

LEAD COACHING

Leadership Selection

FALL OR SPRING



Introduction



DISCUSS

Give leaders the following prompt, and have them share. Ask them for specific things they would love to see happening in their chapter through the Chapter Ministry.

- ➡ Imagine it's five years from now, and you're returning to campus for a homecoming game as an alumni. On your way, you decide to connect with the current Chapter Ministry Leader from your chapter. During your meeting, you ask them "How has the Chapter Ministry been going?" What would you love to hear them say in response?

All of these dreams are great, but they are all contingent upon one thing - having another leader come after us. Jesus started his ministry with the end in mind. He knew that he would not be around forever (at least not in bodily form), and for his ministry to continue someone would have to come after him. That's why he started his ministry by selecting a small group of people (The Apostles) that he then intentionally developed over the course of his ministry. We sit here over 2,000 years later on a totally different continent because Jesus and the people who followed him lead with the end in mind.

Likewise, if we want our Chapter Ministry to live beyond us, then we must lead with the end in mind. We must ask ourselves, "Who will come after us?" Then, prayerfully and purposefully look for that next leader.

The ultimate vision of Chapter Ministries is just that we would see our brothers and sisters seeking, responding, and following Jesus now but that we would see them continuing to do so five to ten years from now! To make that vision a reality, we're going to talk about identifying and inviting potential leaders.

Leading with the End in Mind



IDENTIFYING POTENTIAL LEADERS

Take a few minutes to review the handout with leaders before having them reflect. Have a few people read each section as you give some additional explanation below.

SCRIPTURE

This verse takes place while God is choosing the new king of Israel. It shows that God is more concerned with the heart of a leader than the outward appearance and abilities of a leader. The reality is that *we can teach someone to lead, but we can't teach someone to love. We can train leadership, but we can't train hearts.* As we look for potential leaders, we need to focus our attention on their heart rather than their ability or leadership charisma. We're not looking for someone to fill a role. We're looking for someone to answer a calling God has placed on their heart.

WHO IS A POTENTIAL LEADER?

Note that these people do not have to be perfect. However, we do want them to be showing signs of initial growth in these areas. The characteristics and questions to consider are there to help you think of specific examples that exemplify a heart for God, Greeks, and our Mission. Note that identifying potential leaders is not a black and white process. It's really a process of discernment done in partnership with the Holy Spirit and in community with others leaders.

After you have reviewed the handout, give leaders some time to reflect individually. Then, have them share the names of the potential leaders they are considering. Note there will probably be chapters with no real potential leaders. While we would love for every chapter to have a potential leader to follow them, we would rather let a Chapter Ministry go fallow for a time than to force someone who isn't called into leadership. Encourage these leaders and let them know we'll continue praying for God to raise up the next leader.

After everyone has shared, discuss the leadership characteristics they see in each potential leader and why they are considering them. Finally, discuss ways in which they can delegate or share small responsibilities with these potential leaders.

INVITING POTENTIAL LEADERS

Once we've identified people that would be a good fit for leadership, the next step is actually inviting them to consider it. Some of these people may have already indicated they were interested in leadership through the invitation to faith while others may have not indicated any interest. Regardless of where they are, we want to learn how to invite to consider it more deeply.

ROLE PLAY

Quickly review the backside of the handout. Then, have leaders pair up and choose one of the potential leaders from their list with whom to role play. One leader can act like the potential leader while the other leader leads the conversation. Give feedback after each conversation.

NEXT STEPS

REVIEW LEADERSHIP SELECTION PROCESS



Briefly review the leadership selection process on your campus. If you do not have a process in place, develop a plan of how you will select and invite potential leaders into leadership. This could be more formal with an application and interview or it can be more informal through conversations with the current and potential leader. At bare minimum, the InterVarsity Staff or volunteer should meet with the current and potential leader to help with the discernment process.

PRAY

"The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." - Luke 10:2

Spend some time praying that God would give us discernment as we consider inviting others into leadership. Pray for the potential leaders listed that they would respond to God's call to leadership. For the chapters that have no potential leaders, pray that God would raise up leaders.

Leading with the End in Mind

Handout

IDENTIFYING POTENTIAL LEADERS

SCRIPTURE

“But the Lord said to Samuel, “Do not consider his appearance or his height, for I have rejected him. The Lord does not look at the things people look at. People look at the outward appearance, but the Lord looks at the heart.”

- 1 Samuel 16:7

WHO IS A POTENTIAL LEADER?

A potential leader is someone growing in love for God, Greeks, and the mission of bringing them together.

<i>A Heart for...</i>	GOD	GREEKS	MISSION
CHARACTER- ISTICS	Desire to grow in relationship with God Desire to understand and apply Scripture Open to God influencing their lifestyle and decisions	Enjoys spending time with brothers or sisters Has the respect of brothers or sisters Willing to go out of their way to help brothers or sisters	Sees the need for God's presence in your chapter Willing to talk about their faith with others Willing to take risks
QUESTIONS TO CONSIDER	Would they say they have a relationship with Jesus? How have they pursued Jesus on their own initiative? What has their involvement in Bible Study been like? How have you seen God influence their lifestyle and decisions?	How have you seen them help or support their brothers or sisters? How do other brothers or sisters view them? How often do they attend chapter events aside from Bible Study? Have they held a leadership position in the chapter?	Do they see the spiritual need of their brothers or sisters? How open are they to talking about their faith with other brothers or sisters? Have they ever invited another brother or sister to Bible Study?

REFLECTION QUESTIONS

Consider the people who are regularly involved with your Chapter Ministry. Do any of them reflect the characteristics of a potential leader? How would you gauge their potential for leadership - high, medium, low?

Spend some time in listening prayer. Who might God be inviting you to consider for leadership?

Delegating small responsibilities is a great way to observe how potential leaders respond to leadership. What are some smaller responsibilities we can delegate or share with potential leaders?

LIST POTENTIAL LEADERS

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Inviting Potential Leaders



ASK GOOD QUESTIONS

What are some good questions you could ask to initiate the leadership conversation?

EXAMPLES

- ➡ What are your thoughts on leading our Chapter Ministry?
- ➡ How open would you be to considering leadership?
- ➡ Are there specific reasons you struggle with the idea of leading? If so, what are they?



SHARE YOUR STORY

What are some leadership stories you could tell to encourage the brother or sisters you're considering for leadership?

EXAMPLES

- ➡ Share how you became a leader. How did your journey into leadership start? What were the obstacles or fears you faced? Why did you ultimately decide to lead?
- ➡ Share how you've grown as a leader. How has God used leadership to draw you closer to him? In what ways have you grown as a result of leading?



CALL OUT THEIR POTENTIAL

Call out the characteristics that make them a good potential leader. What are those characteristics? What are specific examples of them exemplifying these characteristics?

EXAMPLES

- ➡ I can tell that you've been growing in your relationship with God through the questions you're asking and conversations we've had.
- ➡ I've seen your heart for God and our brothers grow through your participation in Bible Study and inviting other guys to join.



INVITE THEM TO CONSIDER

Even if they are hesitant about the idea of leading, invite them to pray and consider it. Ultimately, their decision to lead should be based on God's call rather than just our invitation.

EXAMPLES

- ➡ Would you be willing to pray and consider becoming the next Chapter Ministry Leader?