



# EQUIPPER

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Dear church leader,

In the April *Equipper*, we addressed the need for each congregation to have a clearly defined, accessible *discipleship pathway*. A key part of the pathway is *leadership multiplication*. The pastor has a key role in this, for cultural expectations and GCI church governance assign to pastors the role of the congregation's primary "gate keeper." This role includes both *protection* and *facilitation*:

- **Protection** has to do with *guarding the gate*—keeping out that which is destructive, including false doctrine and hurtful practices. Occasionally it means protecting against hurtful people. This role calls for vigilance, courage and tact.
- **Facilitation** has to do with *opening the gate*—providing "open lanes" for believers to become workers, and workers to become leaders. This calls for vision, appropriate self-confidence (so as not to feel threatened), and selflessness (being willing to give place to those who might excel you).

It is a challenge to balance protection and facilitation. In my experience, GCI leaders (as a whole) tend to emphasize protection over facilitation. Though this is understandable (given our cultural and church heritage), it is a significant challenge that needs our attention and action. And so I ask for your help.



Here are steps that I ask all our pastors to be taking (and my sincere thanks to those already doing so):

1. Proactively identify, equip/mentor, deploy and coach some *new* leaders (and engage existing leaders in doing this with you).
2. Generously share leadership opportunities with emerging leaders—this means letting go of some of your own leadership responsibilities (not just delegating work tasks). In short, *let leaders lead*, then coach them as they go.
3. Keep your congregation connected to GCI district and regional training that helps surface and equip emerging leaders.
4. Show *You're Included* and *Speaking of Life* videos to keep your leaders (and all members) connected to GCI theology and doctrine.
5. Forward *GCI Weekly Update* to your leaders and key workers so that they have an "inside window" into what is happening in our international church family.

Please make this a top priority. On page two, you will find related tips and resources. Thanks for your cooperation, and please do not hesitate to seek assistance from your district or regional pastor or any of the CAD ministry developers. We are all here to help you address this important challenge.

Sincerely,  
Dan Rogers, superintendent of U.S. ministers

## Tips and resources for multiplying leaders

Here are ways to take forward steps in multiplying leaders in and through your church or ministry.

- **Pray (and pray some more)**

Though this may seem obvious, it is vital. Jesus, through the Spirit, is providing leaders for his church. Therefore, we pray in faith to “the Lord of the harvest,” asking him to send out harvest workers and to gift some of them to be leaders. In addition, we pray for eyes to see whom he is sending and gifting, and for a heart willing to receive, equip and then release and coach them.

- **Get resourced**

Check out the leadership multiplication resources referenced on GCI’s ministry development website at <http://mindev.gci.org/Web%20Documents/Competency%20chart%204.htm> A good place to begin is to read *The Leadership Baton* by Forman, Jones and Miller (it is a very helpful book).

- **Get coached**

The “hustle and bustle” of life along with the inertia of old habits conspire to lock us into “business as usual.” A ministry coach can help you break through—envisioning and implementing new behaviors. If your coach knows that one of your primary goals is to multiply leaders, he or she can help get you there. CAD can help you find a coach (we are constantly training new ones). If you are interested in having a coach or in being a coach, please email [Randy.Bloom@gci.org](mailto:Randy.Bloom@gci.org) (we need both men and women coaches).

- **Help others lead**

In *Unleash the Leaders Around You* (an article in the 10/6/99 *Leadership Journal*), Dave Goetz writes that a need to control, “may be one of the most destructive traits in church leaders.” This trait typically is manifested as a need to dictate every decision and weigh in on every proposal. Though doing so may seem like being responsible, “it is like acid rain, which poisons the environment of leadership.”

The article quotes Gordon Mackenzie, former Creative Director at Hallmark, who offers this helpful illustration in the book, *Orbiting the Giant Hairball*:

My last boss at Hallmark... sat at the wheel of one of the corporate speedboats. I was at the end of a towline on water skis. We spent our time together skimming across the great Lake Hallmark. [He] was so sure of who he was, and why he was where he was and where the power was, that he was not threatened at all when I would ski around in a wide arc until I was even with the boat and sometimes even past it. He knew I was not going to start pulling the boat with him in it. It just does not work that way. The power remains in the boat. But, in allowing me to ski past him — in a sense, allowing me to lead — he would unleash in me an excitement about our enterprise that served our shared goals. If you are in a position of power and want to lead well, remember: Allow those you lead...to lead...when they feel the need. All will benefit.

One additional thought here: In some situations, those who would make effective leaders will not step forward on their own accord. Therefore, existing leaders must identify and recruit them; and by giving them opportunity (including equipping and mentoring), help them step into leadership.