



What is Leadership Development?

This resource describes the purpose, priority, and provisions of leadership development in Community Bible Study (CBS).

What is the purpose of leadership development?

CBS defines leadership development as the ongoing opportunity to invest in growing Christian leaders. A vital means of fulfilling the vision and mission of CBS, leadership development is a discipling tool for discerning, developing, and deploying leaders.

- Discern—seeking the Lord to identify called leaders.
- Develop—growing leaders through initial training and ongoing development.
- Deploy—sending leaders to serve on the front lines of disciple-making.

Why does CBS prioritize leadership development?

Leadership development is one of the most important facets of any successful team. In CBS, time is spent developing leaders because Jesus took time to love, encourage, teach, and train his disciples.

- When the disciples had practical questions, Jesus answered.
- When they were confused, He taught them.
- When they needed discipline, He corrected them.
- When they needed encouragement, He spent time with them and loved them.

When does leadership development happen?

During formal and informal moments of training, leaders are challenged to connect with God on a deeper level and allow the Holy Spirit to transform their lives. Growing leaders happens:

- Each year at Annual Leaders Council Training.
- During one-on-one shepherding and coaching connections.
- Each week during time set aside at Leaders Council.
- During leadership retreats and conferences.
- At other times, as the Holy Spirit leads.


What types of topics are included in leadership development?

Throughout the course of the year, Servants Teams should aim to include a variety of topics based on the following categories.

- Head: What every CBS leader needs to know
 - Vision
 - Mission
 - Core Values
- Heart: How we connect to Jesus and others
 - Spiritual development (vertical relationship with the Lord)
 - Relational shepherding (horizontal relationships with others)
- Hands: Why and how we do what we do
 - Practical skills and wisdom to fulfill the specific role of the leader

What tools does CBS provide for leadership development?

- Annual Leaders Council Training
 - See *Annual Leaders Council Training* for guidance.
- Weekly Leaders Council Leadership Development
 - See *Leadership Development Resources* for a catalog of FISHER resources.
 - See *Leadership Development Helps* for tips on presenting leadership development with excellence.
 - See *Class Year at a Glance* for a tool to help plan the leadership development calendar.
- Leaders Council Retreats
 - See *Leaders Council Retreats* for ideas.

 *Annual Leaders Council Training*
Leadership Development Resources
Leadership Development Helps
Class Year at a Glance
Leaders Council Retreats

How should leadership development be planned?

- Pray for the Lord to give the Servants Team wisdom to know what the sheep in their Leaders Council need.
- Make leadership development an intentional priority during formal and informal times.
- Plan leadership development together as a Servants Team.
- Consider planning periodic opportunities for extended prayer and sharing in the weekly Leaders Council leadership development schedule.
- Plan several joint leadership development activities with the entire Leaders Council if using separate leadership development groups during weekly Leaders Council.

"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ..."

Ephesians 4:11-12
