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# 36 RESOURCES

FOR GROWING AMAZING LEADERS



Hey there!

I created this bonus for a very particular reason. As you begin to map out what you want to build into your leaders, it's incredibly easy to feel overwhelmed by all the options. There are so many things you can train to, and so many resources you can use to facilitate that training.

So what I've done is open up the vault to let you see the resources that we have used in my church here in Athens, GA. These resources - and the competencies they develop - were significant as we grew our leadership capacity by more than 800% in 2013-2014. So I know they work and there are dozens of people in our church who said our development process was life changing for them.

Are these the competencies you need to develop in your leaders? Maybe. Are these the right resources for you? I'm not sure. We didn't adopt these in a biblical-theological vacuum. They most definitely represent our church's theological vision for ministry. But at the very least, this cheat sheet should save you some time as you consider how to build out the training process for your leaders.

And if you stick around until the end, I'll give you some actionable steps to get started before you even build out your pipeline.

## The Basics

'What do you use to develop leaders in your church?

That's a great question. When we built our leadership pipeline here in Athens, we constructed four levels of leadership. Each level represents a scope of responsibility that necessitates certain competencies for someone to lead well.

When I assessed the needs of our leaders and evaluated multiple approaches to leadership development, five competencies stood out as most significant:

**KNOWLEDGE** - How must your mindset change in order to thrive as a leader?

**SKILLS** - What expertise needs to be cultivated at this level?

**CHARACTER** - What moral qualities have to be displayed in your leadership?

EMOTIONAL HEALTH - How do you respond well to your circumstances, mood or relationships with those you lead?

VOCATIONAL HEALTH - How do you become convinced that God has called you to influence others through this particular role or activity?

## Level One - Leading Yourself

Level One Leaders are responsible for themselves. In most churches, these are volunteer roles where the goal is to show up and perform a task.

### Knowledge

Level One Leaders need to know themselves. Self-awareness is critical to understanding which leadership roles to pursue and how you get your work done. This competency can be resourced by any number of personality type assessments, including DISC, Right Path, Myers-Briggs, etc.

**What I Use:** [Strengths-Based Leadership](#) by Tom Rath

### Skills

Level One Leaders need to get things done. Your primary value to the organization is execution, and your capacity for productivity should be cultivated.

**What I Use:** [What's Best Next](#) by Matt Perman

### Character

Level One Leaders need to be responsible. You need to follow through on your commitments. Level One Leaders show up on time and complete the work that is assigned to them.

**What I Use:** [QBO: The Question Behind The Question](#) by John C. Miller

### Emotional Health

Level One Leaders need to be resilient. When life knocks you down, you get back up and continue to lead. You show up and work hard even when life gets hard.

**What I Use:** [Daring Greatly](#) by Brene Brown

## Vocational Health

Level One Leaders need to understand why work matters. In an increasingly competitive and insecure economic environment, you need to know why your work is so hard and the difference it makes. NOTE: the primary reason I included vocational health in our resource list is because I want to develop leaders for their work outside of the church. Helping people grow as leaders outside of the church reinforces a value that I want more *for* our leaders in the church than I want *from* them.

**What I Use:** [Every Good Endeavor](#) by Tim Keller

## Level Two - Leading Others

Level Two Leaders are responsible for leading others. These new responsibilities represent a profound shift as you have to think about and plan the work of multiple people. In most churches, Level Two roles are paid or volunteer positions that lead and manage one team.

### Knowledge

Level Two Leaders need to understand how their team members lead. No two people are alike and without cultivating a mindset that understands the nuances of their team, Level Two Leaders can easily become frustrated. For this competency, I chose to focus on a simple distinction between a preference for introverted or extroverted behavior.

**What I Use:** [Quiet](#) by Susan Cain

### Skills

Level Two Leaders need to connect with other people. Communication becomes vital when someone is leading a team and exceptional leaders use communication to get beyond information to making emotional connections with their team.

**What I Use:** [Everyone Communicates, Few Connect](#) by John Maxwell

## Character

Level Two Leaders need to love people. You cannot lead without directing people to work that they initially do not want to do. Without love, delegation becomes the whip we crack to get people to obey us.

**What I Use:** [Love Works](#) by Joel Manby

## Emotional Health

Level Two Leaders need to rest. As you take on the responsibility of leading a team, your physical, emotional, and relational health is compromised. Taking on the burdens of others is the price of service. Consistent rest and recreation is vital for long-term success.

**What I Use:** [24/6](#) by Matthew Sleeth

## Vocational Health

Level Two Leaders need a vision for leadership. Leading others is hard and if you're not careful, you will abandon leading with love to become cynical and stoic towards your team and the task at hand. Level Two Leaders take what they know, and lead with love.

**What I Use:** [Visions of Vocation](#) by Steven Garber

## Tier Three - Leading Teams

Level Three Leaders are responsible for leading multiple teams. Your focus shifts from doing and delegation to developing the leaders of those teams. In many churches, these are paid positions because of the skill and scope of their work.

## Knowledge

Level Three Leaders need to build teams. You are no longer able to influence based on your expertise in a particular area of ministry. You have to be able to focus on the right things in order to get the right people to do the right work the right way.

**What I Use:** [Teams That Thrive](#) by Ryan Hartwig and Warren Bird

## Skills

Level Three Leaders need to inspire. You not only need to be able to show people what matters most and equip them how to do that work, but you also need to be able to connect deeply on the level of why their work matters.

**What I Use:** [Start With Why](#) by Simon Sinek

## Character

Level Three Leaders need passion. If your work doesn't matter to you, then why in the world would you assume it matters to the teams that you lead?

**What I Use:** [Tribes](#) by Seth Godin

## Emotional Health

Level Three Leaders need to know their emotions. Not only does leadership require rest and resilience, the complexities of leading at Level Three necessitate a self-awareness of what triggers your emotions and an acceptance of your limits as a human being.

**What I Use:** [The Emotionally Healthy Leader](#) by Pete Scazzero

## Vocational Health

Level Three Leaders need to see vocation as critical to discipleship. One reason people leave the teams you lead is because they don't see how what they do for the church makes a difference in their life outside of the church. Here's one solution: build your discipleship paradigm around what people do outside of the church.

**What I Use:** [Work Matters](#) by Tom Nelson

## Tier Four - Leading an Organization

Level Four Leaders are responsible for an entire church or an entire campus in a multi-site context. Your focus shifts from developing and delegation to giving direction to the church. Without your work, the church will naturally devolve into a discombobulated mess of strategies, initiatives, and priorities.

## Knowledge

Level Four Leaders need to understand organizational life cycles. In most contexts, churches that have lost momentum are suffering from a crisis of inadequate systems and structures. Drawing attention to this is not a denial of the spiritual forces that stand against us; but what if the way the enemy attacks your church is through disorganization?

**What I Use:** [Predictable Success](#) by Les McKeown

## Skills

Level Four Leaders need to think strategically. While God is the one who makes a church great, responsible leaders learn how to focus people and resources to make the church as good as it possibly can be.

**What I Use:** [Church Unique](#) and [God Dreams](#) by Will Mancini

## Character

Level Four Leaders need to let others make most of the decisions in the church. Limiting the decision making in your church to you or a handful of other leaders is a recipe for disaster and quite often the gateway towards pride-filled leadership.

**What I Use:** [Turn The Ship Around](#) by David Marquet

## Emotional Health

Level Four Leaders need to cultivate their feelings, needs, desires, longings, and hope.

**What I Use:** [The Voice of the Heart](#) by Chip Dodd

## Vocational Health

Level Four Leaders need a vision for the common good. You need to know how to leverage your church for the life of the world around you in your city and beyond.

**What I Use:** [Kingdom Calling](#) by Amy Sherman

So there you have it. The 20 competencies that my church has set out to develop in the leaders of our church. As you work through this program, we'll talk about where this kind of work can happen in your pipeline.

# BONUS

In addition to those competencies, my church also has a heart for developing what leaders like Jeff Vanderstelt have called 'gospel fluency.' Not only should the good news of the saving grace of Jesus be the ABCs of our life, the gospel really should be the A-Z of our life from beginning to end and from top to bottom. And because the gospel is a foreign language to all of us, it takes time and practice to apply the gospel to the details of our lives.

One way my church has attempted to develop this kind of fluency has been to include it in our leadership pipeline. We broke this down into four areas and adopted four resources to help leaders grow in their understanding and application of the gospel:

## Gospel Foundations - What the gospel is and how it changes our life

[Gospel](#) by JD Greear

[Faithmapping](#) by Daniel Montgomery and Mike Cospers

[Gospel Wakefulness](#) by Jared C. Wilson

[The Furious Longing of God](#) by Brennan Manning

## Gospel of God's Kingdom - How God makes all things new

[Quest For More](#) - Paul Tripp

[Simply Jesus](#) - NT Wright

[Gospel and Kingdom](#) - Graeme Goldsworthy

[The Mission of God](#) - Christopher Wright

## Gospel of God's Cross - How Jesus' death reconciles us to God

[Fifty Reasons Why Jesus Came To Die](#) by John Piper

[The Truth Of The Cross](#) by RC Sproul

[A Cross-Shaped Gospel](#) by Bryan Loritts

[The Cross of Christ](#) by John Stott

## Gospel of God's Grace - God's undeserved love for you

[The Reckless Love of God](#) by Alex Early

[Scandalous Freedom](#) by Steve Brown

[The Reign of Grace](#) by Scotty Smith

[By Grace Alone](#) by Sinclair Ferguson

OK, so by my count that is 36 resources that you can use to develop leaders in your church. Can you just copy my list and use it in your church? I mean, you can and I would be honored but I chose these based on the theological vision of this particular church.

So I would recommend that you work your way through the Developing Leaders program and let me help you figure out the competencies and resources that your church needs.

But, I did promise to share an idea about how you can put all of this into practice right now. Consider this a way to prime the pump for leadership development. Ready?

Choose the one book that will impact the largest number of volunteers in your church. Invite them to read the book together and schedule a conversation a month from now over coffee and dessert. Focus the discussion on how to apply what each person learned to their life and leadership.

This provides two benefits: you learn whether a conversation about a book is the right resource and environment for your church right now. And you've added value to your volunteers by creating space for them to grow as a leader.

Was this helpful? Drop me a note ([matt@griddiron.com](mailto:matt@griddiron.com)) and let me know. I'm committed to helping you build something great and I can't do that without your input into resources like this.

Keep Leading!