

STRATEGIES FOR BUILDING LEADERSHIP



*Leadership Toolkit for
Faith Study Coordinators*

*Leadership selection is key to our success in forming Missionary Disciples.
Are the people you are selecting Faithful, Available, Contagious, and
Teachable (FACT)?*

Faithful

Are your leaders faithful – to the Lord and to his Church? Are they seeking growth in holiness through prayer and regular reception of the sacraments? Are they committed to your parish and attending Mass every Sunday? Do they embrace Jesus' call to evangelize?

Available

Are your leaders available? Will they invest their time in the activities that matter most? Will they be available to invest in meaningful relationships with others? Are they too busy to take on another commitment?

Contagious

Are they contagious? Is their approach personable and relevant to their peer group? Do people feel welcomed and affirmed in their presence? Do they witness to a joyful and authentically lived relationship with Jesus?

Teachable

Are they teachable? Are they able to receive constructive criticism? Are they willing to learn more and grow in faith by praying, reading, and attending conferences and retreats? Are they willing to be challenged to grow in holiness, ministry, leadership and character?

If a leader possesses these four qualities you can achieve great results, regardless of their level of experience. On the flip side, an experienced leader who is lacking in any one of these areas will likely cause struggles for your team.

Strategy for Forming Missionary Disciples

The strategy to form missionary disciples is a simple three-fold approach: Proclaim, Equip and Commission.

Step 1: Proclaim

Proclaim the Gospel clearly. This invites people to respond to a relationship with Jesus in a personal way.

Step 2: Equip

Equip people with the tools they need to live a life of holiness and mission. We grow in holiness by committing to prayer, receiving the sacraments, and participating in fellowship. As we begin to share the story of Jesus and our own story of faith with others, we grow in a life of mission.

Step 3: Commission

Commission them to share the message and the mission of Jesus with others.

Strategy on Multiplication

Evangelization with the goal of entrusting the mission to others is what spiritual multiplication is all about. The goal of a multiplying model of ministry is to carry on a lifestyle of passing on the message and the mission.

To reach the world, we could be tempted to focus on events where large numbers of people have an opportunity to hear and respond to the Gospel. It seems like there would be greater chance of success with a greater number of people. But even though large groups may be attractive to those who hope to reach the world quickly, efforts are best spent focusing on one person at a time. If we want to reach several generations, we must build multiplying disciples, not just work toward conversions.

St. Paul knew that the mission of the Church depended not only on proclaiming the Gospel, but also on equipping faithful people to go out and reach others. If they wanted to one day reach the world, they needed to equip new generations of Christians (faithful people) to carry on the mission.

Here is a mathematical explanation of the effectiveness of spiritual multiplication versus flashy, large-group conversion efforts:

Addition Model

- 1000 people per day × 365 days a year = 365,000 people/year
- In 100 years, this one evangelist would reach **36.5 million people**

Multiplication Model

By focusing on just two people for two years, not only helping them experience conversion, but also building them up to be multiplying disciples, we can reach the world in our lifetime!

- After 2 years there would be 3
- After 4 years there would be 9
- After 10 years there would be 243

As Christians, we are invited to carry out the mission of Jesus, which he gives to us in the Great Commission:

Go, therefore, and make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, until the end of the age – Mt 28:19-20.

This mission of making disciples of all nations can seem daunting, but it is made more manageable if we think of approaching it one person at a time. St. Paul's words to Timothy can help us to understand what this means: "And what you have heard from me through many witnesses entrust to faithful people who will be able to teach others as well" – 2 Tim 2:2.

- After 20 years there would be 59,048
- After 30 years there would be 14,348,907
- After 32 years there would be 43,046,721 (approximately Canada's population)
- After 36 years there would be 387,420,489
- After 42 years there would be **10.6 billion** – the whole world would be reached!