
WHAT TO DO WHEN: YOU CAN'T GET NEW LEADERS

Episode Description

It's one of the top five concerns we hear whenever we work with a stuck church: "We're so tired and we just can't get new leaders to take over for us." It's not just that the 80/20 rule seems to be in play, it's that apparently more and more members are leaving the game to go sit in the stands as a spectator. In this episode, Drs. Bill and Kris offer specific recommendations to help you ensure you have the leaders you need for your essential ministries.

Episode Outline

In *Effective Staffing for Vital Churches* we use a baseball metaphor to understand church leaders.

- **Spectators:** Those who come to watch
- **Players:** Those who play the game – they're the "doers"
- **Coaches (Leaders):** Those who "lead" the "doers," who hold them accountable, and who keep them in the game by encouraging them
- **Scouts:** Those who intentionally scour the landscape for new players (and future coaches)

One might think that the first step is to try and get spectators out of the stands and onto the field ... but that's not where to start.

1. Most churches, especially small churches, try to do too much.

- Evaluate each of your programs, ministries, missions, and events for mission alignment and vision effectiveness
- Pull the plug on those that aren't effective and tweak or stop those that aren't aligned (that will free up some existing leaders)

2. Most churches are too busy running the church

- Trim the size of your board/council
- Cut out as many committees as possible
- Streamline decision making
- Only meet when there's a good reason to do so (and just because your bylaws say so is not a good reason!)

3. Most churches have leaders who want to step up but can't

- Some churches won't allow someone to lead any ministry if the potential leader isn't a church member ... or a long time church member
- Some leaders have not been intentional about apprenticing someone as their replacement

- Some current leaders have closed the door on potential replacement leaders by not letting go
- Some current leaders have multiple jobs that limit the number of available opportunities

How to Recruit New Leaders

- Make room for more leaders ... One Person, One Passion, One Position; less church management; etc.
- Provide clear expectations
- Give full responsibility with authority ... and full accountability
- Provide full coaching support
- Every leader is required to raise up an apprentice
- Expand the “nominating” committee to a team of scouts ... that is, make it every leader’s responsibility to look for new leaders

Discussion Questions

1. Do your leaders (both paid and unpaid) know what’s expected of them? If so, what happens if they don’t live up to those expectations?
2. How are leaders currently recruited in your church? How are they supported once they’re in their position?
3. Discuss the difference between a “Coach” (leader) and a “Player” (doer). Are your church leaders doers or leaders? How can your church help your player-coaches (doers with leadership titles/responsibilities) become leaders who lead?