

Leading Leaders Coaching Session #2



Leadership Competency: **Recruiter (pt. 1)**

Key verse: Exodus 18:21

Key question: Am I ready to draft the next key player for the team?

Description: A Recruiter is committed to the multiplication of LifeGroups at CVC by constantly seeking to discover and develop new LifeGroup leaders.

Connect:

1) What's new in your life?

Celebrate:

2) What's working well for you right now in your life? In your ministry?

Coach:

3) As you think about yourself as a recruiter of new leaders at CVC, what part of that role is most energizing to you?

4) As you think about yourself as a recruiter of new leaders at CVC, what part of that role is most challenging for you?

5) In the Leadership Greenhouse - Leading Leaders - Podcast 2, Dean Siley said that a Leader of Leaders always has his/her radar on, looking for new Leaders of Others. Why do leaders sometimes turn the radar off?

6) What are some ways that a Leader of Leaders can always keep the radar turned on?

Communicate:

[Together, read through the following article.]

How to Recruit Leaders

Edited by Rick Duncan

To make any group ministry successful over the long haul, we not only must care for our current leaders, but we must also recruit new leaders. Unless you regularly find new group leaders, your church and its ministries will always struggle to grow—if growth happens at all.

New life requires new leaders and a healthy and effective process for recruiting those new leaders. So, here are a few basic ideas and principles for successfully recruiting new leaders one on one.

Pastor Larry Osborne, in his book *Sticky Church*, names two essential leadership traits, spiritual warmth and relational warmth.

Spiritual warmth has to do with being warm toward God. A spiritually warm person is in a growing relationship with Jesus. This is demonstrated by an obedient life to the teachings and directions of the Bible. A spiritually warm person is ready and willing to grow in relationship with Christ and others. She or he is able to discern and follow the Spirit's leading.

The second trait, relational warmth, is demonstrated when interacting with people. People enjoy being around a relationally warm person because he or she knows how to make others feel comfortable. They can engage others in simple conversations, have a positive attitude and smile more than they frown. We all like relationally warm people.

In addition to spiritual and relational warmth, at CVC, we want our Leaders of Others to grow in four core competencies: 1) Anchor: Embedded in the truths of the Scriptures; 2) Blueprint: Modeling for others the Fruit of New Life; 3) Shepherd: Protecting others in a safe, hospitable caring community; and 4) Scout: Identifying and recruiting emerging leaders.

While keeping all this in mind when recruiting new leaders, it's important for us not to raise the bar too high. Remember that when leaders are entrusted to God, He can do more than we even think to imagine or ask. As Nelson Searcy writes, *If Jesus could trust a couple of fishermen to be His disciples and Paul could trust inexperienced believers to oversee the ministry and teaching of new churches, surely we can trust our followers of Jesus with our small groups even if they are average people.* Ongoing support and training from a Leader of a Department or a Leader of Leaders will help new leaders develop over time.

Below is a simple process for recruiting new leaders.

I notice
I connect
I believe
I invite

Step 1: I notice. Every Leader of Leaders (LL) must look for those people who have leadership potential, a passion for Christ and His church, and the spiritual and relational warmth to be a Leader of Others (LO).

Where will you look for the best people to lead? Here are some options:

- **From existing groups and ministries.**
- **From people new to your congregation.**
- **From those on the periphery of the church's ministry.**
- **From those who have led in the past.**

Above all, pray that the Lord of the harvest will send forth laborers into His harvest and will impress on you the names of potential leaders.

Step 2: I connect. The Leader of Leaders connects with the possible Leader of Others in hallway conversations, around the table at a restaurant, or in his or her own home. The LL is simply seeing if this person really does have what it takes to become a LO.

Step 3: I believe. The LL realizes that he or she believes deeply enough in the potential new leader that they are ready to ask them to become a LO. You honor a potential leader by naming the characteristics you observe in her or him that equip them to be a Leader of Others.

Step 4: I invite. It is at this point the LL — that is, the person recruiting the new LO — asks this person to become a new leader. Be sure to present the role of Leader of Others not as an obligation, but as an opportunity to grow as a leader in all areas of life – at home, at work, in the community, as well as at church.

Don't underestimate the power of "the ask!" Sentences that could be used in making the ask may start with the following phrases:

- I've been praying and...
- Here's what I see in you...
- I'm asking you to join me in... (vision)
- If you will I will... (equipping)

Present the basic requirements of the role. Asking for too much too fast may scare off the potential leader. Ask the potential leader to join you in prayer about the call to be a Leader of Others.

Once the new leader has agreed to come on board, please call or email your CVC ministry leader, typically a staff person who is serving as a Leader of a Department (LD). Our LDs will help equip the new leaders and give you tools to help you train and launch the new leader effectively.

Asking a person to be a Leader of Others in a prayerful, careful, vision casting way will cause the potential leader to seriously consider the call to leadership. It also elevates the role of Leaders of Others to one of great importance.

Edited by Rick Duncan from blog posts by Rick Howerton (Five Steps to Recruiting Small Group Leaders), Mark Ingmire (Recruiting Small Group Leaders: The Basics), and Ruth Kelder (Recruiting Small Group Leaders: The Who, Where, and How of It).

7) What affirmed you most in the article on recruiting? Why?

8) What challenged you most in the article? Why?

9) Which of the four steps to be an effective recruiter comes easiest for you?

10) Which of the four steps is hardest for you?

11) In the Leadership Greenhouse – Leading Leaders - Podcast 2 you heard that we must constantly identify, equip, and send out LifeGroup Leaders (LOs) because they are on the front lines of spiritual growth and pastoral care. What are the pluses for a church when this is done well?

12) What are the minuses for a church when this is done poorly?

Care:

13) What actions do you need to take to be a better recruiter at CVC before our next conversation?

14) How can we pray for each other?