

SHEPHERDS 360 CONFERENCE | LUKUS COUNTERMAN | 10.13.26

RAISING UP ELDERS FROM WITHIN THE CHURCH

It's one thing to have a recruiting plan, an equipping track, or a development program for leaders. It's another thing to have a *culture* of leadership development.

A BIBLICAL CASE FOR LEADERSHIP DEVELOPMENT

In Titus 1, we see how orderly churches need leaders. Paul sends Titus to straighten things out by ordaining blameless elders in every city. In this case study you see the need for...

Plural Elders

Local Elders

Qualified Elders

HISTORICAL MODELS FOR LEADERSHIP DEVELOPMENT

In the mid-sixteenth century, the Reformation was spreading through Europe. But it wasn't mere coincidence. God providentially used the intentional leadership development of the Geneva Academy to fuel the spread of the gospel.

A place to be educated

Men sponsored by their churches

Money and books collected

Training, writing, and sending

John Calvin gave himself to the underwhelming task of preaching, teaching, and discipling the next generation of church leaders.

In the mid-1800's C. H. Spurgeon wanted to do something about the challenging environment of pastoral training. He passionately believed that "there cannot be a healthy church where an unspiritual minister leads."

A mentorship system

A priority endeavor

A costly endeavor

Two-year ministerial education

Spurgeon and the Metropolitan Tabernacle saw an incredible harvest for the gospel because they gave themselves to leadership development.

Other historical figures cultivated mentorship and training models for church leadership development.

A PRACTICAL PLAN FOR LEADERSHIP DEVELOPMENT

Church culture is the whole way we do things across the spectrum of our church life. You can't change the culture by working on the culture, because culture is a description of what you've become. What you *can* work on are the elements that produce culture. That goes down to the deeply held beliefs and convictions that drive and underpin it. You can work to change the way people think and how internal convictions impact external habits, behaviors, and practices. Here are some suggestions:

Corporate discipleship pathway

Recruit volunteers

Invest in volunteers

Focus special energy on high potential disciples

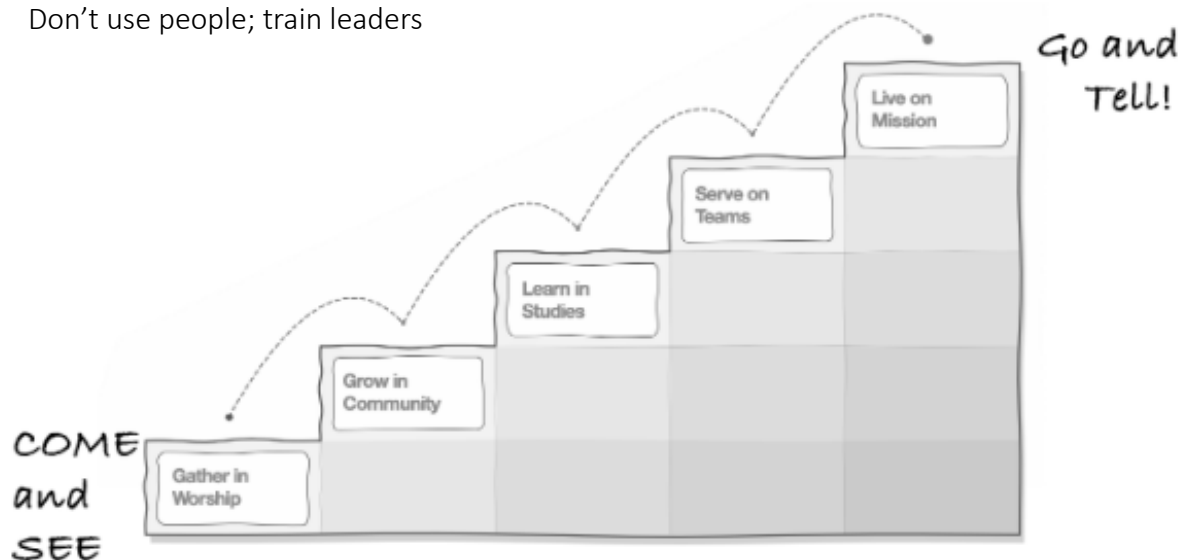
Start reading in community

Launch a lay-leader training program

Consider funding an internship or residency

Figure out some formal educational pathways

Don't use people; train leaders



	Outreach		Follow-up	Growth		Training	
	Raising Issues	Gospel		Need Help	Solid	General	Specific
Bob	X						
Jean				X			
Barry					X		
Tracey			X				
Don						X	
Mark		X					
Sarah							X

Discover →				Develop →				Deploy →	
LEAD School (ongoing)	Summer Internship (10 weeks)	Read in Community (ongoing)	Salt Lake School of Theology (ongoing)	Missions Residency (2-3 years)	Y1 Pastoral Residency (1 year)	Y2 Pastoral Residency (1 year)	Elder Candidacy (6months-1 year)	Church Planting Fellowship (9-12 months)	Church Planter Coaching (2 years)