

## MFI MONTANA LEADERSHIP SESSION: BUILT TO LAST

### Exodus 18:13-27

#### Jethros observations:

**Production and Progression:** Are you really accomplishing what is envisioned?

**Individual effort:** What are you doing that someone else can do?

#### **Team availability:**

There are always enough people to go around. Are you recruiting, teaching and empowering them?

#### Jethros solutions:

#### **Continue to hear from God:**

Pray for your team, fight the big battles, download fresh vision

#### **TEACH:**

Take the time to train them in what to do and **why**

#### **Empower them to do what they can do:**

- Watch me do it
- Lets do it together
- All yours!

### Acts 6:1-4 NLT

#### Selection Process:

- Capable
- Available
- Honest
- God Fearing
- Unshakeable
- Well respected
- Full of God's Spirit
- Wise

**Leader: one having the ability to set a personal standard of behavior for others to follow**

***Leaders are not discovered, they're built!!***

## 1. Alignment

### Psalm 133

*Behold, how good and how pleasant it is For brethren to dwell together in unity!*

*2 It is like the precious oil upon the head, Running down on the beard, The beard of Aaron, Running down on the edge of his garments.*

*3 It is like the dew of Hermon, Descending upon the mountains of Zion; For there the Lord commanded the blessing-- Life forevermore.*

Scripture says there is a COMMANDED blessing on unity and being united/in line with the head!

#### Keys to alignment:

Understand your role

*Remember, clarity of role will always outweigh clarity of title*

*-Understanding what is mission critical for you (Chris Sonksen)*

*What is it that you do that you SHOULDN'T delegate and should be your primary focus*

*-Ask the right questions to your oversight, especially as you grow into your position:*

*Is there anything in my role as a leader that you want me doing MORE of?*

*Is there anything in my role as a leader that you want me doing LESS of?*

*What is most important to you right now?*

*What should I be preparing for as we look ahead?*

## 2. Carrying and Guarding Culture

Work hard to model, teach and guard the values and mission of the house

Do you know the mission?

Do you know the values?

Every organization has its own language and posture. As a leader, it is your responsibility to encourage the appropriate language and correct the inappropriate. The same goes with posture and countenance.

Common phrases that remain true:

What you allow, you encourage

What is celebrated will be replicated

FIND PLACES to build and encourage culture:

-Staff meetings

-Preservice Rallys

-In service announcements

-One on ones

## 3. Building

A. Pursuit of excellent 4 way communication:

**THE SPINE:** Communication starts at the top and the higher the “disconnect”, the greater part of the body that is affected.

B. Recruit, train, release, repeat.

Recruit- who am I in conversation with

Train- who am I actively working with as a leader

Release- who is in the process of now learning to lead leaders

Repeat- who is my eye on

#### 4. Our Heart

A. Don't be the wrong Peter type leader. (Matthew 26:36-51)

- Our leaders need us to be our best in the shadows and in the moments where we can serve them best. In the story, Peter slept when Jesus needed him to pray but jumped up to fight when Jesus needed him to stand down. Peter sprang to action when there was a crowd and an opportunity to be a hero but didn't rise to the occasion when he was actually called upon in a private moment with no available fanfare. (**Peter in the garden**)

B. We are offendable! (Luke 15:11-32)

- Often times, as when we are an anchor part of the growth or leadership of an organization, we develop some sensitivities that we need to be aware of. The “higher we rise” we have to stay teachable and correctable. This is often mentioned, what I've also come to find is that we have to keep a good conditioned heart that doesn't grow bitter at the celebration of others as they rise, grow, succeed or even if they are loved DIFFERENTLY. (**The other son**)

“Look what I built”

“Look at how hard I work”

“I've stuck around”

“It's easier now days”

In the passage, THE BROTHER WASN'T BOTHERED UNTIL THERE WAS A CELEBRATION. How do we combat this? Lead the way in celebrating others, lead the way in acknowledging growth and strengthen yourself in the Lord.

C. The **WEIGHT** room and not the **WAIT** room

For those who feel that they have a lead pastor or first chair call, the season of serving someone else's vision is valuable beyond measure. Under the right leadership, you will grow and develop into the leader you're called to be. At times, we let the call to the first chair become a hindrance to the season in the 2nd. The 2nd tier is when you learn how to handle conflict, dream, execute and even rebuild when needed. To best summarize this, we learn to take on the

weight of top level leadership. The more we grow and increase in capacity, the more weight we can be trusted with. We become stronger, more balanced and more alert. Of course this doesn't happen if we don't remain fully invested and fully committed to the vision and visionary we're serving. Many people get a dream or a call and begin to disconnect from where they are and set their heart more on what's to come vs where they are. They use the season as a wait room instead of a weight room.

Nick Sabin- Jimbo, Kirby Smart, Steve Sarkision, Lane Kiffin

[Weight room- strengthening, growth and development]

[Wait room- sitting with the hopes of a door opening and your name to be called]

**Psalm 139: 23-24 NLT**