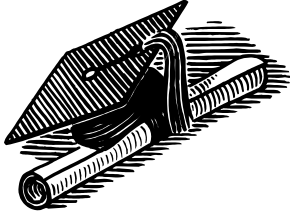


Christian Alliance Ministries
Northwestern Theological Seminary
NTS Branch Seminary Leadership Development Program
Developing Directors to Develop Leaders



Dr. Howard M. Sarkela, Presiding Pastor
Dr. Samuel Galloza, President NTS / NCU
Dr. Carlos F. Molina, Vice President NTS
Dr. Miguel A. Contreras, Vice President CAM

Introduction to Leadership Development

Whether you are a Bishop, International, Regional, or Local Director, you each have something in common, and that is that you must lead in presenting and executing the NTS Branch Seminary Program. Whether you are just beginning or you have established 5, 10, 20 or 100 more Branches, you are required to stand as someone who is capable of presenting the vision to others so that they may join in on the work.

The purpose of the Leadership Development Program is to provide an understanding of what it is to lead others to believe in your vision. The focus will always be that God is expecting you to do all that is in your strength and ability to do, and He will carry you pass your limits to an area where He will glorify Himself in your work. The idea is that if God has called you to be a Director within the NTS Branch Seminary Program, He will lead you to accomplish what He has set out for you to do. However, God is expecting you to spread out your vision to the world, and step into His calling. You must initiate the work. Even Jesus had to spread the Good News by sharing it with others in His region.

So, let's get started...

Part One – How to Lead as A Director

What is Leadership? Leadership is influence. Leadership is the ability to obtain followers. There is an old proverb that says, “He who thinketh he leadeth and hath no one following him is only taking a walk.”

Most people define leadership as a position that they have acquired, and not the ability to get followers. This misconception is what frustrates many new Directors as they find themselves struggling to have others accept their vision of establishing a Branch.

The issue is not whether you influence others but what kind of influencer are you, or will you be as a Director? As a Director, the introduction that you provide to others about the NTS Branch Seminary will either influence them to join in with you or to reject the idea. How you present the information and your commitment to the program must be clear to

the prospect that you are communicating with. The more you know about the program the easier it will be to emphasize and touch on the key concerns of the prospect.

A Director should begin by reviewing the following key points:

- Do I recognize God's work in the Branch Program?
- Do I continually pray for the Branch Program and God's leading within it?
- Do I believe in the Branch Program as one that impacts the Kingdom of God by preparing Disciples around the world?
- Do I know everything that is to be known about the Branch Program?
- Am I committed to the Branch Program and the work that God has set for me?
- Do I communicate with my Leaders and my Directors regularly?
- Am I following the Guidelines of the Branch Program for effectiveness?
- Can others witness the excitement in me when I am discussing the Branch Program?

These are a few of other key questions, which you should be asking yourself in order to identify those areas in which you may need to adjust.

Your level of influence as a Leader in the Branch Program can be measured by the answers that you provide for these questions. Excitement is contagious. Those that witness in you a sense of purpose and excitement with regards to your work in the Branch Program, would be more inclined to want to also experience the same. God wants you to be excited about His work.

The fact is that Branch Seminaries are playing a role in the Great Commission of making disciples of all nations. Remember that this is a ministry and not a business. Your primary responsibility is to God first.

The Levels of Leadership

Level 1: Position

This is a basic level of leadership. The only influence of leadership you have is that which comes with a title. In this position you may have authority, but leadership is more than authority. A real Director knows the difference between being in charge (the boss) and being a leader. This is illustrated by the following:

The boss drives his followers; the Director coaches them.

The boss depends upon authority; the Director on goodwill.

The boss inspires fear; the Director inspires enthusiasm.

The boss says "I"; the Director, "we."

The boss fixes the blame for a breakdown; the Director fixes the breakdown.

The boss knows how it is done; the Director shows how.

The boss says "go"; the Director says "let's go!"

Level 2: Permission

This level of leadership, on the part of the Director, is leading using interrelationships. Energy and focus are placed on the individual's needs and desires. Directors who are not able to build solid, lasting relationships will soon find that they are unable to sustain long, effective leadership. You can love people and the ministry without leading them, but you cannot lead people and the ministry without loving them.

Level 3: Production

At this level, you get your team together to accomplish a purpose. Everyone is result-oriented. Results are the main reason for the activity. On this level, things begin to happen, good things.

Level 4: People Development

A Director is effective not because of his or her power, but because of his or her power to empower others. A Director's main responsibility is developing others to do the work. Loyalty to the Director and the vision that God has given him reaches its highest peak when the students have personally grown through the mentorship of the Director. The core of Directors who surrounds you should all be people who you have personally touched or helped to develop in some way.

Review of Part One Levels of Leadership

1. Position: Rights - People follow because they have to.
2. Permission: Relationships – People to follow because they want to.
3. Production: Results – People follow because of what you have done for the organization.
4. People Development: Reproduction – People follow because of what you have done for them.

God has called you to be a Director in the NTS Branch Seminary Program. Your acceptance of this position requires that you view each of these Levels of Leadership as your role in developing your Branches and their Directors. God will use your work in these areas to open opportunities and introduce you to those whom you have been called to influence. You are to plant and water your Branch Seminaries, and let God produce those that you are to work with and develop to be future Directors.