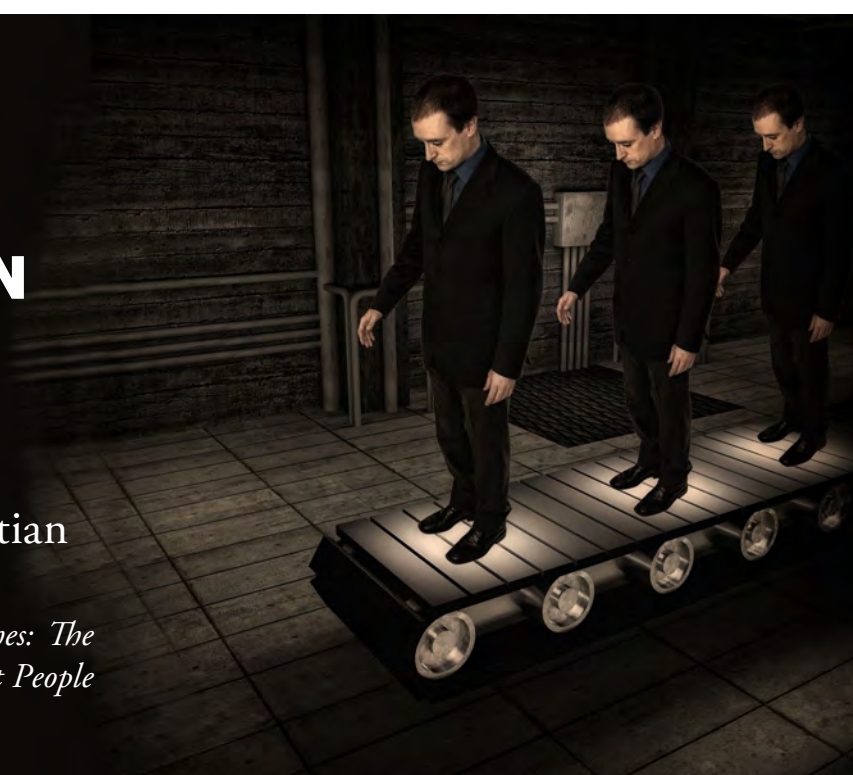


# LEADERSHIP MULTIPLICATION

by Bill Easum & Bill Tenny-Brittian

Excerpt from *Effective Staffing for Vital Churches: The Essential Guide to Finding and Keeping the Right People* Baker Books, Fall 2012.



**W**e are living in an era when the demand for leadership far outstrips the supply in every arena including pastors and staff. The pool is at an all time low, especially among mainline denominations. So we're not surprised when we're constantly asked what it takes to apprentice more mature disciples.

But the real problem arises when people ask us their follow-up question: "Where do we find the curriculum for leadership development?" Our stock answer is "You are the curriculum" to which we generally get a blank stare. But it's true. Effective leaders aren't the product of reading a book or taking a course or earning a degree. Effective leaders are developed by on-the-job experience and observing the actions of a mentor who are themselves the primary curriculum. As Jesus demonstrated throughout his ministry, leadership development is mostly hanging out with someone who's worth investing in.

Leadership multiplication is one of the most important ministries church leaders can undertake. It's fundamental both to developing an Effective Church and building the Kingdom. So it's important to take a moment to explain what we mean when we use the word "Leadership."

## Definition of Leadership

We define leadership as what a person is able to achieve through other people instead of what the leader is able to achieve on their own. Leadership is about providing an atmosphere in which people are transformed, equipped,

and empowered to be leaders who do God's will. This understanding of leadership leads us to use the metaphor of the spiritual midwife when discussing leadership. Like the midwife who assists the parents in the birth of their child, a spiritual midwife assists the person in birthing their God-given gift and in reaching their God-given potential. Like the midwife, the spiritual midwife knows that unless a person births their gift they have missed their reason for living.<sup>1</sup>

## Leadership Assumptions

Our understanding of leadership births the following assumptions ... assumptions that are put into practice in churches that are committed to leadership multiplication.

### ***1. Leadership Development Must Be a Part of the DNA of Every Staff Person and Every Leader***

A passion for leadership development must ooze from every pore of the Lead Pastor as well as from every paid and unpaid leader of the church. Developing leaders isn't one of the programs of the church – it's *the* ministry of the church. It's what everyone sweats blood and tears over every waking moment because they know it's the

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<sup>1</sup> For more on the midwife metaphor see Bill Easum's *Leadership On the OtherSide*. Abingdon Press, 2000.