

Leadership Development at Second Mile Church

GOAL:

To create a Leadership Development engine that will produce well-rounded leaders and teams for Second Mile's ministries and for new church plants.

ASSUMPTIONS:

1. **Leadership development needs to be as personal and personalized as possible.** People are not 'widgets' that can be mass-produced. We need to focus on growing people, not using them. "We need to care for people and help them flourish and grow in ministry, not squeeze them dry in the interests of keeping our programs running."¹
2. **All existing leaders must be involved in developing leaders.** Training new leaders needs to be a priority for all existing leaders, not just the specialty of a few. Developing a church-wide culture of leadership development will be difficult, but worth it.
3. **Participation in formal leadership development needs to be demanding but doable.** When we set the bar high, people tend to respond accordingly. But we must also create systems and structures that don't overwhelm or over-commit people in a way that is counter-productive to their development. This means that, where possible, leadership development processes should overlap with other ministry commitments.
4. **We must joyfully embrace the reality that we will give away our best leaders.** This could be called 'growing fruit on other people's trees.' Our ultimate goal is gospel and kingdom growth, not Second Mile growth. Plus, we will either joyfully give them away or we will painfully lose them when God sends them out.
5. **Constant assessment is required.** Effective leadership development always includes constant, rigorous evaluation and assessment of those involved. There are few things sadder than a person who fancies himself to be something that everyone else knows he is not—but never had the courage to tell him. Often the best place for this assessment is at the beginning. As Steve Ogne says, "We often equip well but select poorly."
6. **There's a difference between workers and leaders.** Workers do stuff and leaders lead people who do stuff. We need both, but leadership development should focus on those who have people following.
7. **Community Groups are crucial.** Groups will provide basic discipleship and personal ministry opportunities that will identify each next wave of potential leaders. Therefore, our goal should not be simply to 'get people into groups,' but to have groups be strong communities of spiritual growth. We want to get to the point where group leaders are trained to see themselves not merely as facilitators or organizers but as front-line disciple-makers and 'mini-pastors' of the people in their group.
8. **Leadership development should be more irresistible than mandatory.** Rather than mandating that leaders participate in training, we want to make these leadership development experiences compelling enough that leaders don't want to miss it.

¹ Marshall, Colin, and Tony Payne. *The Trellis and The Vine: The ministry mind-shift that changes everything*. Kingsford, Australia: Matthias Media, 2009. 20.

Second Mile Church Leadership Development Map

At Second Mile Church, developing quality leaders is a tremendous priority. Highly effective ministries, organizations, groups, and churches are almost always led by high quality leaders. Therefore, we want to attract and cultivate as many transformational leaders as possible. In particular, we are looking to develop leaders who will eventually do one or more of the following: a) be part of a church-planting team, b) be a top-notch Community Group leader, or c) be on the front lines of ministries that engage those outside of Second Mile (redemption, counseling, mercy ministry, outreach environments, etc).

The following 'map' explains the Leadership Development System at Second Mile. *In order to be eligible for participating in the Leadership Development System, one must be a covenant member of Second Mile and must be serving as a leader or apprentice of a Community Group or Ministry Team.* [NOTE: Not all apprentices or leaders are required to go through the system and *this system is not a prerequisite for most leadership positions.* Most leaders and apprentices will be leading as they go through the system.]

Step 1: Apprentice or Existing Leader

Those eligible to participate in formal leadership development must already be serving as an apprentice or leader of a Community Group or Ministry Team.

An apprentice is "one who is learning by practical experience under skilled workers." The best way to learn to lead is by leading. Therefore, any aspiring leader must first serve as a Community Group or Ministry Team apprentice, where he or she will help provide leadership.

Apprentices are selected and approved by existing Community Group or Ministry Team leaders.

Not all existing leaders or apprentices are required to go through the Leadership Development process, but they are eligible to do so if they desire.

Step 2: Bible Boot Camp

Bible Boot Camp is a 4-month experience offered twice per year (January-May and August-December).

It is designed to give an overall biblical framework for ministry and introductory experience in applying Scripture to ministry situations.

Bible Boot Camp is typically done in an interactive classroom-style environment with 6-18 people per class.

Existing leaders and apprentices are eligible to participate.

Cost: \$200 + books

Time: 4-8 hrs/week and one weekend retreat.

Step 3: Surge School

Surge is a 1-year experience with start dates in January and July.

The Surge School is a city-wide leadership development process that combines weekly "Tables" led by each church and quarterly 'Intensives' that bring all the Surge churches together for high-quality training from nationally respected instructors. Surge 'Tables' are small groups of 3-5 people and are often grouped by the following ministry tracks:

- 1. Communication** (preaching, teaching, vision)
- 2. Shepherding** (leading groups on mission, pastoral care)
- 3. Redemption** (counseling, mercy, crisis)

Cost: TBA + books

Time: 4-8 hrs/week and (maybe) one retreat, conference, or church tour.

Developing Others

Some will teach Bible Boot Camp, lead a Surge Table, or coach other leaders. All graduates of the Surge School are expected to continue to develop other leaders.

Leading New Ministry

Some will participate in starting new ministry initiatives (inside or outside Second Mile) or help with church planting teams.

Internship

Some will serve as 'staff' interns, where the intern will experience intense, hands-on ministry in a focused area of service to explore vocational ministry.