary, etc.)

Two schools of thought on training ministry leaders:

1. Push them into the deep end of the pool so they learn to swim.
2. Begin in shallow waters and gradually go deeper.

Personally I went to both schools.
Both work, however, which one is appropriate for your culture. Both work, however, each in their own timing.

What are the Goals for training and developing church leaders?

1. To help them fulfill their God-given destiny
2. To carry out the mission and vision of the local church
3. To help the senior leadership train and develop others

MAIN SESSION POINTS

1. **POINT #1: Training vs. Equipping Leaders**
   o Equipping is gaining the knowledge and the tools to lead.

      - *2 Timothy 3:16-17, [16] All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, [17] so that the man of God may be thoroughly equipped for every good work.*

      - *2 Timoteo 3:16-17, [16] Toda la Escritura es inspirada for Dios y util para ensenar, para reprender, para corregir y para instruir en la justicia, [17] a fin de que el siervo de Dios este enteramente capacitado para toda Buena obra.*

      - Equipping is for the purpose of the training. Without the training, the equipping is incomplete.
      - God has equipped us with His Word. We must read it, search it, study it, then apply it.

   o Training is putting the knowledge and tools into practice.

      - *James 2:14-18, [14] What good is it, my brothers, if a man claims to <u>have faith</u> but has no <u>deeds</u>? Can such faith save him? [15] Suppose a brother or a sister is without clothes and daily food. [16] If one of you says to them, "Go in peace; keep warm and well fed," but does nothing about his physical needs, what good is it? [17] In the same way, faith by itself, if it is not accompanied by action, is dead.*
      [18] But someone will say, "You have faith; I have deeds." Show me your faith without deeds, and I will show you my faith by my <u>deeds</u>

- *Santiago 2:14-18, ¹⁴ Hermanos míos, ¿de qué le sirve a uno alegar que tiene fe, si no tiene obras? ¿Acaso podrá salvarlo esa fe? ¹⁵ Supongamos que un hermano o una hermana no tiene con qué vestirse y carecen del alimento diario, ¹⁶ y uno de ustedes les dice: «Que les vaya bien; abríguese y coma hasta saciarse», pero no le da lo necesario para el cuerpo. ¿De qué servirá eso? ¹⁷ Así también la fe por sí sola, si no tiene obras, está muerta.*
  ¹⁸ Sin embargo, alguien dirá: «Tú tienes fe, y yo tengo obras».
  Pues bien, muéstrame tu fe sin las obras, y yo te mostraré la fe por mis obras.

- King David example with knowledge as a shepherd and using the slingshot to take down the giant. (1 Samuel 17: 33-37)

- *³³ Saul replied, "You are not able to go out against this Philistine and fight him; you are only a young man, and he has been a fighting man from his youth." ³⁴ But David said to Saul, "Your servant has been keeping his father's sheep. When a lion or a bear came and carried off a sheep from the flock, ³⁵ I went after it, struck it and rescued the sheep from its mouth. When it turned on me, I seized it by its hair, struck it and killed it. ³⁶ Your servant has killed both the lion and the bear; this uncircumcised Philistine will be like one of them, because he has defied the armies of the living God. ³⁷ The Lord who rescued me from the paw of the lion and the paw of the bear will rescue me from the hand of this Philistine." Saul said to David, "Go, and the Lord be with you."*

- *³³ —¡Cómo vas a pelear tú solo contra este filisteo! —replicó Saúl—. No eres más que un muchacho, mientras que él ha sido un guerrero toda la vida.*

  ³⁴ David le respondió:

  —A mí me toca cuidar el rebaño de mi padre. Cuando un león o un oso viene y se lleva una oveja del rebaño, ³⁵ yo lo persigo y lo golpeo hasta que suelta la presa. Y, si el animal me ataca, lo agarro por la melena y lo sigo golpeando hasta matarlo. ³⁶ Si este siervo de Su Majestad ha matado leones y osos, lo mismo puede hacer con ese filisteo pagano, porque está desafiando al ejército del Dios viviente. ³⁷ El Señor, que me libró de las garras del león y del oso, también me librará del poder de ese filisteo.

  —Anda, pues —dijo Saúl—, y que el Señor te acompañe.

- The action in our faith is training. When take the knowledge we have learned from the Scriptures and apply it to a situation through action, we are being trained and developed.
- Our deeds/serving are the training ground for our faith to develop.
- Here is the key point to understand about faith and works; both are dead without each other. You can't have faith without works. You can't have works without faith.

- o Leadership Training is Development
  - *1 Timothy 4: 7-8, [7] Have nothing to do with godless myths and old wives' tales; rather, <u>train yourself to be godly</u>. [8] For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come.*

  - *1 Timoteo 4:7-8, [7] Rechaza las leyendas profanas y otros mitos semejantes. Más bien, <u>ejercítate en la piedad</u>, [8] pues aunque el ejercicio físico trae algún provecho, la piedad es útil para todo, ya que incluye una promesa no solo para la vida presente, sino también para la venidera.*

  - Equipping is the knowledge for today. Training is the development for tomorrow.
  - Developing people is an important aspect of ministry. If we don't develop, if we don't pour back into those who are serving, they will burn out.
  - As we train leaders, we continue to develop them in their gifting.
  - Training should continue throughout a leader's service. We should never reach a stage in life where we have achieved it. Where we know it all. Remain teachable.
    - *Luke 2:52, [52] And Jesus grew in wisdom and stature, and in favor with God and men.*

    - *Lucas 2:52, 52 Jesús siguió creciendo en sabiduría y estatura, y cada vez más gozaba del favor de Dios y de toda la gente*

    - Continuing Education
      - o Read books
      - o Send to Conferences

2. **POINT #2: Establishing a Culture of Training/ Development**
   So now that we have defined that training is development. Let us look at how we can establish a culture of development with ministry that will sustain the church in training leaders.

   Condensing an 8 week teaching on culture and development into 20 minutes. *(Content from: Pastorscoach.com/ Michael Brodeur)*

   - o What Kind of Church Culture Are We Developing/ Training People In?
     - *Fantasy Church Culture: Maintaining status quo. Managing members until they go to heaven. Not healthy.*
     - *Factory Church Culture: A Focus on programs, Streamline Discipleship, Cookie cutter Christians. High burnout rate. Not healthy.*
     - *Family Church Culture: About relationship, connection, covenant and multiplication.*

- This is ultimately the ideal church culture we should strive to build in our churches because it is biblical. This is not a culture of entitlement but of relationship and development.

o Developing People in A Culture of Family

- *Ephesians 4:11-16, [11] So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, [12] to equip his people for works of service, so that the body of Christ may be built up [13] until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*
  [14] Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. [15] Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. [16] From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

- *Efesios 4:11-16, [11] Él mismo constituyó a unos, apóstoles; a otros, profetas; a otros, evangelistas; y a otros, pastores y maestros, [12] a fin de capacitar al pueblo de Dios para la obra de servicio, para edificar el cuerpo de Cristo. [13] De este modo, todos llegaremos a la unidad de la fe y del conocimiento del Hijo de Dios, a una humanidad perfecta que se conforme a la plena estatura de Cristo.*
  [14] Así ya no seremos niños, zarandeados por las olas y llevados de aquí para allá por todo viento de enseñanza y por la astucia y los artificios de quienes emplean artimañas engañosas. [15] Más bien, al vivir la verdad con amor, creceremos hasta ser en todo como aquel que es la cabeza, es decir, Cristo. [16] Por su acción todo el cuerpo crece y se edifica en amor, sostenido y ajustado por todos los ligamentos, según la actividad propia de cada miembro.

- So now that we have established that the Biblical model for a culture of development is family. Let us identify biblical examples of development through this family culture
  - First we know through Paul's prayer in Ephesians 3:14-15 that there is a family in heaven. So God has established paternal and spiritual family on earth to train us in becoming part of the family in heaven which would include all of the created beings, angels, and creatures around the throne.
  - To some extent, the culture of family is represented in the trinity.

- When God created Adam and Eve He commanded them to be fruitful, multiply, fill the earth and subdue it.
- *The ultimate example of development is through family in the Scriptures themselves.*
  - *The family unit was broken through Adam and Eve.*
  - *God set up a plan to restore the family.*
  - *God built a family that had a son. That son also had a son. And then that son had 12-sons. Those 12-sons formed 12-tribes that became a nation.*
  - *After many people groups were formed and created through years and centuries of development, they received God manifested in the flesh, Jesus the Messiah.*
    - The point of family is so that were are not just checking the boxes, but have relational training
      - One on one, and as a group
      - Where are you going? How can I help you get there?
      - Make room for failure
      - Nurturing accountability (feedback, correction, admonishing, calling out, all through trust.)
  - In Establishing a Culture of Development, We Must Define Ministry Values
    - *Culture is the combined values, priorities, and practices, along with traditions, symbols and language that binds us together in unity and connect us to our past, present and future.*
    - *Values are the almost indefinable basis by which you judge the relative worth of one thing compared to another. Values determine the flavor, the style, the how, and the why of what you're doing.*
    - *If you can get your values in place and lined up with the people around you, you're going to have the greatest opportunity for unity.*
    - *All leaders must align themselves with these values.*
    - *Share them frequently with your leaders and volunteers. They should be well known values and not hidden values.*
    - Share LCC ministry values
      1) **Humility:** Phil 2:3
      2) **Loyalty:** John 15:3
      3) **Integrity:** Titus 2:7-8
      4) **Unity:** 1 Cor. 1:10
      5) **Resilience:** 2 Tim. 1:7
      6) **Excellence:** 2 Cor. 8:7
      7) **Commitment:** Col. 3:23-24

3. **POINT #3: The Vehicle for Leadership Training**
   - Developing Spiritual Fathers and Mothers
     - What my spiritual father, William Vazquez, saw.
     - *Development in Family Culture needs spiritual mothers and fathers.*

- *Goal as a spiritual parent: to serve and not be served.*
- *Parenting is the heart posture that every, single disciple-maker needs to have.*
- *Every, single pastor needs to think of himself or herself as a spiritual parent, caring for the young ones in the church.*

  - Love those in our church like a parent would love their children.
  - Believe in them like a parent would believe in them.
  - Be careful not to guilt trip or manipulate them, like some dysfunctional parents might do.
  - Provide growth pathways and growth goals for people so that they can become who God has created them to be.
  - Our ultimate goal is to raise healthy adults who can have their own families in due season.

- *Five (5) steps to become a spiritual mother or father*
  1) *Be a son: The first step to becoming a spiritual parent is to position yourself in relationship to the leaders above you.*
  2) *Understand the Process: Our goal as a parent is not to be served but to serve.*
  3) *Identify and enlist spiritual sons and daughters.*
  4) *Help your sons and daughters discover their gifts and calling and develop them accordingly.*
  5) *Release Them: Propel them to go beyond us.*

- *Five Skills for Spiritual Parenting*
  - *Be relational: Be real, be honest, be transparent. Remove the mask. Connect. Develop intimacy.*
  - *Be covenantal: Develop structure, commitment, dedication and duty.*
  - *Be reproductive: Make room for growth. Focus on babies (souls)*
  - *Be developmental: Understand different needs (ages), not a cookie cutter approach.*
  - *Be Intergenerational: Bring up next generation. Make disciple makers who make disciples. Connect/value the Generations.*
    - *2 Timothy 2:2, ² And the things you (2ⁿᵈ gen) have heard me (1ˢᵗ gen) say in the presence of many witnesses entrust to reliable men (3ʳᵈ gen) who will also be qualified to teach others (4ᵗʰ gen).*

    - *2 Timoteo2:2, ² Lo que me has oído decir en presencia de muchos testigos, encomiéndalo a creyentes dignos de confianza, que a su vez estén capacitados para enseñar a otros.*

    - *The four generations represented in this passage. As a generational-developer, you are developing sons and daughters; Babies in Christ who are growing into adolescence, into young adults, and finally into grandparents.*

- o *Have a development track in place to move them forward, up and out in Christ. Ultimately, many of them will actually have to leave your church to fulfill their true destiny.*
- o *Hold them, loosely. God may call them beyond your church.*

4. **POINT #4: Developing Servant Leaders**

- o *The bottom line: People can't truly grow in Christ until they are serving others.*
- o *Disciples cannot be developed in a classroom.*
    - ▪ *Classes are fine and they teach good information, but they do not transform lives.*
    - ▪ *Transformed lives are developed by teaching people how to work and walk with one another through the process of serving Jesus by serving each other.*
- o *The Framework for Developing Servant Leaders – by John Wimber*
    - ▪ *Identify*
    - ▪ *Recruit*
    - ▪ *Train*
    - ▪ *Launch*
    - ▪ *Support: Monitor & Nurture*
- o *Training must not be focused so much on what they are going to be doing but the heart with which they do it. Focus on the knowledge and the skill set that they need in order to do it.*
- o *We are helping to develop the whole person to become who God has called them to be.*
- o *This will result in having the capacity to launch new leaders and new ministries;*
- o *We will begin to create new dimensions of services and expressions within our churches.*
- o *The more new expressions we have of new leaders emerging up through a training process into greater levels, sons and daughters maturing into their callings, and the more new dimensions, new families, and new kinds of ministries that we are developing will create the opportunity for new life, growth and impact on the community.*

- END HERE IF TIME IS UP -

5. **POINT #5: Releasing People to Lead**
    - o Leadership Delegation

        - ▪ *The difference between leaders and workers.*
            - • *A worker is somebody who leads in the presence of their leader. But a leader is somebody who leads in the absence of their leader.*
            - • *Delegation cannot be limited to workers.*
            - • *Build a culture of trust and honor.*
        - ▪ *The difference between delegation and development.*
            - • *Most leaders are good delegators, but not good developers.*
            - • *We want to do both. We want to use the delegation process as developmental leverage to move people forward.*
6. **POINT #6: Development meetings**
    - ▪ Individual Meetings

- How often to meet (Once a month)
- Meeting format Idea
  - Personal Connection
  - Personal Development
  - Ministry Development
- Group Meetings
  - How often to meet (Once a quarter)
  - Meeting Format Ideas
    - Team building
    - Serving together
    - Vision Casting
    - Relational Community

7. **POINT #7: Creating opportunities for development.**
   - The training ground for leadership development
     - Evangelism
     - Small group gatherings in homes
     - Midweek services
       - Usually low attendance compared to Sunday services
       - Great opportunity for empowering spiritual gifts
     - Men's or Women's gatherings
     - Volunteering in Church Events/Ministries
     - Serving people
       - It is the greatest opportunity for development
       - It's how Jesus develops us

8. My Personal Testimony (If there's enough time)