

Developing Student Leaders

- I. Context for developing leaders
 - A. Preach
 - 1. Hit hard and relentlessly on the idols of your campus
 - 2. Solid preaching is the foundation of your ministry
 - B. Love students
 - C. Understand your campus
 - D. Understand leadership
 - 1. What is it? The essence of leadership
 - 2. What do leaders do? How do they operate?
 - 3. Definition: recruiting, training, motivating, and deploying people to perform a task together that they would not otherwise have done
 - 4. What is required of leaders on *your* campus?
 - E. Know yourself
 - 1. Personality
 - 2. Gifts
 - 3. Experience
 - 4. Values
 - F. Your Ministry Team is your staff
- II. Preparation
 - A. Reading
 - 1. "Leadership Development," David Green — at www.cdavidgreen.org
 - 2. *Disciples Are Made, Not Born*, Henrichsen
 - 3. *Master Plan of Evangelism*, Coleman
 - 4. *Dedication and Leadership*, Hyde
 - B. Compile a list of leadership roles for your ministry
 - 1. Bible study
 - 2. Worship
 - 3. Service
 - 4. etc.
 - C. Compose a job description for each role
 - 1. Purpose and goals of this job
 - 2. Qualifications
 - 3. Duties
 - 4. Reporting
 - D. Develop a training curriculum for each role
 - 1. What does he need to know to perform this task?
 - 2. What skills does he need to perform this task?
 - 3. What experiences does he need to equip him?
 - E. Start with the most necessary roles and write a job description and training curriculum for those. Then add a few each year. It will take several years fully to develop these things.

III. Execution

- A. Recruit new students to...
 - 1. Attend LG
 - 2. Attend BS
 - 3. Frequent 1-1 with you or senior leader
 - 4. Attend conferences, social events, service events, etc.
 - 5. – the whole Ministry Team is involved in this; this is a significant point of discussion in MT meetings
- B. Evaluate for leadership potential
 - 1. Level of interest in RUF
 - 2. Personal maturity (responsible, disciplined, thoughtful of others, relational skills, etc.)
 - a. Strengths
 - b. Weaknesses
 - 3. Spiritual maturity (biblical knowledge, theological knowledge, love for God, love for people, love for the church, etc.)
 - a. Strengths
 - b. Weaknesses
 - 4. Personality (SJ, SP, NF, NT)
 - 5. Talents and abilities (music, administration, public speaking, etc.)
 - 6. Special interests (missions, evangelism, service, writing, art, etc.)
 - 7. Signs of spiritual gifts
 - 8. – discuss this in Ministry Team meetings
- C. Select a leadership role for him
 - 1. Gather a consensus of the Ministry Team about this
 - 2. Consult with him
- D. Develop a training plan
 - 1. *When* will he be given the knowledge, skills, and experiences to lead?
 - this semester? winter break? weekly? on weekends? summer?
 - 2. *Where* will this training happen?
 - at school? on a retreat? at a conference?
 - 3. *Who* will do this training?
 - campus minister? current student leader?
 - 4. *What* books, articles, or other materials are needed?
 - 5. How will you evaluate his progress?
 - a. You need sharp, specific criteria for evaluation
 - b. Who will do this evaluation?
 - c. At what points in the process?
 - 6. How will you know when he is ready to lead?
 - What skills and knowledge must he possess to be minimally qualified?
 - 7. See appendices on page 9 of “Leadership Development”
- E. Execute the training plan
- F. Monitor and evaluate progress
- G. Place in a job when he is ready