

RAISING UP LEADERS



Several years ago I attended a leadership seminar with about 100 other people. Our first assignment was to divide into 10 groups, pull our chairs into a circle and select a leader. Each group quickly appointed a leader.

The director asked, "Are you leaders ready to lead?"

We all responded enthusiastically.

"Do you know what you're leading?"

It was at that point I knew we were in trouble.

The director chuckled. "If I had said your group was to spend the rest of the day designing a shopping mall, would you want to keep your same leader?"

What if your group assignment was to start a mission church in the inner city? Or choreograph a modern ballet?"

Embarrassed, we all admitted it would have been nice to know where we were going before we called a leader.

Nothing is more important for the pastor than raising up leaders in ministry. The key to this is *relationship*—which means the pastor needs to know his people, building trust and confirming character. Jim Hayford, brother of *Ministries Today* columnist Jack Hayford and pastor of Zion Fellowship in Danville, California, says that in order to spot the "anointing" for leadership you should look for four things:

1. Someone whom people are following. In other words, the way to spot a shepherd is to look behind him and see if any sheep are following.

2. Someone who is uninterested in fame or power. Look for a man or woman who is not campaigning for a position.

3. Someone who cares more for those he leads than for himself. The true leader has a servant's heart.

4. Someone whose house is in order. Keep your eyes open for a radiant spouse and obedient children. Move slowly with the person whose intimate leadership has resulted in disasters.

There are certainly other vital things to include in this list, including abilities, but Hayford says every time he's compromised one of these four points he's regretted his impatience. In short: "Do not be hasty in the laying on of hands" (1 Tim. 5:22, NIV).

Ministries Today cannot set your goals—nor tell you how to run your church. But we can tell you what others have done right—and wrong. And we can warn you: Don't shout "Follow me, boys" until you know where you're going. Be sure and read Doug Murren's interview with Roy Hicks Jr., who not only has raised up leaders, but appointed one of them as pastor of his Eugene, Oregon, church before accepting a denominational position with the Foursquare Church.

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