

## ***Growing As A Leader***

**A leader is a person with God-given capacity and God-given responsibility to influence a specific group of God's people toward God's purposes for the group. Dr. Clinton identifies a process for growing a leader in the following phases:**

<b>Phase 1</b>	<b>Phase 2</b>	<b>Phase 3</b>	<b>Phase 4</b>	<b>Phase 5</b>	<b>Phase 6</b>
<i>Sovereign Foundations</i>	<i>Inner-life Growth</i>	<i>Ministry Maturing</i>	<i>Life Maturity</i>	<i>Convergence (Coming together)</i>	<i>Afterglow (Celebration)</i>

**Phase 1** – God providentially works in a person's life through family, environment, and historical events that begin even before one's birth (family legacy and faith). **Application:** *Ask God to help you identify pieces of your sovereign foundation so you can see how he is working in this stage of your life. (A person has little control over what happens in this phase.)*

**Phase 2** – Learning the importance of prayer and listening to God leads one to seek to know God in a more personal way. Growth in discernment, understanding, and obedience is the result. Personal challenges act as crucial experiences that God uses to develop one's character in preparation for ministry responsibility. **Application:** *What are some early tests or experiences that required you to grow in integrity and truthfulness? How did these tests prepare you for more ministry responsibilities?*

**Phase 3** – Maturity in ministry does not happen immediately. God develops emerging leaders as they discover who God made them to be in their personality, their attitudes; their God-given spiritual gifts, their relationships with others and their ability to know and use God's Word. God develops a leader through ministry engagement and by understanding relationships in the church (the Body of Christ). **Application:** *Often people evaluate productivity and activity to identify leaders, but in this phase, God is evaluating if one has leadership potential through positive and negative lessons gained through experience. What are some ministry lessons you have learned in your life?*

**Phase 4** – Life maturity involves identifying and using God-given gifts in a way that brings about fruitful ministry. Maturity comes by learning what not to do, as well as what one should do. Identifying priorities offers direction to one's life. Seeing crisis, isolation, and conflict as growth experiences leads one to more communion with God in spite of hardships. The key to development in this phase is a positive response to the experiences God ordains for us.

**Application:** *How have ministry challenges helped you learn more of who God made you to be?*

**Phase 5** – Convergence means that a leader's role matches their God-given giftedness and experiences, leading to a flourishing ministry. Three reasons that leaders do not experience convergence include 1) they are hindered by their own personal development, 2) an organization may keep a person in a limiting position, 3) some reasons are providential. **Application:** *How is God bringing your giftedness and experience together?*

**Phase 6** – Afterglow (or Celebration) is the phase that recognizes the fruit of a lifetime of ministry and personal growth that culminates in a period of recognition and indirect influence at broad levels. **Application:** *Imagine what God can accomplish through a lifetime of ministry led by his empowering presence and work in and through you.*