**Developing Leaders: Starting, Growing or Renewing**

By Kris Swiatocho, [www.TheSinglesNetwork.org](http://www.thesinglesnetwork.org/) Ministries

**What kind of leaders are in your ministry? See below for a few you might recognize.**  
**BORN LEADERS:**  
Occasionally you find those amazing self-starter leaders. You know that kind that rarely needs encouragement. They have high admin skills. They are quick, ready to serve. They have great attitudes. They are the kind that when you find them, they rarely stay under you. They usually start their own ministry or company. So, treasure them while you have them because you won't have them for long.    
  
**STRUGGLING LEADERS:**  
While anyone can struggle as a leader, not everyone should be a leader. These types of leaders seem to have drama follow them wherever they go. No matter how many times you set up a leader or training meeting, something has happened in the lives that keeps them from attending. Sure, death should be an excuse, a broken-down car, a boss requiring you to work late. The problem though is this leader has one of these things happen each week. It could be God saying they should not be a leader or simply, the timing isn't right.  
  
**CAN’T COMMIT LEADERS:**  
Now, don't get this mixed up with the one prior. This leader also rarely can come to meetings and events but not because they seem to be cursed. It's because they are also on every other leadership team. They have all the skills you are looking for except they can't come to anything.   
  
**BURNING OUT LEADERS:**  
Often these leaders take on too much and do not know when to say no. Sometimes they appear as the perfect leader, everything going well. But then, out of nowhere, they tell you they need to take a break or even quit. These leaders often do not have good boundaries of what they can do or not do so they don't burn out. This is why it's important to stay close enough to them so you can tell when you start to see them get overwhelmed or tired, this way you can recommend others to help take some of the load off. Note: Not everyone can do the same amount of work. What might appear little to one person is a lot to another?   
  
**DOESN'T DELEGATE LEADERS**  
These leaders simply do not know how to delegate or they lack the trust to delegate. These leaders do not necessarily control freaks; however, they do have some level of insecurity. Perhaps they have delegated to someone who failed. This failure reflected them so for the future, they just do it all themselves. The problem with this is they never train anyone to help or take their place. The ministry can't grow.   
  
**MINISTRY OF ONE LEADER:**  
This is similar to the ones who control or don't delegate but it goes much farther. They either do not know how to find other leaders or don't want too. The bottom line, building leaders takes time, lots of time. You have to have coffees, email them, call them, train and follow-up. I mean, can't we just all show up and help. Why do people need to know their jobs? Why do they need to know what is expected of them? Why? OK, I hope I don't have to answer that.   
  
**CONTROLLING LEADERS:**  
These are the types of leaders that either attempt to manipulate you or take over your ministry. They have their own ideas of how things should go but rarely have the skill or experience to prove it. They offer tons of great ideas but never follow-through. They are horrible at delegating due to being controlling. As a result, they may sound like a leader but are more of a pain in the\_\_\_\_\_\_\_\_\_\_.   
  
**SELF APPOINTED OR HOW DID I GET HERE LEADERS:**  
Often when I start working with a church there are several so-called leaders that have either been there for years or someone brought them on who had no idea what it takes to make a great leader. They are controlling, have issues, do not have a Jesus' heart or they are the other end, have nothing to say, way too passive and lazy. These leaders need to be re-evaluated and ask to go to a volunteer position or leave altogether. They will be cancer to your new ministry. People will judge your leadership by who you have on your team.   
  
**A VOLUNTEER, NOT A LEADER:**  
These are the type of leaders that are really followers. Sometimes they great and sometimes not so great. Sometimes they show up, do the work and sometimes they never show up. This is why they are a volunteer. A volunteer has more flexibility as their expectation is lower. I prefer everyone to be a volunteer first to see if they take is seriously. Some volunteers may be leaders elsewhere. Some may never want to be a leader and some are there for a one-time event. No matter what, recognizing the difference can make all the difference in your ministry.  
  
**GROWN LEADERS:**  
Then there is the kind that may need some help at the start. They need you to either micro-manage or follow-up with on a regular basis. They have skills but often are not sure of them. They need your encouragement, support, and knowledge to help them become the leader you see that they can be. These are my favorite kind of leaders. They know they need some help, but are Faithful, Available, and Teachable (FAT) plus I add an "S" for service-minded. They are going to Church, Bible study, growing in the Lord. They are available, not overly committed anywhere else, and they are teachable…they have a great attitude. And finally, they love serving in any way they can.   
  
**WHAT I SEE NOW!**  
As I have traveled I noticed that rarely do leadership teams get any training. Sometimes their churches offer it to the entire church or their leader might suggest a book or they might have a planning meeting but that is it. Most teams are not meeting regularly nor are they getting training on how to build the ministry. This is why I came up with a short, 6-week course that anyone can commit too. I promise, if you do this course, you will not only have the skills to build your teams, your ministry but you will also learn more about your team and who should be on it.   
  
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**WEEKLY TOPICS:**  
Week 1: Who You Are in Christ  
Week 2: Affirming Your Calling as a Leader  
Week 3: Spiritual Warfare  
Week 4: Mentoring/Finding others with a Similar Calling  
Week 5: Building the Team  
Week 6: Caring for the Team.  
  
Week 1: Who Am I?  
Description: Everything starts and ends with a great team but a team starts with a great leader. A great leader should know who they are in Christ first in order to lead others. This leader also should have a personal, growing relationship with Christ. This lesson will focus on your identity, your personal growth in your faith, and your walk with the Lord.  
   
Week 2: Who Ya Going to Call?  
Description: Learning and affirming your calling to be a leader. Most maturing Christians are serving the Lord but often in the wrong area, this lesson will help you focus on the right area God is calling you into.  
   
Week 3: The Devil Made Me Do It!  
Description: This lesson focuses on how to recognize the enemy’s attacks on you, your team, and your ministry, and what to do when it does happen.  
  
Week 4: Making Copies!  
Description: This lesson focuses on the importance of recognizing potential leaders by starting with those who are voluntold versus volunteers.  
  
Week 5: There’s No “I” in Team  
Description: Everything falls and rises on leadership. Without a great team that is unified in the path to reach the goals God has put in place, leadership will fail. This lesson will focus on how to build a team that builds the ministry.  
   
Week 6: Are You a Care Bear?  
Description: This lesson focuses on how to keep our team, our leaders, and, ultimately, our ministry going and growing.  
  
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