



The Reproducing Worship Leader

Competency: Identify potential new leaders and begin reproducing yourself in them.

Assignments:

1. Read Acts 9:26–31 and answer the questions that follow.
2. Read the Articles: *Apprenticeship Pathway* by Jim Putman, *How To Be a Reproducing Leader* by David Santistevan and answer the questions.
3. Create a spreadsheet or an outline, listing all the times you're leading worship for the next 3 months. Under each of those events, list the name of ONE PERSON you are going to mentor through that experience. Here are some examples:
 - A bass player who overplays and needs to learn how to best accompany the song.
 - A sound technician who knows how to work the controls, but doesn't approach mixing like an instrument.
 - A vocalist who needs to learn the meaning of "background vocalist."
 - A young worship leader without much experience.
 - A non-musician who wants to get involved. Train them to wrap cables properly or to set up sound equipment.
 - A drummer who is learning how to play in time with a metronome.
4. Begin identifying two young musicians or artists that you can form a discipleship triad with. Work with your worship mentor to form a 12-week discipleship plan for these individuals. At the end of the 12 weeks, encourage them to multiply and form two more triads.
5. Network and connect with local artists in your community through Facebook and through local music venues. Compile a list of musicians you can begin forming relationships with. Begin to B.L.E.S.S. these individuals.
6. Participate in local music events. Form a band that can play for local civic events or festivals.
7. While at work begin transferring one of your skills to a colleague or co-worker.

Acts 9:26–31

26 And when he (Saul) had come to Jerusalem, he attempted to join the disciples. And they were all afraid of him, for they did not believe that he was a disciple. 27 But Barnabas took him and brought him to the apostles and declared to them how on the road he had seen the Lord, who spoke to him, and how at Damascus he had preached boldly in the name of Jesus. 28 So he went in and out among them at Jerusalem, preaching boldly in the name of the Lord. 29 And he spoke and disputed against the Hellenists. But they were seeking to kill him. 30 And when the brothers learned this, they brought him down to Caesarea and sent him off to Tarsus.



31 So the church throughout all Judea and Galilee and Samaria had peace and was being built up. And walking in the fear of the Lord and in the comfort of the Holy Spirit, it multiplied.

Questions from the Passage:

1. What was the reaction of the Jerusalem Christians to Saul?
2. Why do you believe Barnabas saw potential in Saul?
3. How does Barnabas' actions serve as an example for us in discipleship and leadership reproduction?
4. Think about the old axiom, "You can't judge a book by its cover." How does this apply to Saul's situation? How does this apply in leadership reproduction in general? How can you apply it to your specific circle of influence?
5. Stop right now and ask the Holy Spirit to reveal to you people in your circle of influence whose leadership potential you have been overlooking. Write down their names and begin praying for the right opportunity to begin mentoring them.

DEVELOPING LEADERS

By Jim Putman

(An excerpt from the book *DiscipleShift*)

How do you find leaders? I believe that for the most part, leaders are already there in your body; they are just underdeveloped or overlooked. God promises that He will supply all we need in terms of gifted people to complete the mission He gave us (Matt. 16:18; Rom. 12:4-8).



So we really face three problems. First, most leaders are too busy trying to do the work in the church themselves, and they don't have time to see and develop the leaders God has sent them.

The second problem is that church leaders are looking for already-developed leaders. They don't see the potential in their midst because it's not yet visible.

Third, pastors tend to look for a person who can do everything—an all-star player—rather than someone who can play a specific position on a great team. No one can do it all. That's why we need the whole body of Christ.

Not everyone can lead thousands of people, but most can lead a group of three or 10. In a good church system, you need all kinds of leaders who have different leadership capabilities. We know that God gives specific gifts to people in the church to help the church work together effectively. Romans 12 and 1 Corinthians 12 tell us that God gives spiritual gifts to all believers. All gifts work together for the overall good of the church.

When developing apprentices, we follow something like the formula Dave Ferguson and Jon Ferguson write about in their book, *Exponential*:

I do. You watch. We talk.

I do. You help. We talk.

You do. I help. We talk.

You do. I watch. We talk.

You do. Someone else watches.

Jesus modeled something similar when he worked with the disciples, and a careful review of Paul's writings shows that he did something like this with Timothy and Titus. As a disciple-making leader, you need a simple but effective model like this to successfully develop leaders.

Questions From the Article:

1. What challenged your thinking the most from the article?



2. Of the three problems leaders face in developing future leaders, which do you struggle with the most? Why?
3. Consider the apprenticeship formula from Dave and Jon Ferguson. Have you ever utilized this formula or a similar one? In what ways do you think this formula would benefit your specific ministry area?

HOW TO BE A REPRODUCING LEADER

By David Santistevan

1. Leaders create culture.

Leaders set the tone for the room. Leaders determine the atmosphere.

The question is not whether you create culture or not. The question is, “What culture are you creating?”

2. Whatever you value gets emphasized.

What is the atmosphere you create?

Tension? Passion? Prayer? Laziness? Expectancy? Discipleship? You reproduce who you are.

When I was in college, I was fortunate enough to plug in with a group of friends who were passionate about evangelism. This group had a culture, a certain DNA. The leaders established a culture that was defined by intense prayer, street witnessing, worship, and visible passion for Jesus. It was contagious. If you didn’t want to become like that, you were in the wrong place. It was uncomfortable not to develop. Leaders create culture.

Questions To Consider:

- What are you passionate about?
- How are you living out this passion?
- How will you inspire others to catch your passion?



- What do you want to be known for at the end of your life?

It's important to answer these questions because it may be that the culture you're creating is a toxic one. It's stifling others rather than sending them. It's dominating rather than developing. It's insecure rather than inspiring. You rule and reign rather than release.

So how do you become a reproducing leader?

3. Be what you want to see in your team – reproducing leaders live what they preach. They don't just tell, they show.

4. Be passionate for your cause and for people – passion for a cause without passion for people can become dominating. Passion for people without passion for a cause is unproductive. Both need to serve each other.

Your church will have a culture. Your worship team will have a culture. Your business, small group, & family will have a culture. What kind are you creating?

Questions from the Article:

1. What is the atmosphere you tend to create as a leader? Tension? Prayer? Laziness? Etc.
2. What are you passionate about?
3. At the end of your life, what do you want your legacy to be?
4. Are you living out what you want to see in your team?

