

COACHING AND DEVELOPING FUTURE LEADERS



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Objective: Equip church leaders to identify, coach, and release future leaders using a biblical and practical development pathway.

The Urgency of Leadership Development

Healthy churches continually raise up new leaders



Key Scripture: *“And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.” (2 Timothy 2:2).*

Jesus → Us

Us → Others

Other → Others



What would your church look like in 5 years if every leader developed one new leader this year?



The church is one generation away from extinction if we don't raise up leaders.



Leadership Identification and Evaluation



Leadership Identification and Evaluation

Not everyone is ready to lead but many are waiting to be asked.



Leadership Identification and Evaluation

Key traits to look for
(Use acronym FAT)

- Faithful
- Available
- Teachable



Leadership Identification and Evaluation

Faithful

- Shows up consistently and follows through.



Leadership Identification and Evaluation

Available

- Willing to make time and adjust schedule.



Leadership Identification and Evaluation

Teachable

- Open to feedback, coaching and growth.



Leadership Identification and Evaluation

Teachable

- Provide mentoring AND coaching.



Coaching vs. Mentoring

Mentoring is relational, broad and long-term.

Coaching is directional, skill-based, goal-oriented and short-term.



Coaching vs. Mentoring

Effective leadership
development
requires **both**.



Develop a Leadership System

A written plan of how you can carry this out.



Creating Clear Development Pathways

Create a pipeline where future leaders can grow through intentional steps.



Steps in a Simple Leadership Pipeline:

- 1. Identify** potential leaders (FAT).
- 2. Invite** them into a learning opportunity.
- 3. Invest** time through coaching and mentoring.



Steps in a Simple Leadership Pipeline:

4. Involve them in serving or shadowing roles.

5. Increase responsibility gradually.

6. Install them in appropriate roles.



Practical Tips

- Use job shadowing training.
- Assign bite-sized leadership tasks.
- Provide regular feedback loops.



Releasing and Reproducing Leaders

The goal isn't just leadership but reproduction. Mature leaders multiply.



Biblical Model (Luke 10)

Jesus sent out the 72, not just the “trained” twelve disciples.



Bottleneck

Why don't more leaders reproduce and release?



Bottleneck

Why don't more leaders reproduce and release?

- Fear of losing control.



Bottleneck

Why don't more leaders reproduce and release?

- Fear of losing control.
- Fear of being replaced.



Bottleneck

Why don't more leaders reproduce and release?

- Fear of losing control.
- Fear of being replaced.
- Lack of trust.



Leaders reproduce when they are...

- Empowered.



Leaders reproduce when they are...

- Empowered.
- Trusted.



Leaders reproduce when they are...

- Empowered.
- Trusted.
- Expected.



Reflection Question

What are you doing to release your current leaders to reproduce?



Action Plan and Commitment

Name one person you can start investing in this month. What would the first step look like?



Suggested Next Steps

- Schedule a 1 on 1 with them this week.



Suggested Next Steps

- Schedule a 1 on 1 with them this week.
- Create a simple development plan with them.



Suggested Next Steps

- Schedule a 1 on 1 with them this week.
- Create a simple development plan with them.
- Commit to pray for them daily.



Closing

- Proverbs 27:17,
“As iron sharpens iron,
so a man sharpens
the countenance of
his friend.”
- Prayer

