



HEROMAKER

**SOUTHBROOK
LEADERSHIP
DEVELOPMENT**



CREATING SPACE
FOR LEADERS TO
**GROW
LEARN
LIVE
AND
DEVELOP**

Welcome to HeroMaker.

SouthBrook Leadership Development



Energy is a dynamic word! It creates a picture of movement, excitement, something new. The definition of Kinetic energy is the energy that an object possesses due to its motion. So start something moving and it keeps moving; like a roller coaster.

Leadership Development has the same principal. Once begun it can propel your ministry, your family, and yourself to new heights, new destinations. But it must have a starting point.

We created Hero Maker, SouthBrook Leadership Development, as that starting point. A plan to organize teams and individuals around recruiting, developing and equipping.

We want to provide a plan that:

- Creates space for you as an individual
- Is tailored to your ministries specific needs
- Keeps you and your team moving forward

Are you ready for the ride? It takes courage and determination to travel the leadership track but once you begin moving, raise your hands and see how exciting it can be!

*Cathy Glista, Leadership Development Director
Charlie, McMahan, Lead Catalyst*

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What is HeroMaker?

A plan to create vital, growing, sustainable ministries in SouthBrook and our community.

NOTES

Why we call it HeroMaker:

I thought my job was to be the

What are our weaknesses?

- The weakness of Thinking, "I can do it

- The weakness of Thinking, "I don't have time to

- The weakness of our

This is a GET TO opportunity!

Why be a HeroMaker?

- 1 Our vision is so large that it must be accomplished by multiple

- 2 So that each ministry can design their own unique

- 3 _____
for volunteers and leaders.

- 4 Creates a plan to

What is a Leader?

What words come to your mind?

A Leader does not stand alone!

They surround themselves with others!

A leader is the person who

A leader is the person who

A leader is the person who

“Our job as a leader is in the Developing not the Doing.”

The Jethro Model

Exodus 18:13-23 (NLT) *The next day, Moses took his seat to hear the people's disputes against each other. They waited before him from morning till evening. When Moses' father-in-law saw all that Moses was doing for the people, he asked, "What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?"*

Moses replied, "Because the people come to me to get a ruling from God. When a dispute arises, they come to me, and I am the one who settles the case between the quarreling parties. I inform the people of God's decrees and give them his instructions."

"This is not good!" Moses' father-in-law exclaimed. "You're going to wear yourself out—and the people, too. This job is too heavy a burden for you to handle all by yourself. Now listen to me, and let me give you a word of advice, and may God be with you. You should continue to be the people's representative before God, bringing their disputes to him. Teach them God's decrees, and give them his instructions. Show them how to conduct their lives. But select from all the people some capable, honest men who fear God and hate bribes. Appoint them as leaders over groups of one thousand, one hundred, fifty, and ten. They should always be available to solve the people's common disputes, but have them bring the major cases to you. Let the leaders decide the smaller matters themselves. They will help you carry the load, making the task easier for you. If you follow this advice, and if God commands you to do so, then you will be able to endure the pressures, and all these people will go home in peace."

The Jethro Model =

“Everyone wants to be a hero. Yet only a few understand the power of being a hero maker.”

Dave Ferguson, "Hero Maker"

What is a Hero Maker?

“A Leader who shifts from

to

in God’s unfolding story.”

-daveferguson.org

2 Timothy 2:2 says, “The things you have heard me say in the presence of many witnesses entrust to reliable people who will be able to teach others also.”

**What do you
want your Leader
Legacy to be?**

It’s Not Easy But It Is Simple!

SECTION ONE

It’s all about YOU! Put your oxygen mask on first!

• Focus on

• Focus on

• Focus on

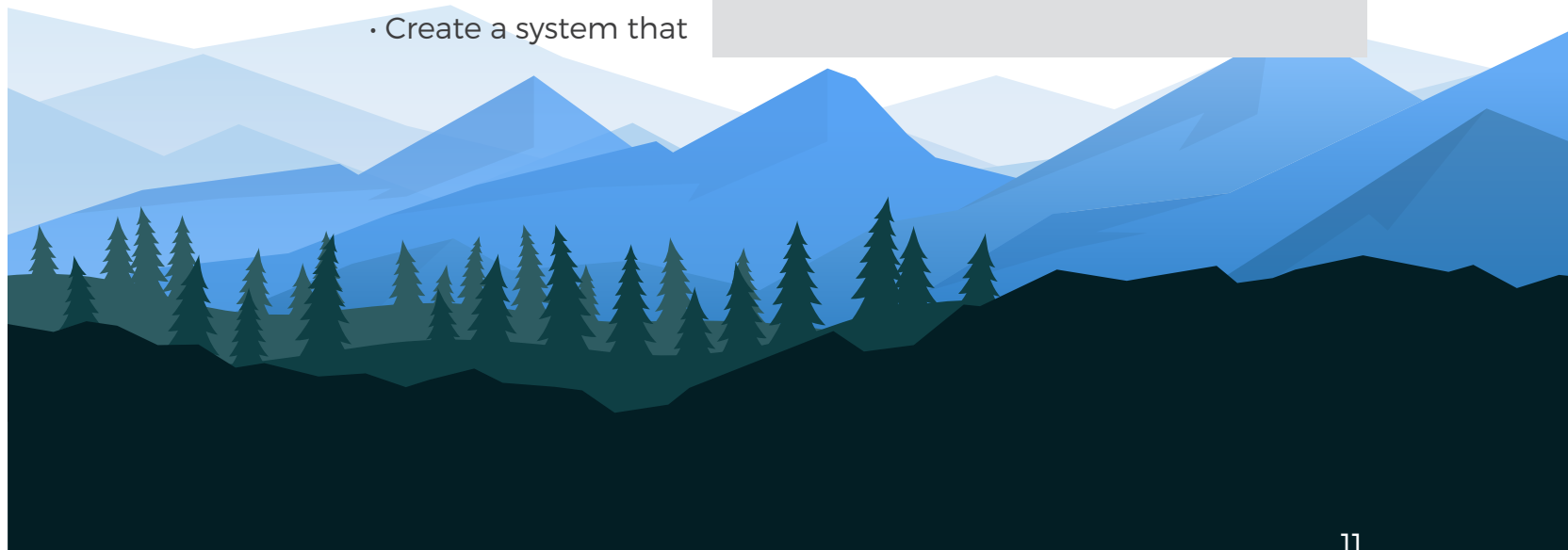
SECTION TWO

It’s all about your TEAM! Build your Leadership Team!

• Assign a

• Apply the

• Create a system that



STEP 1 Focus on YOU.

Notice we did not put "Focus on God" first. We're probably going to hear about this from someone. As Christ followers we can become very pious in our beliefs and thoughts. We can put them up on a pedestal and believe that if we at least have our spirituality everything else will fall into place.

Before we even step into the ring of spiritual growth we need to understand God's love and freedom in our lives. Understanding God's love is a way for us to be kind to ourselves and to love ourselves. And once we love ourselves we can love others. Taking care of yourself by doing what brings you joy is a way of putting your oxygen mask on. Many of us don't do this because we are so caught up with the business of the church and everyday life and it depletes us.

God's first love is His people. He delights in your happiness. Go for a walk, get away for a weekend, paint your nails, go fishing, build something, read something, have a glass of wine, mow the lawn. Whatever it is that gives you energy, do it on a regular basis. And not when you're totally drained and "have to get away" but consistently and unapologetically.

Joyce Meyer once said, "God wants you to enjoy your life now, not when." Isn't that the truth! We always think, "when my kids get older," "when I have enough money," "when I get that promotion." But God never said "when."

John 10:10 (NIRV) says, "A thief comes only to steal and kill and destroy. I have come so they may have life. I want them to have it in the fullest possible way."

God wants you to be happy and joyful and playful and alive! When was the last time you felt playful? joyful? alive? That's the question you need to ask.

Horizontal lines for writing responses to the question in the box.

FOCUS ON YOU

List what you will do on a regular basis, for yourself, to instill energy into your life.

Table with 2 columns: WHAT GIVES ME ENERGY? and WHEN WILL I DO IT? with multiple rows for input.

• ADDITIONAL COPIES OF THIS WORKSHEET IN THE BACK •

STEP **2** Focus on **GOD.**

Did you know people with religion and spirituality in their lives have reduced stress, lower blood pressure, and may live longer. Sign me up! If you're on this journey with us those benefits are not your main focus, but it sure doesn't hurt to know you're on the right path.

You are leading others who are looking for answers. Spiritual answers. And the only way for you to help others grow in their awareness of who God is, is to grow in your own awareness. Part of your journey with your teams is going to be to disciple others.

5S Journey:

What is the pathway for you to disciple yourself and others? Using our 5S's, being in a huddle, being in a community group, attending church, personal devotions, men's and women's groups are resources for you to use on your personal walk with Christ.

Our expectation is to do something. Whatever it is, do it! And then pass it on to others.

"The Lord your God is with you, the Mighty Warrior who saves. He will take great delight in you; in his love he will no longer rebuke you, but will rejoice over you with singing."
-Zephaniah 3:17 (NIV)

FOCUS ON GOD

Think through what you will do to grow spiritually. Write out a few ideas.

| MY GOD OPPORTUNITIES | WHEN WILL I DO IT? |
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STEP 3 Focus on INTEGRITY.

in·teg·ri·ty

noun

Strong moral principles; being honest

Someone you can count on
Someone who is consistent in action
Someone who will do what they say

Integrity is important in leadership because we need to give people a reason to follow us.

I Corinthians 11:1 (NIV) tells us "Follow my example, as I follow the example of Christ."

Here are 2 ways to focus on integrity:

1. Create an

How do we prove our identity in the leadership realms? How do we establish that others can have confidence in us?

Building an I.D. Plan means finding ways to:

- Cultivate decision making processes
- Examine your strengths and weaknesses
- Continue to learn your particular craft
- Learn new skills to keep you fresh and innovative
- Learning how to live above the line
- Understand your emotional quotient
- Create values to live by.

BECOMING A BETTER LEADER

Book Resources:

LEADERSHIP

- *Hero Maker*
Dave Ferguson & Warren Bird
- *Gifted to Lead*
Nancy Beach
- *Dare to Lead*
Brene Brown
- *Above the Line*
Urban Meyer
- *The 15 Commitments of Conscious Leadership*
Jim Dethmer, Diana Chapman, Kaley Warner Klemp

CHARACTER

- *Embracing Brokenness*
Alan E. Nelson
- *Emotionally Healthy Leader*
Peter Scazzero
- *Deep & Wide*
Andy Stanley
- *The Road Back to You*
Ian Morgan Cron

CHEMISTRY

- *The 5 Dysfunctions of a Team*
Patrick Lencioni
- *The Advantage*
Patrick Lencioni

COMPETENCE

- *7 Habits of Highly Effective People*
Stephen Covey
- *Lead Like Jesus*
Ken Blanchard and Phil Hodges
- *Good to Great*
Jim Collins

Topics to Investigate:

- How to become a better listener
- How to write a book
- Strengths and Weaknesses Assessment
- Enneagram workshop
- Emotional Quotient
- Creating values to live by (Brene Brown)
- Learn a new skill
- How to spot a trustworthy person
- Living Above the Line
- Crucial Conversations
- Creating a personal vision
- Finding your voice

SouthBrook also desires to provide opportunities for you to develop yourself.

- Global Leadership Summit
- Provoke, Pizza, Paul and Mary Bible studies
- Provoke Live
- Charlie's leadership training at CESO
- Discovery Groups
- Huddles

COMING SOON:

HeroMaker Leadership Training will equip you and anyone you're leading with practical vision, skills, and training; commissioning leaders and celebrating your area of influence.





FOCUS ON INTEGRITY: PART A

Create a plan to build character, integrity and competence skills into your life.

| MY I.D. PLAN | WHEN WILL I DO IT? |
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Another way to focus on integrity:

2. Create _____ through mentorship

Finding others to speak into your life and you speaking into others' lives builds your character.

P,B & J = _____

Paul to _____

We should all have a person who is mentoring us. A person who has gone ahead and can see things clearly. A person you trust to be honest with you as well as guide and direct you to the next level in your leadership. This was Paul to Timothy.

Barnabas to _____

We also need to value the people in our lives who are serving, sweating and in the trenches right beside us. This was Barnabas to Paul.

Timothy a.k.a _____

Completing the growth triangle of someone in front of you and beside you is you passing along your knowledge to someone. No matter where you are in your journey, you are an influencer of people. Whether it's someone at work or your kids or a friend - you have valuable information and insight to pass along.

Activating others to speak into your life and leadership gives you an opportunity to see life through fresh and objective eyes.

“David also said to Solomon his son, “Be strong and courageous, and do the work. Do not be afraid or discouraged, for the Lord God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the Lord is finished.”
- I Chronicles 28:20 (NIV)

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STEP 1 Assign someone to be your Leadership Champion

Creating a vision is the easy part; keeping that vision on track is the hard part. It takes persistence, tenacity and someone who believes in it. Each of our ministries plays a unique role in accomplishing SouthBrook’s mission. Each one has different recruiting, caring and training intricacies. What works for one may not work for another.

That’s why each ministry needs a person on their team who knows the personal DNA of your team. Someone who knows what type of person would fit best in your ministry. And what recruiting techniques work best for your team. This person understands and empowers others to continue the leadership journey.

A Leadership Champion is someone on staff who unapologetically holds staff and volunteers to the standards of your area of influence. They measure actions, culture and communication against the ideals of SouthBrook. The Leadership Champion has or is given the authority freely to make important and sometimes difficult decisions in order to establish a healthy fully functional area of ministry. They are checking to make sure the team’s oxygen masks are on first and that teams operate are consistently with leadership values.

Who is this person on your team?

Talk about it as a team and assign your Leadership Champion along with your name and ministry area in PART A on the next page.

NOTES

PART A

IT’S ALL ABOUT YOUR TEAM! BUILD YOUR LEADERSHIP TEAM

Your Name:

Ministry Area:

Leadership Champion:

STEP 2 Apply the Jethro Model

Exodus 18 lays out the details of the Jethro Model.

Jethro started by giving Moses a detailed list of the qualities possible applicants needed.

Exodus 18:21 says, *“But choose men of ability from all the people. They must have respect for God. You must be able to trust them. They must not try to get money by cheating others.”*

At SouthBrook, we choose men and women who are capable and competent to lead out in ministry.

The system enabled each group to engage in resolution and care within an effective span. Nowhere in the structure does the span of care exceed a ratio of one to ten. We call it the Power of 10. One Leader for a maximum of ten people. On some teams, for good reasons, there may be less, like four to six.

Everyone is a Leader of One

Everyone has an Apprentice.

“Does EVERYONE have an apprentice?” The answer is Yes!

Intentionality is the key.

4 PRACTICAL INSIGHTS INTO APPRENTICESHIP:

From Dave Ferguson, author of Hero Maker

1. **Hero Makers start with the few; not the many.** Select a few people who are your “people of peace.” People you like to be around. Invest your time into them and see how it multiplies.
2. **Hero Makers prioritize relationships, not curriculum.** In Mark 3:13-15 Jesus showed us this concept. He called the disciples to him so that “they might be with him.” Prioritize relationships over content and establish a rhythm that is good for all of you.
3. **Hero Makers focus on clear expectations and growing to full capacity.** The goal for any apprentice is to one day not be an apprentice. When is

apprenticeship complete? When you both agree they can “do what you do.” Clearly stating expectations up front helps to solidify this journey.

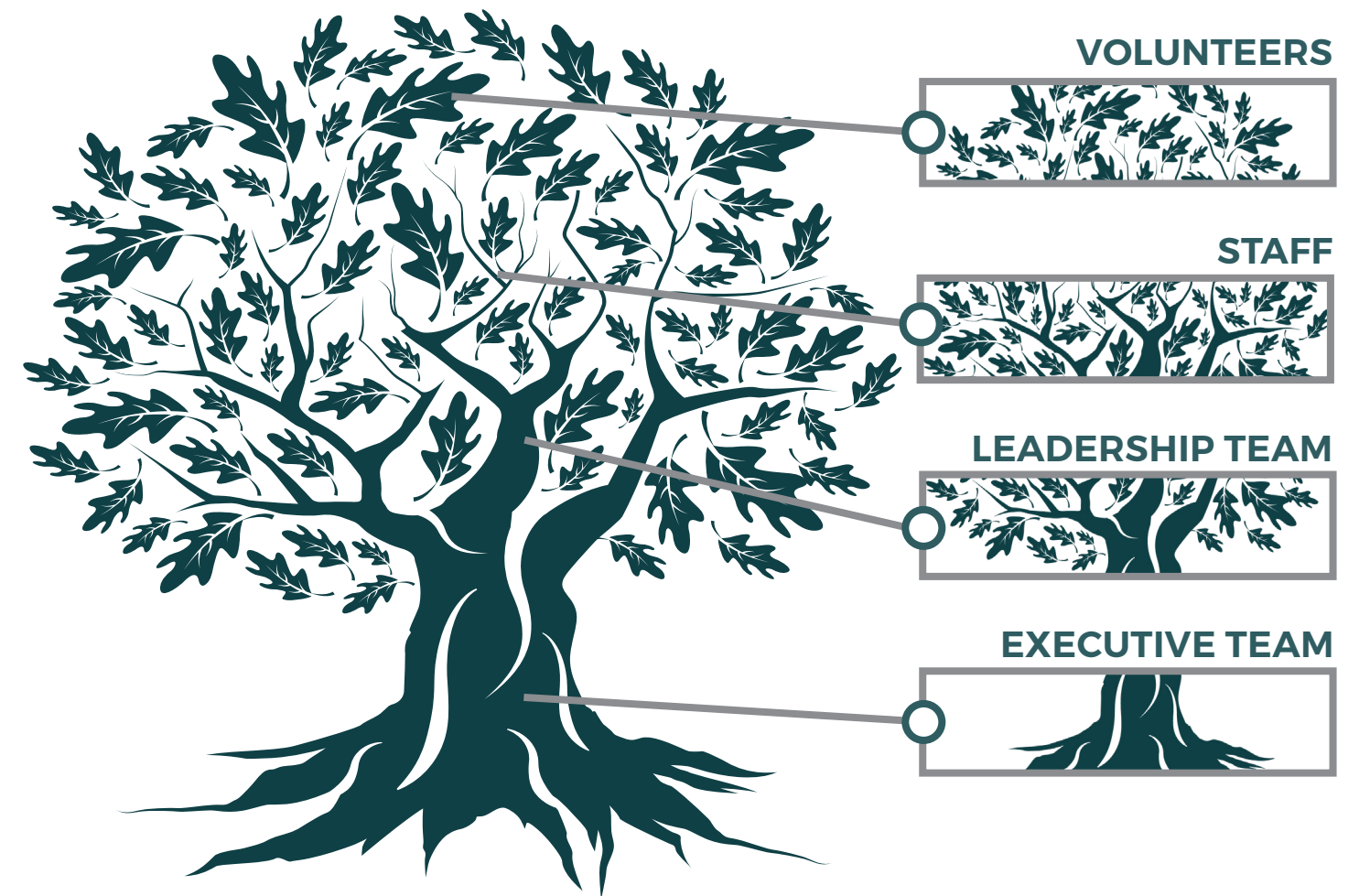
4. **Hero Makers hand off authority rather than hold on to it.** Jesus sent his apprentices out to do what he was doing. Mark 3:15 tells us he sent them out to “preach and drive out demons.” Give your apprentices authority and empower them to move forward.

Staff (S): Is employed by SouthBrook.

Leader (L): Anyone overseeing a span of care of up to 10 people.

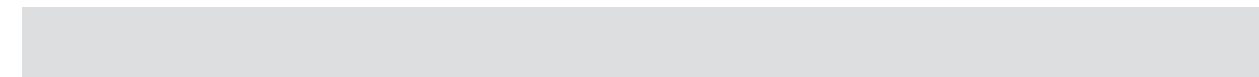
Apprentice (A): Anyone training with a Leader.

Volunteer (V): Anyone on a team with a Leader.

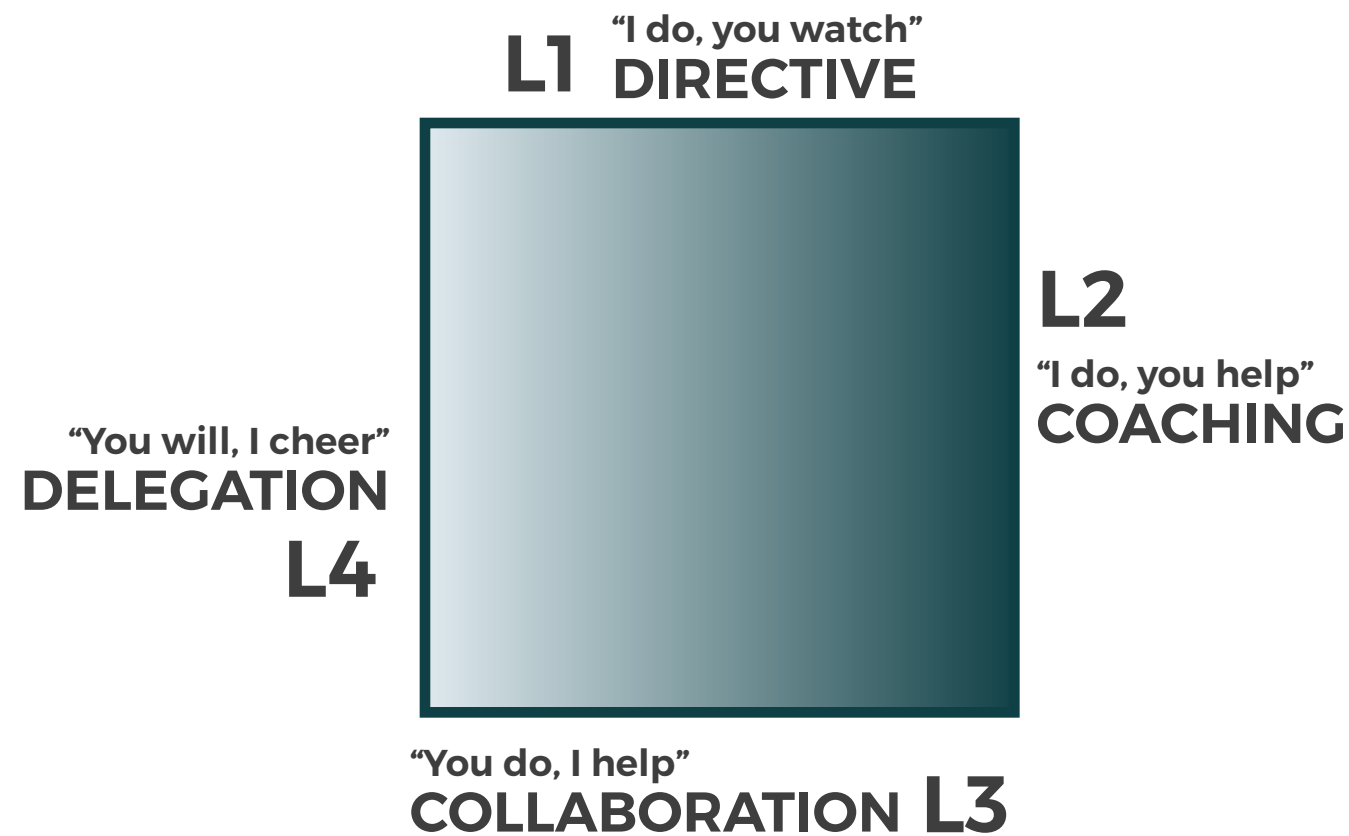


Our goal is that even though we may be a large church, we can care like we're a small church. Everyone is known by others and knows others.

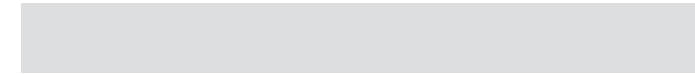
SouthBrook's tool to accomplish this strategy is called:



Whenever someone learns something new, they generally pass through four phases on their journey to mastery. The path of the leader is represented by the "L" phases of the square.



L1 Phase:



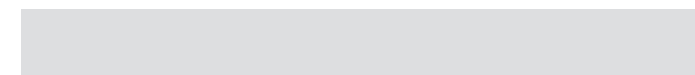
"I do, you watch." The most "hands on" kind of leadership a leader can offer is L1 leadership. When people are in L1, they don't really know what they're doing yet. They need to see and hear how to do it. A person in L1 needs a directive leader; someone to offer direction and vision; someone to say, "Here's the plan. Here's where we're headed." The mantra of the L1 Leader is, "I do, you watch."

L2 Phase:



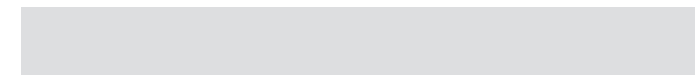
"I do, you help." The coaching phase of the square requires three elements - time, vision and grace. Extra space in our schedules need to be made for individuals so we can listen, empathize, and help her or him process. Casting vision to remind a person why they started this journey will motivate them to keep going. Offering grace to apprentices helps them to understand they are loved, God is with them, and they're not alone in this venture.

L3 Phase:

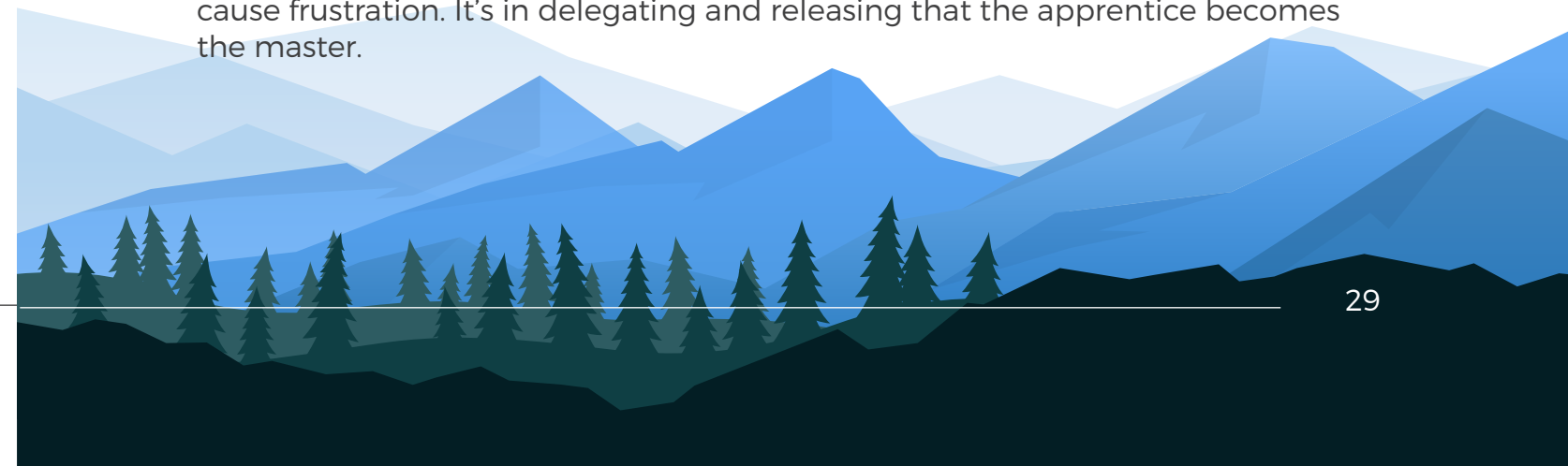


"You do, I help." As an apprentice grows in confidence and competence, the leader begins to hand more significant portions of the job over to the apprentice. The leader empowers the learner to help in the decision-making process. Rather than just giving the answer, the leader discusses with the learner, helping them to find and choose solutions. Sometimes the leader will put a task completely in the hands of the learner, and discuss afterward how it went. The mantra of the L3 leader is, "You do, I help."

L4 Phase:



"You do, I watch (cheer)." L4 learning is when a skill becomes almost automatic; the apprentice hardly needs to think about it at all. They can continue to improve and learn, of course, but their execution has become natural, unconscious. Their experience and confidence have grown along with their mastery. The apprentice becomes the leader and it is time to delegate and release. If the leader keeps holding on, they will stifle the learner's growth and cause frustration. It's in delegating and releasing that the apprentice becomes the master.



Step 3 | Create a system that Inspires, Influences and Equips

It's important to map out what your specific team looks like so you can clearly identify the coaching needs of each person on your team.

In Action 2, map your team for each of your areas. As a leader you may have more than one area. You, along with every person on your team, should have an apprentice. Mark this person with an 'A'. Your apprentice could also be one of your leaders. If you don't have an apprentice and can think of someone you would like to be your apprentice, put their name in the space. This will be a goal for you. If no one comes to mind leave the space empty and begin praying for the person God will lay on your heart. Remember: simple, not easy.

Continue to fill out your team and designations until all your teams are complete. If you have goals of creating team leaders mark the title instead of the name. Again, this is a goal for you to fill your teams.

Remember, if you have 10 people on a team it's time to expand the leadership of that team.

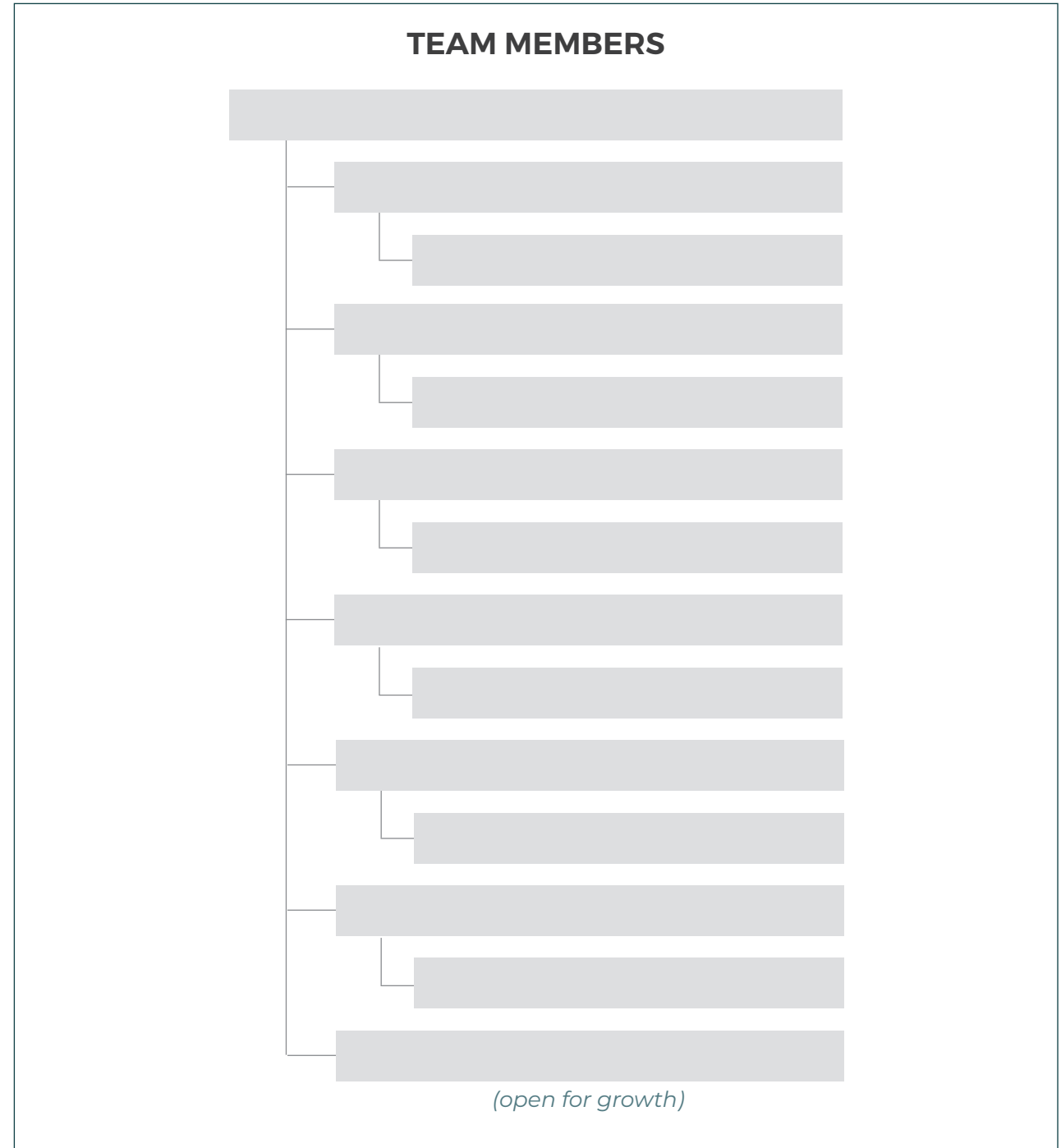
You'll notice an OPEN space at the bottom of each team. This is a significant visual for your team to remind everyone that there is always space for one more. We should always be wondering who might be out there who is "right" for our team. We used to call this the empty chair and with every meeting we would physically leave a chair open to remind us we need to fill it.

Fill out your team names in PART B on the next page.

Horizontal lines for writing team names.

PART B

IT'S ALL ABOUT YOUR TEAM! BUILD YOUR LEADERSHIP TEAM



Next, you will start to map out the leadership training for each person. This leadership training encompasses HEAD, HEART, and HANDS.

HEAD (Inspires): What transformational leadership principals are needed to develop an individual? What vision is important? How can I learn a new skill? What values are important to me?

HEART (Influences): How am I growing my walk with God? Who am I bringing along the faith journey? Am I incorporating the 5 S's in my life?

HANDS (Equips): What individual ministry skills do I need to develop? What on-going investment is needed to make individuals the best they can be within your ministry? What appreciation and care is needed for individuals and my team as a whole?

The focus for all areas is to include Inspiring, Influencing and Equipping on a regular basis for your team in whatever form that takes. SouthBrook promises to aid in all three spaces to create dynamic and thriving areas of impact.

Let's look at each area to create a plan for your team.

HEAD

Definition: Creating vision for those in your realm of influence regarding SouthBrook's leadership style and character skills. This is training in how to become a better leader.

What needs to be taught: Vision, mission, active listening skills, conflict resolution, speaking truth in love, apprenticeship duplication, leading a meeting, leading prayer, the art of creating gathering spaces.

How will it be taught: Apprenticeship, Shadowing, Classes you design, GLS, Provoke, Charlie's CESO Leadership training. What gatherings can they be invited to? What books can they read to build integrity?

Let's read 2 Timothy 2:2 (NIV) again:
"The things you have heard me say in the presence of many witnesses entrust to reliable people who will be able to teach others also."

HEART

Definition: Coaching others how to live like Jesus forever.

What needs to be taught: The art of being a Christ-follower and sharing it with someone else.

How will it be taught: Huddle, 5S Journey, One on one discipling, personal Bible studies, group Bible studies.

Last words are important. As Christ was leaving the Earth, he gave his disciples His most important teaching. This was his last time to give them a final word of advice on what was going to be the most important thing in the future. "Go, make disciples of all nations..." These were his parting words.

Our relationship with Jesus and others' relationship with Him matters. It will not happen by chance. It takes time and mentors to create an atmosphere of learning.

HANDS

Definition: Caring for your team involves specific training for your area of influence and creating a system of connection, care and community.

What needs to be taught: Ministry-specific skills, being available for life events, volunteer appreciation.

How will it be taught: Creating training programs to learn and improve skills, making time for team members, showing appreciation, showing up for life events in team members' lives.



Wrap Up

Whether you are a key volunteer or staff member at SouthBrook we consider you a leader because you have influence.

One of our primary roles is to mentor and coach others; to challenge, encourage and prepare the next generation.

It is true that not all those you develop will become great leaders, but they will benefit from the relationship and time you put into developing them. High impact leaders do not just arrive, they are mentored, developed and cared for by someone who has been mentored, developed and cared for.

The mission and impact of SouthBrook will not just survive but thrive if we take hold of principles that empower those around us and launch them to do the same for others.

Your influence and those you inspire create a path for others to follow. Leaders who stand alone do not survive. Leaders who become Hero Makers have a future of endless possibilities.

Here's the great news: Being a Leader has nothing to do with leading! It has everything to do with following. You following well and others following you. You being vulnerable enough to follow where God wants to take you, and then showing that direction to others. If you can follow you can lead.

Remember the Church is the hope of the world. It is the greatest resource Christ left us to attend. That means how we develop ourselves as leaders matters. Your character, competency and skills need to be in an ever-evolving state in order to take on this task.

What to do next:

1. Finalize your action plans to reflect your goals.
2. Read Hero Maker by Dave Ferguson & Warren Bird and visit daveferguson.org for more information
3. Next Steps:
 - a. Find your apprentice
 - b. Find your mentors
 - c. Begin creating your leadership tree
 - d. Assign your Leadership Champion to be a part of a quarterly meeting with the Leadership Development Director and Lead Catalyst.



Let's go
change
the world!

FOCUS ON YOU

List what you will do on a regular basis, for yourself, to instill energy into your life.

| WHAT GIVES ME ENERGY? | WHEN WILL I DO IT? |
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FOCUS ON GOD

Think through what you will do to grow spiritually. Write out a few ideas.

| MY GOD OPPORTUNITIES | WHEN WILL I DO IT? |
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FOCUS ON INTEGRITY: PART A

Create a plan to build character, integrity and competence skills into your life.

| MY I.D. PLAN | WHEN WILL I DO IT? |
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FOCUS ON INTEGRITY: PART A

Create a plan to build character, integrity and competence skills into your life.

| MY I.D. PLAN | WHEN WILL I DO IT? |
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