

# Leadership Development in the Local Assembly

(PROGRESSING FROM THE BOTTOM UPWARD)

Steps	Who and what to look for.	What to do.
7	Elders (or other believers) who are clearly functioning in an apostolic or prophetic gift.	Send out with a team of workers to plant new assemblies.
6	Elders (or other believers) who have gifts and ministries that would edify other assemblies.	Release from some local responsibilities for trans-local ministry.
5	Elders who have gifts and responsibilities that require a full-time effort.	Release from employment by providing financial support.
4	Home group leaders who are clearly exhibiting one or more equipping gift.	Equip, test, and appoint as elders those who qualify.
3	Deacons who are showing strong leadership abilities, a sacrificial spirit, and a potential equipping gift (of Ephesians 4:11).	Equip, test, and appoint as home group leaders those who qualify.
2	Faithful men who are demonstrating a heart to serve and a teachable attitude.	Equip, test, and appoint as deacons those who qualify.
1	The general assembly of the believers.	Teach, test, and observe believers.

**Note:** This chart depicts a general pattern, not a rigid step-by-step process. There may be situations where a man is appointed as a home group leader who has not previously served as a deacon, or as an elder who has not previously served as a deacon or a home group leader. The key is that each man be required to demonstrate the qualities described in 1 Timothy 3 and Titus 1 and prove his character over time. Serving first as a deacon and then as a home group leader seems to be a reasonable way for a man to develop his gifts and prove his character, but it may not be the only way.