

INVESTING IN OTHERS

WITH JASON STATEN



Session 1: Seeing the Potential

How can a fisherman become a preacher? How can a shepherd become a king? This transformation occurs only when we get past our current circumstances and see the potential beyond. The ability to see the potential in others is the key to developing a healthy church community.

1. How can we train ourselves to see the potential in others?
2. What are some obstacles to seeing the potential in others?
3. How can we get past these obstacles and see beyond to what others can become?

God is in the business of changing futures. He looks past the horizon that we can see and works with what we can become. The church must take on this attribute. We cannot allow ourselves to see just a homeless person, a broken marriage, or a backslider. We have to be in the business of changing futures.

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Session 2: Getting from A to B

Investing in others requires intentionality—not just an encouraging word or haphazard meeting, but a plan of action. The methods we use to fulfill the vision are just as important as the vision itself.

1. How can you be more intentional in developing others?
2. Do you currently have a plan to develop the people you are investing in?
3. What's the "how" or method of your development plan?

In order to invest in others, we must identify the key path points in their development. We shouldn't start a project if we do not have what is needed to complete it. We must put in the work and plan the steps to see success become an expectation, not an exception.

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Session 3: Leading by Example

Give a man a fish and he will eat for a day; teach a man to fish and he will eat for the rest of his life. What we say to the people we invest in is like giving them a meal; it fills them temporarily, but it doesn't guarantee long-term effectiveness. Leading by example is about demonstrating the actions and habits that will set them up for long-term success.

Discussion Questions:

1. In what areas of ministry do actions say more than words?
2. What actions and habits are the most critical to pass on to those you are mentoring?
3. What measures can you put in place to ensure these examples are being passed on?

There are no quick solutions to investing in others. The best leaders use their lives as a pattern to be followed. We should look at our own actions to see which ones should be reproduced in others and be willing to be vulnerable enough to give others access and insight into how we accomplish those actions. This is how we lead by example.

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Session 4: Going Beyond Yourself

Leaders must constantly evaluate how to improve and nurture the people they are investing in. While we can treat these investees as projects, we must realize their potential may go beyond our own reach and achievement. A good leader must be ready to invest in the exceptional and know how to provide room for ambitious and growing followers.

Discussion Questions:

1. What opportunities and support should leaders provide their followers to set them up for success?
2. What are some ways leaders can provide room to grow?
3. How can leaders appropriately celebrate the success of those they are investing in?

Closing Remarks:

A minister once said, “Success without a successor is failure.” Investing in others could also be put this way: success without being surpassed is failure. Our goal is not to replicate ourselves in others; our goal is to see others grow in their unique calling and potential. This means we must be secure and nurturing enough to allow others to exceed our achievements and go beyond.

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