

# How to Find Leaders When You Don't Think You Have Any

THE ART OF   
**CHURCH GROWTH**

I interviewed more than fourteen hundred leaders of small and mid-size churches, and do you want to know one of the main concerns they raised? It's a major point of tension for pastors in the pursuit of growing beyond the 200 barrier: How do I find the right leaders?

## **THE KEY IS TO START WHERE YOU ARE WITH WHO YOU HAVE**

“Great churches don't buy leaders, they build them.”

Even if you think you don't have the right people, look at this issue humbly and honestly. This session may open up some challenging conversations or raise some issues of insecurity. If you lean into it, though, I believe it will help you find the leaders to take your church into the future.

So, how do you start where you are? Below I'll share some secrets on where you can begin.

### **SECRET #1: START LOOKING TO SEE IF THE THEY'RE LEADING SOMEWHERE IN LIFE**

Maybe they're not leading at your church, but they're leading somewhere. Maybe they're not leading at your church, but they're leading somewhere. They're running a shift at the local coffee shop and doing it well. There's a mom who is running her neighborhood—the play groups, the book clubs. In some context somewhere, they're leading something.

### **SECRET #2: LOOK BEYOND YOUR OFFICIAL STRUCTURE.**

In a smaller church, board positions and volunteer roles aren't always filled by people with the gift of leadership. Being able to admit that maybe the current group of leaders aren't the best leaders to take the church forward is a remarkable and humble start to preparing your church for the future.

Moving forward, you have to build the church of the future in the present, and the way you do that is by finding the best leaders you can find, whether they're officially in leadership positions or not.

# Discussion Questions

1. To what extent are people in your church serving in their areas of gifting? Where do you see them serving because 'nobody else will do it' or because they've simply been there a long time?
2. These questions will take great humility to discuss well, but I believe each of you has it in you. Think about your board composition. Are leaders leading your church? If not, what would need to change to place leaders on your board who have the gifts of wisdom, insight, and greater discernment about building a larger mission?
3. What changes would you have to make for your church to begin valuing excellence over inclusion?
4. "Growing churches don't buy leaders, they build them." What process do you have right now for developing future leaders?