



## #8: Raising up Large Capacity Leaders

### 12 Ways we can grow our capacity to raise up larger capacity leaders

Based on Dudley Daniels book: Biblical Leadership - chapters 6-8

Free download from NCMI.net or follow the link:

<https://ncmi.net/biblical-leadership>

#### CATCH UP:

1. We need a **larger theology** in order to enlarge our capacity
2. We need to enlarge our **capacity for people that are different to us**
3. We need to enlarge our **capacity for people who do things better than we do.**
4. Large-capacity leaders are people who can **cope with change**
5. Large capacity leaders are **focussed**
6. Large capacity leaders have **overcome their fear of failure**
7. Large capacity leaders **prioritise mentoring** one on one or in small groups
8. Large capacity leaders are **not afraid to hold people accountable, to confront and to challenge them**
9. Large capacity leaders **don't try and make everyone think, act, speak, preach, etc. the way they do**

## 12 WAYS TO GROWING OUR CAPACITY AS LEADERS

10. Large capacity leaders know how to delegate the right thing to the to right person

Let's use the lead elder of a church as an example. Dudley Daniel lists three things that the lead elder cannot delegate:

1. Confronting big sin issues

Quote: *"There are certain functions that cannot be delegated to other elders. For instance, the man who leads the church should be the one who confronts certain sins and problems in the life of the church."*

2. Meeting with his other elders

Quote: *"If you are the visionary elder of the church, you need to meet with your elders regularly. There is simply no way around that. You cannot ask another one of the elders on the eldership team to keep meeting with them. You have to do it. If you travel a lot, you have to make time to be with them when you are there."*

3. Meeting and getting feedback from the deacons

Quote: *"For that reason (because it is a spiritual ministry) you need to be meeting with the deacons regularly. You need to ask them what is happening in the life of the church, how the people are doing. They are the ones who are in contact with the people all the time."*

The point is this - there are many functions that you as a leader can and should delegate

- Delegation is a crucial part of enlarging your capacity as a leader

- But there are some things that you cannot delegate

### **If you delegate the wrong things to the wrong people. For example:**

- Out of fear of confrontation you get other leaders to deal with big sin issues - the problem easily grows instead of being dealt with
- Out of busyness you get the elders to meet without you - a gap begins to grow between you and your team and the vision is blurred.
- Out of low value of a deacon team you don't meet with them regularly and get their perspectives - you start to lose touch with the true condition of the flock

## **BIG CAPACITY LEADERS ARE INTENTIONAL ABOUT WHAT THEY CAN DELEGATE AND WHAT THEY CAN'T**

### **11. In large capacity leaders their life matches their message**

Dudley Daniel *"Another reason we do not raise up large-capacity leaders is because our life does not match our message. We want sacrifice from the people, but we protect ourselves. We encourage them to trust God for their finances, for their needs to be met, etc., but we ensure that we are first in line with available church finances. In other words, our life does not match our message.*

*We tell them it is important to be available and vulnerable, but we protect ourselves and we are not available or vulnerable ourselves."*

**Jesus is of course the greatest example of this. Listen to how he taught his disciples:**

*Matthew 20:26-28 (NIV)*

*26 Not so with you. Instead, whoever wants to become great among you must be your servant, 27 and whoever wants to be first must be your slave— 28 just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."*

**That was his message. What was his lifestyle?**

*John 13:3-5 (NIV)*

*3 Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; 4 so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. 5 After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him.*

**When a leaders life and message are in sync it adds credibility which produces respect**

- when there is a gap between a leaders message and lifestyle trust and respect are quickly eroded

## **BIG CAPACITY LEADERS HAVE BIG RESPECT BECAUSE THEIR MESSAGE AND THEIR LIFESTYLE MATCH**

### **QUESTIONS:**

1. What are the tasks that you cannot delegate as a leader? Are you giving them the priority they deserve?
2. Now think of the tasks that could be delegated. Who could do these as well as you, if not better?
3. If you had to ask the people you lead if they think your life matches your message - how would they respond? Does your conscience get pricked by this question?