

Raise Up Leaders

Becoming a Leader of Leaders

Worldly Leadership versus Christ-like Leadership

Jesus' example of servant leadership doesn't center the leader, but instead seeks the growth and well-being of the community. We lead as Jesus did: by making disciples.

What is a Leader of Leaders?

Leaders of leaders create sustainable ministry. In summary, a leader of leaders is someone who:

- Shapes the culture of leadership
- Develops others and engages a leadership pipeline
- Acknowledges their own power while seeing/encouraging the power in those they seek to serve
- Recognizes that power is not to be hoarded, but increases as you empower others

A Healthy Culture of Leadership

Healthy	Unhealthy
<ul style="list-style-type: none"> • Staff encourages students and volunteers to step up in leadership • Leadership is part of a process involving growth and discipleship • There's room for leaders to risk, try and fail, and try again • There are clear expectations for what leadership entails • Leaders are committed and honor those commitments • Leaders are looking to develop more leaders • Everyone understands the ministry's vision • Leaders feel cared for. They are poured into by other leaders and staff 	<ul style="list-style-type: none"> • Staff does everything while students just show up • Students do everything while staff just shows up • Leadership feels unattainable • Students have a fear of failure, limiting their interest, activity, and commitment • Students seek leadership because they want power or status • Leaders don't view leadership as a relational role that involves serving • Leaders are a cog in the system and place too much value on productivity • Leadership invitations are reactionary, made in desperation to fill voids

Growing a Healthy Culture of Leadership

Establishing Your Culture of Leadership

Cast vision for a healthy culture of leadership among your leaders. It should be clear, compelling, motivating, and remind them why it's exciting to grow in this new way.

Identify Potential Leaders

When identifying potential leaders, we look for leaders who have character and competency. Who a leader is is more important than what a leader does. Use the FAITH acronym to identify those who aren't perfect, but are moving in the right direction.

- **Faithful** – This person's faith in God is strong. They're trustworthy and a faithful steward.
- **Available** – This person prioritizes commitments they make and make themselves available.
- **Initiative** – This person is willing to initiate and engage. They have a desire to invest in relationships and the mission on campus. They get involved without always being told to.
- **Teachable** – This person has humility. They have a learning posture and are willing to take risks, make mistakes, and receive direction.

- **Healthy** – This person exhibits emotional health and maturity, are self-aware, and values health.

Develop Teams and People

Development looks different depending on your context. Think about the unique features of your chapter and the system that would suit it best. Remember to develop leaders throughout the year. The hope is that your leadership culture is not reactionary but prepared for when new leaders are needed, thus leaders can rise up without anxiety.

Your leaders are loved by God first and foremost. They need to experience this love in order to thrive in leadership. Some ways to care for them include meeting with them on a consistent basis, caring for them especially when they are struggling, and encouraging engagement in spiritual practices.

Host Leadership Meetings

As you meet with your leaders, regularly incorporate:

- **Vision Casting** – Help your leaders to know the vision, get excited and willing to work toward the vision, and share the vision with others.
- **Encounters with Jesus** – Care for their spiritual health. Practice spiritual rhythms together to help your team grow in closeness and grow their spiritual health.
- **Skill Development and Training** – Consider leading the group through an activity that will help them grown the areas where they may be lacking or need help.

Extending Leadership Development Off-Campus

Why Do Off-Campus Events?

Building off-campus events into your semesters can help students grow in their faith and expand their understanding of what God can do in their lives and in the world.

COACH'S CORNER

Think strategically about how to utilize off-campus events. Consider:

- How will you prepare students for their experience?
- How will you help them to debrief and utilize their experience?
- Which events will you prioritize?
- Who will you prioritize to attend what event?

Narrow down your off-campus opportunities to two that you invite all students to participate in any given year.

Barriers to Off-Campus Events

1. **Lack of Interest** – Students might not be motivated because there aren't any students who've been through the event. Try cast vision, start early, send students in pairs, or lead the way.
2. **Lack of Resources** – Students might be interested but discouraged because of costs or other logistical challenges. Try MPD training (if finances are the problem) or help them see its worth.

Best Practices

- **Set a goal** – Pray and ask God to help you think realistically about who/how many.
- **Get your influences to sign up** – Ask the students with woo to sign up.
- **Cast vision** – Understanding the why makes it easier to see it as a priority.

- **Invite well** – Help your leaders and those already signed up to invite well.
- **Have a finance system prepared** – Talk to your AD about scholarships, ask your ministry partners to sponsor a student, or teach your students how to ask their churches.
- **Make it a game** – Fun prizes and goals can really pull a community together.

Barriers: What Holds Potential Leaders Back?

Disinterest

Ask your students what is holding them back from leadership. When you can understand more about their why's you can have healthy conversations to see how you might lead them around those why's.

Reasons might include:

- **Protecting their time and energy** – Help them review their priorities and figure out ways they can be intentional with their time and energy.
- **They enjoy just showing up** – Help them see the unique opportunity to be part of God's mission and how leadership now prepares them to be kingdom world-changers after they graduate.
- **Feeling like they might struggle under your leadership** – Reflect on your leadership and meet with a mentor to discuss these issues and how you can overcome them.

Time

College is a busy time. Be clear about communicating what a leader's commitment and tasks look like, allowing students to make informed decisions about whether leadership is for them. Task delegation allows leaders to grow and try new things, while also fostering confidence in their leadership capabilities. Start with smaller tasks and model leadership to help students adapt.

Fear

Some common fears include:

- **Not feeling qualified, called, or holy enough** – Use this as an opportunity to pastor them in their sense of self and calling. Encourage them to seek God in these feelings.
- **Experiencing the pedestal effect** – You can encourage them to seek God in their feelings and help them see how this mindset can lead to idolatry. Affirm your students in their character and remind them they aren't alone.
- **Not having previous leadership experience** – Validate the reality while also normalizing room to grow and make mistakes. Remind them that they don't need to figure things out alone.

Healthy Boundaries

While God cares about our leadership, he also values us outside of those roles. Running yourself ragged, burning out your people, and not recognizing their needs might get you a larger chapter, but establishing a healthy culture of leadership will better reflect the kingdom.

Conclusion

Leadership Includes Lordship

John 15:5 reminds us of Jesus' Lordship in our lives. Without him, we can do nothing. It should be the same in your chapter. Is Jesus Lord over the lives of each of your leaders?

Course Assessment

- [Raise Up Leaders Assessment](#)

Related Resources

- [A Day of the Week Guide for Intercession](#)
- [Anchored in Jesus: A Retreat and Prayer Guide to Begin NSO](#)
- [Engaging in Confession Prayer](#)
- [Following Jesus into Scripture](#)
- [Leadership Development Plan](#)
- [Listening Prayer Guide](#)
- [Prayer Ministry: Praying with People for Their Needs](#)
- [Sample Leadership Team Roles](#)
- [Spiritual Practice of Silence Guide](#)
- [The Big Story Gospel Summary](#)
- [Time Management Worksheet](#)

Book

- [Making Vision Stick](#) by Andy Stanley

Programs

- [Global Urban Trek](#)
- [Justice Programs](#)
- [Study Abroad](#)
- [Urbana](#)

Recommended Courses

- [Coaching Others](#)
- [Cultivate Spiritual Rhythms](#)
- [Depending on the Spirit](#)
- [Developing Leaders](#)
- [Introduction to Campus Ministry Activities](#)
- [Inviting Well](#)
- [Make Invitations](#)
- [Ministering Across Cultures](#)
- [Sharing the Gospel](#)

Visit the Ministry Playbook to learn more about leading, planting, and building Kingdom movements on college campuses: <https://www.theministryplaybook.com/>