

Gaining & Retaining Leaders

Dale Kinkade – Ohio Valley Region CSB Ministries

VISION FOR GAINING & RETAINING

- Do you need a vision?
- Do you see yourself as helping men accomplish their calling from God?
- Are you appealing to men of all ages?
- How much do you talk about recruiting, training, and empowering leaders?

WHY ARE THE GOOD “RECRUITERS” SO GOOD?

- Clear on mission
- Take men from all walks of life and activate them
- Prepare men to succeed
- Finding force multipliers



COMMON MISTAKES WHEN TRYING TO GAIN NEW
LEADERS

- Putting an ad in the Bulletin
- Not having the church staff on your side
- Not talking about mission
- Not praying about it
- Not having a training plan

A hand holding a wooden staff with a spiral top against a dark background with a large yellow sun.

PARADIGM SHIFT: IT'S ABOUT MEN

- Men want to make a difference but they need an invitation and guidance
- Men need to feel empowered and equipped
- It's our responsibility to explain how their role will build godly men
- Have a plan to share with men and to train men in ministry
- Always move leaders forward. What's the next objective? What can they help with? Where can we go next?
- If leaders don't feel supported or appreciated, they will quit.
- Leaders want to know how they will or are making a difference.
- Always lead with mission, no matter the subject being addressed.
- Mission helps us overcome obstacles. It's bigger than any barriers men face, and re-centers leaders who have gone off course.

GAINING & RETAINING LEADERS

Feed Them

- You represent, their link to the mission of building godly men. A mission they can identify with. Feed them info of how they can/are changing lives through the ministry. Give them opportunity to come up with ways to help make the ministry more effective. “Is that something we could try here?” .
- Remember: Leaders have a job they do that pays the bills. Their involvement in ministry has a deeper meaning.

GAINING & RETAINING LEADERS

Empower Them

- Funnily enough, most Leaders feel they need permission before they can help us. It's up to us to do that. Share with them what the future looks like. Tell them that because of what they are doing, boys will accept Christ. Show them how lives will be transformed. It's all about the legacy they will leave....with you....together.

GAINING & RETAINING LEADERS

Equip Them

- Give them a clear mission and tools for success. Train, communicate and make adjustments. Be a partner when they are challenged, a cheerleader when they are doing well and a coach along the way.

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GENERAL BEST PRACTICES FOR MANAGING LEADERS

- Don't be afraid to be the expert
- Work hard to put the right leader in the right role
- Have a formal orientation with each leader
- Have a plan for each leader
- Develop a pipeline of Leaders
- Find the hot buttons, unlock potential
- Encourage leaders to develop within the mission

SOME TAKEAWAYS

- Unless we position ourselves, we cannot effect outcomes
- Succession planning should be discussed with current leaders
- Preparation is key. Preparation on our part inspires confidence in a leader.
- Always look for opportunities to further involvement.
- Always find a way to spend a leader's enthusiasm

QUICK THOUGHT

No football coach talks about the scoreboard. They talk about the play. Each player knows how to execute each play. They focus on their job and their technique: footwork, keeping a field of view, body position, hand placement, etc.

What is the “game?” Growing Godly Leaders of Today and Tomorrow

What’s our plays? Empowering men, disciplining. What else?

What’s our techniques? Equipping leaders, running meetings, talking about mission. What else?

