

# Chapter 1

## LEADERSHIP TRAINEE SELECTION

One of the most important responsibilities of any Church leader is selecting people who are ready to be trained as ministry leaders, deacons and elders. We are to “lay hands suddenly on no man.” We are to use prayerful Holy Spirit-led caution in selecting our leadership candidates. Over the years I have gleaned some valuable nuggets of wisdom from the school of the Holy Spirit, the Word of God, prayer, mistakes, and my mentors regarding selecting people for leadership training. In addition to the excellent list found in 1 Timothy, chapter 3, and Titus, chapter 1, regarding qualifications for deacons and elders, here are some of the qualities I look for and observations I make before selecting trainees. Church leaders and ministry overseers must be watchfully alert making mental notes and observations regarding people they are considering for leadership training. Apostles, elders, pastors and ministry leaders should practice Proverbs 27:23 in this regard. “Be diligent to know the state of your flocks, *and* attend to your herds; ...”

The list below is not comprehensive, but it covers many key qualities a leader should be looking for and qualities future leaders should cultivate. Of course, there are no perfect leaders or trainees, but there are standards that must be met for leadership. God’s grace will be sufficient to help us improve and grow into the ministry He has called us to. Leaders need to possess the boldness in love to point out areas where the trainee does not measure up and help them develop. Students and trainees need to keep a humble, teachable attitude and be appreciative of a spiritual father or mentor who is willing to sincerely and lovingly help them grow and fulfill their purpose in Christ. An environment of grace and love must always be the milieu for discipleship training and leadership development.

1. Jesus tested those He planned to develop into leaders by requiring that they \_\_\_\_\_ Him.

**Mark 2:14 (KJV)** “And as he passed by, he saw Levi the *son* of Alphaeus

sitting at the receipt of custom, and said unto him, \_\_\_\_\_ me. And he arose and \_\_\_\_\_ him.”

2. If a person is not already \_\_\_\_\_ Jesus and willing to \_\_\_\_\_ those He has placed in delegated authority, they are \_\_\_\_\_ for leadership training. This means they must be a \_\_\_\_\_ of Jesus Christ to qualify for leadership training.

3. The test of \_\_\_\_\_ is another way to determine whether or not a potential trainee is ready to be trained for leadership. Wait until enough \_\_\_\_\_ has passed for potential trainees to demonstrate \_\_\_\_\_ church attendance, willingness to serve and other important qualities before inviting them to be trained for ministry leadership. Speak into their lives personally, and let them know what is expected for those who will be selected for leadership training to see whether or not they rise to the challenge.

**1 Timothy 3:6** “... not a \_\_\_\_\_, lest being puffed up with pride he fall into the *same* condemnation as the devil.”

\_\_\_\_\_: newly planted, i.e. (figurative) a young convert (“*neophyte*”): novice.—Strong’s Greek and Hebrew Dictionary.

4. A \_\_\_\_\_ can either be a young convert or simply someone who is \_\_\_\_\_ to your church or ministry. Do your best to know if they are called to the church or ministry and if they have caught the \_\_\_\_\_ of the house before inviting them to be trained for higher-level ministry positions.

5. The quality of \_\_\_\_\_. Does the potential leadership trainee really \_\_\_\_\_ to serve in ministry. A burning \_\_\_\_\_ to serve the Lord in their obvious area of gifting and calling is of vital importance.

6. The quality of \_\_\_\_\_. Is the person you plan to train \_\_\_\_\_? \_\_\_\_\_ them around people. You don’t want \_\_\_\_\_ greeters or ushers.

7. Do they have agape \_\_\_\_\_ toward you and the people of the ministry they are going to \_\_\_\_\_? Years ago, I was grieved over a young man that I had selected and trained for ministry who had betrayed me. I cried out to God, praying, "Lord how have I failed?" Through prayer the Lord showed me that this young man never demonstrated the quality of \_\_\_\_\_ toward me or the teens he claimed to have a heart for. His affection was selfish and self-centered. Therefore, it was easy for him to readily betray me, our church, and much worse the tenderhearted teens.

**John 21:15** "So when they had eaten breakfast, Jesus said to Simon Peter, 'Simon, son of Jonah, do you \_\_\_\_\_ Me more than these?' He said to Him, 'Yes, Lord; You know that I \_\_\_\_\_ You.' He said to him, 'Feed My lambs.'"

8. Pray through and let the \_\_\_\_\_ guide you in selecting the right leaders. This may take some time. Be \_\_\_\_\_, and be \_\_\_\_\_.

**Acts 13:2, 3** "As they \_\_\_\_\_ to the Lord and \_\_\_\_\_, the Holy Spirit said, 'Now separate to Me Barnabas and Saul for the work to which I have called them.' Then, having \_\_\_\_\_ and \_\_\_\_\_ and laid hands on them, they sent *them* away."

9. Watch to see if they are \_\_\_\_\_ of you and others. People who disregard other people are not ready for ministry.

10. How does the person \_\_\_\_\_ their \_\_\_\_\_ and \_\_\_\_\_?

**1 Timothy 5:8** "But if anyone does not \_\_\_\_\_ for his own, and especially for those of his \_\_\_\_\_, he has denied the faith and is worse than an unbeliever."

11. Look for the character quality of \_\_\_\_\_ in small things and natural things, including financial giving. Assign them some entry-level tasks to see if they are \_\_\_\_\_ to fulfill their duties over a period of time.

**Luke 16:10, 11** "He who *is* \_\_\_\_\_ in *what is* least is

\_\_\_\_\_ also in much; and he who is unjust in *what is* least is unjust also in much. Therefore if you have not been \_\_\_\_\_ in the unrighteous mammon, who will commit to your trust the true *riches*?”

**1 Corinthians 4:2** “Moreover it is required in stewards that one be found \_\_\_\_\_.”

12. How \_\_\_\_\_ is the person? \_\_\_\_\_ people will act out in various harmful ways.
13. Is the person \_\_\_\_\_ from bondage and oppression? Help people get \_\_\_\_\_ and \_\_\_\_\_ for a considerable period of time before promoting them.
14. Look for the qualities of \_\_\_\_\_ and \_\_\_\_\_. A rebellious disrespectful person will readily \_\_\_\_\_ you and the ministry, causing you a world of \_\_\_\_\_.
15. Do they have the \_\_\_\_\_ of faith? In other words, are they of the \_\_\_\_\_ being \_\_\_\_\_ with your ministry.

**2 Corinthians 4:13** “And since we have the \_\_\_\_\_ of faith, according to what is written, ‘*I believed and therefore I spoke,*’ we also believe and therefore speak, ...”

**Philippians 2:2, 3 (Amplified)** “Fill up *and* complete my joy by living in \_\_\_\_\_ *and* being of the same mind *and* one in purpose, having the same love, being in full accord and of one harmonious mind *and* intention. Do nothing from \_\_\_\_\_ [through contentiousness, strife, selfishness, or for unworthy ends] or prompted by conceit *and* empty arrogance. Instead, in the true spirit of humility (lowliness of mind) let each regard the others as better than *and* superior to himself [thinking more highly of one another than you do of yourselves].”

16. Do they really \_\_\_\_\_ your \_\_\_\_\_? Do they ever ask your

\_\_\_\_\_? Have they asked you to \_\_\_\_\_ about anything? Do they pay \_\_\_\_\_ to your instruction? Do they \_\_\_\_\_ as their pastor, director, boss, or whatever position of leadership you are in?

17. How do they respond to \_\_\_\_\_? Do they \_\_\_\_\_ it and make \_\_\_\_\_ and \_\_\_\_\_ in their life or do they manifest a \_\_\_\_\_ attitude? Are they stubborn?

18. How is their personal \_\_\_\_\_ life? Is it \_\_\_\_\_ and \_\_\_\_\_ to maintain the spiritual strength and vitality they will need for the ministry they are called to?

19. How well do they \_\_\_\_\_ with \_\_\_\_\_ and \_\_\_\_\_ in your ministry? Do you always have to call them, because they never call you? Do you have to \_\_\_\_\_ out of them? Do they \_\_\_\_\_ well? Are they \_\_\_\_\_ communicators for the ministry position they are called to?

**Ephesians 4:29 (KJV)** "Let no corrupt communication proceed out of your mouth, but that which is \_\_\_\_\_ to the use of \_\_\_\_\_, that it may minister \_\_\_\_\_ unto the \_\_\_\_\_."

20. Are they cooperative? Do they \_\_\_\_\_ with you and your ministry team?

**Romans 15:5, 6** "Now may the God of patience and comfort grant you to be like-minded toward one another, according to Christ Jesus, that you may with one mind *and* one mouth glorify the God and Father of our Lord Jesus Christ."

21. If married, is their \_\_\_\_\_ in \_\_\_\_\_ with their being in leadership ministry? Is their \_\_\_\_\_ an asset or \_\_\_\_\_ to their ministry?

22. Are they \_\_\_\_\_ in appearance and \_\_\_\_\_?