



B. COURTNEY MCBATH, D. MIN.
CALVARY REVIVAL CHURCH
NORFOLK, VA



WWW.CRCGLOBAL.ORG

Competent to Lead The Bishop's Summit New Testament Church B. Courtney McBath



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Acts 6.1-7

¹ In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. ² So the Twelve gathered all the disciples together and said, “It would not be right for us to neglect the ministry of the word of God in order to wait on tables. ³ Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them ⁴ and will give our attention to prayer and the ministry of the word.”





Acts 6.1-7

⁵ This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit; also Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas from Antioch, a convert to Judaism. ⁶ They presented these men to the apostles, who prayed and laid their hands on them.

⁷ So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith.





I. Pastoral Care - no longer the work of the senior pastor

- **Train others who can take the work of pastoral care.**
- **Effectively communicate the change to people consistently.**
- **Remain intimately connected to the process assuring that the work of care is taking place.**





II. Developing intimacy required a shift to smaller groups gathering

- **Care groups did not allow anyone to preach, only affirm what I shared on Sunday**
- **Care groups primary focus was testimonies, prayer and fellowship.**
- **Care group leaders were handpicked and accountable to my most loyal leaders.**





III. Our ministry could no longer be led by preachers

"The transition that is critical today may not be polity driven but competency driven."

Competency driven model:

- Good reputation
- Spirit filled
- Wise
- Leadership ability for the task





III. Our ministry could no longer be led by preachers. - *continued*

The focus of the apostles was twofold:

- We must focus on our primary purpose- the study of the Word and prayer
- We must choose capable people to lead, execute and fulfill the mission





Effective Models for New Paradigms

If I am the leader everyone already knows and if I'm not.....

As a facilitator my role is secured by what the team accomplishes not by what I do personally.

My primary role is to cast vision, delegate responsibility and create systems of accountability.





Effective Models for New Paradigms - *continued*

A. Every preacher must enlarge his or her own skills to the extent of basic understanding but not false expertise.

- **Basic knowledge is required to facilitate.**
- **Do not feign expertise in critical areas.**
- **Even professionals must be checked.**



B. Every preacher must surround himself or herself with the people with the needed skills



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C. Remove the limitations you have imposed on your structure

- **Develop a governance board that reflects the capability and suitability of your vision**
- **Develop staff that reflects the competencies needed to execute the vision God has given you**
- **Develop volunteers who can not only participate in the work but add critical competencies to the mission**





D. Replace the systems that are no longer congruent with your vision

- **Replace carefully so as to not remove credibility!**
- **Replace strategically so you do not have to redo stressfully!**
- **Replace effectively so you do not have to repair annually!**





E. Review current systems, staffing and statistics to see where attention should be given

- **Systems speak to the way you get things done.**
- **Staffing speaks to who gets it done.**
- **Statistics tell you if it's getting done.**





Questions for group discussion:

I. Jethro told Moses that without a systemic change two results would take place:

- This process will wear you out
 - This process will wear out the people
1. When you carefully and honestly evaluate your ministry over the past twelve months where are you "wearing out"?
 2. When you carefully review the lives of your staff, volunteers, leaders and congregants where are they "wearing out"?





Questions for group discussion:

II. David after leaving the Cave of Adullam learned to surround himself with talented "mighty" men.

- **If he had given way to his feelings developed from past experiences what things would have kept him from doing so?**
- **Do you resonate with any of those issues? If so, which ones?**





Questions for group discussion:

III. Jesus demonstrated amazing leadership prowess in the feeding of the five thousand. What principles could be gleaned for our new paradigms?





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