

Forging Identity through Recruiting, Empowering and Releasing Indigenous Leaders

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Part I: Rev. Dr. Don Davis



SOAK AND SOAK and soak continually in the one great truth of which you have had a vision; take it to bed with you, sleep with, rise up in the morning with it, continually bring your imagination into captivity to it and slowly and surely as the months and years go by God will make you one of his specialists in that particular truth.

~ Oswald Chambers (1874-1917)

I. Recognize the Priority of Forging Identity in Leadership Development

2 Corinthians 10:3-6 For though we walk in the flesh, we are not waging war according to the flesh. **4 For the weapons of our warfare are not of the flesh but have divine power to destroy strongholds. 5 We destroy arguments and every lofty opinion raised against the knowledge of God, and take every thought captive to obey Christ,** 6 being ready to punish every disobedience, when your obedience is complete.

Revelation 12:9-11 (ESV) And the great dragon was thrown down, that ancient serpent, who is called the devil and Satan, the deceiver of the whole world—he was thrown down to the earth, and his angels were thrown down with him. 10 And I heard a loud voice in heaven, saying, “Now the salvation and the power and the kingdom of our God and the authority of his Christ have come, for the accuser of our brothers has been thrown down, who accuses them day and night before our God. 11 **And they have conquered him by the blood of the Lamb and by the word of their testimony, for they loved not their lives even unto death.**

A. Identity is the core of a leader’s personal security and sense of significance

1. We act consistent with our views of our self-image
2. Jesus’ formation was essentially identity formation: from fishermen to fishers of men (cf. Matt. 4.18-20)
3. We proceed on the basis of what we think we are (not who we are)

B. Relationships, conduct, and ministry flow from the root of identity formation

1. Ministry is anchored in our sense of call
2. Our sense of call flows from our self-definition, our constructed self-image
3. Gifts and calling are irrevocable, but we must receive them (Rom. 11.34)

C. Identity’s impact is contagious, shaping a leader’s life and relationships

1. We live in sync with our image of self; we are consistent
2. We resist things which we conceive are beyond us (e.g., Num. 13-14)
3. Our doubts, fears, and loathing are virally contagious (Numbers)

“To know who I am is a species of *knowing where I stand*. My identity is defined by the commitments and identifications which provide the frame or horizon within which I can try to determine from case to case what is good, or valuable, or what ought to be done, or what I endorse or oppose. In other words, it is the horizon within which I am capable of taking a stand.” – Charles Taylor, *Sources of the Self: The Making of the Modern Identity*

II. As You Form Identity, Stick to and Follow the Simple Rule of Faith

Heb. 11:6 And without faith it is impossible to please him, for whoever would draw near to God must believe that he exists and that he rewards those who seek him.

2 Cor. 5:7 for we walk by faith, not by sight.

- A. Make (and keep) your approach simple
 1. We live not by what is true, but by what we think is true (Rom. 12.1-2)
 2. Change your soul-talk, change your life (Matt. 12.33-37)
 3. A program of monitoring self-talk, disputing the lies, and reshaping your inner talk to the Word of God, (2 Cor. 4.11-15; Eph. 4.17-24)

- B. Strategies of identity change should be biblical: transferrable and reproducible
 1. Transferable: principles of truth easily built upon (2 Tim. 3.15-17)
 2. Reproducible: discipline can lead to new habits of soul (1 Tim. 4.7-9)
 3. Empowering leaders is about passing on truth in example and truth (2 Tim.2.2)

- C. A simple model: Assess, Argue, Adapt
 1. Assess: monitor your self-talk, that inner conversation (Prov. 21.28)
 2. Argue: test it all against the Word of God and the truth (1 Thess. 5.21)
 3. Adapt: form new habits of inner conversation (Prov. 18.21)

A Simple Model of Identity Formation:

	<i>Definition</i>	<i>Scripture</i>	<i>What is needed</i>
1. Identify the situation, events, or people that is unpleasant	How you label yourself and your situation	Num.13.31-33	Describing the facts of the situation clearly, truthfully
2. List what you are telling yourself about it	Awful stuff that's happening	Rom. 8.28	God can work anything out for my good, in his time.
	What should happen	John 16.33	God will see me through this, no matter what
3. Challenge it with the truth and the Word	What does the Scripture say?	1 Thess. 5.21	What does the Word say about this situation?
4. Improve what you can; accept what you can't change	What is God directing me to do?	James 1.22-25	What can I do to in this situation to obey God? What must I accept?

“Guard your mind! Watch what you think! Don’t allow *anything* that doesn’t measure up to this criteria [Phil. 4.8] to enter your mind or find a place to settle. You experience self-control by controlling your thinking. And you do that by capturing every thought that enters your mind and examining it to see if it is worthy of finding a place in your belief systems. If it fails the test, you argue with it, debate and dispute with its irrationality, and then get rid of it quickly. . . . Don’t get caught in the trap of irrational thinking. Don’t accept the false idea that your emotions, feelings, and behavior are controlled by the events in your life. Reject that principle!” – David Stoop, *Self-Talk: Key to Personal Growth*, pp. 41-42

III. The Open Secret to Forging Identity in Emerging Leaders: Show and Tell

Phil. 4:9 What you have learned and received and heard and seen in me—practice these things, and the God of peace will be with you.

1 Cor. 11:1 Be imitators of me, as I am of Christ.

- A. “Physician, heal thyself:” scope out your personal journey of forging identity, 1 Tim. 4.9-15
 1. “Your life is speaking so loud I cannot hear what you are saying.”
 2. Demonstrate your mastery of your own self-talk, (Prov. 10.20-21)
 3. Be a living epistle of what it means to be a disciple (John 8.31-32; 2 Cor. 3.1-3)

- B. Know and follow in your own experience the rules of the “game”
 1. Identity change is about self-monitoring your inner conversation
 2. Identity change demands fact-checking it against the truth and the Word
 3. Identity change is about forming new habits of self-talk (i.e., John 8:31-32 So Jesus said to the Jews who had believed him, “If you abide in my word, you are truly my disciples, 32 and you will know the truth, and the truth will set you free.”)

- C. Diagnose correctly the situational response (encouragement and challenge)
 1. Encourage: forging identity requires much discipline and patience
 2. Challenge: forging identity demands relentless testing and habit formation (Heb. 5.11-6.2)
 3. Wisdom: knowing precisely what to give, when, to whom, in what amount (James 1.5)

“Sometimes we assume that every thought we think is our own, but these destructive, lying thoughts don’t necessarily come from within unless you’ve already given them shelf space in your thought closet. Snarly, ugly lies come from the roaring lion, the Enemy. They’re his primary plan for stealing your peace and killing your joy. He knows how to drop the thought off at your thought-closet door dressed up just like something you would feel or think.”
– Jennifer Rothschild, *Me, Myself, and Lies*, p. 84

The Bottom Line: Make forging identity *the priority* in your ministry to others, follow the *simple rule of faith*, and strive to both *show and tell* those you train what it means to know the truth that sets free.

Part II: Rev. Ted Smith

I. A Vision for Cultivating Leaders

- a) Creating Dependence Damages Communities
- b) Barriers to Cultivating Leaders
- c) Leaders Will Become Like You

- A. Guiding Principle: “Begin with the end in mind.”
- B. Jesus on leader development: And Jesus came and said to them, “All authority in heaven and on earth has been given to me. 19 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, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” (Matthew 28:18-20)
- C. Paul on leader development: “You then, my child, be strengthened by the grace that is in Christ Jesus, 2 and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.” (2 Timothy 2:1-2)
- D. World Impact’s Global End Statement: “The empowered urban poor, advancing the Kingdom of God in every city, through the local church.

II. Cultivate a Culture of Leadership Development

- a) Recruit – Don't overlook those right in front of you
- b) Empower – Have the Courage to Let them Lead
- c) Release – Have the Courage to Let them Leave

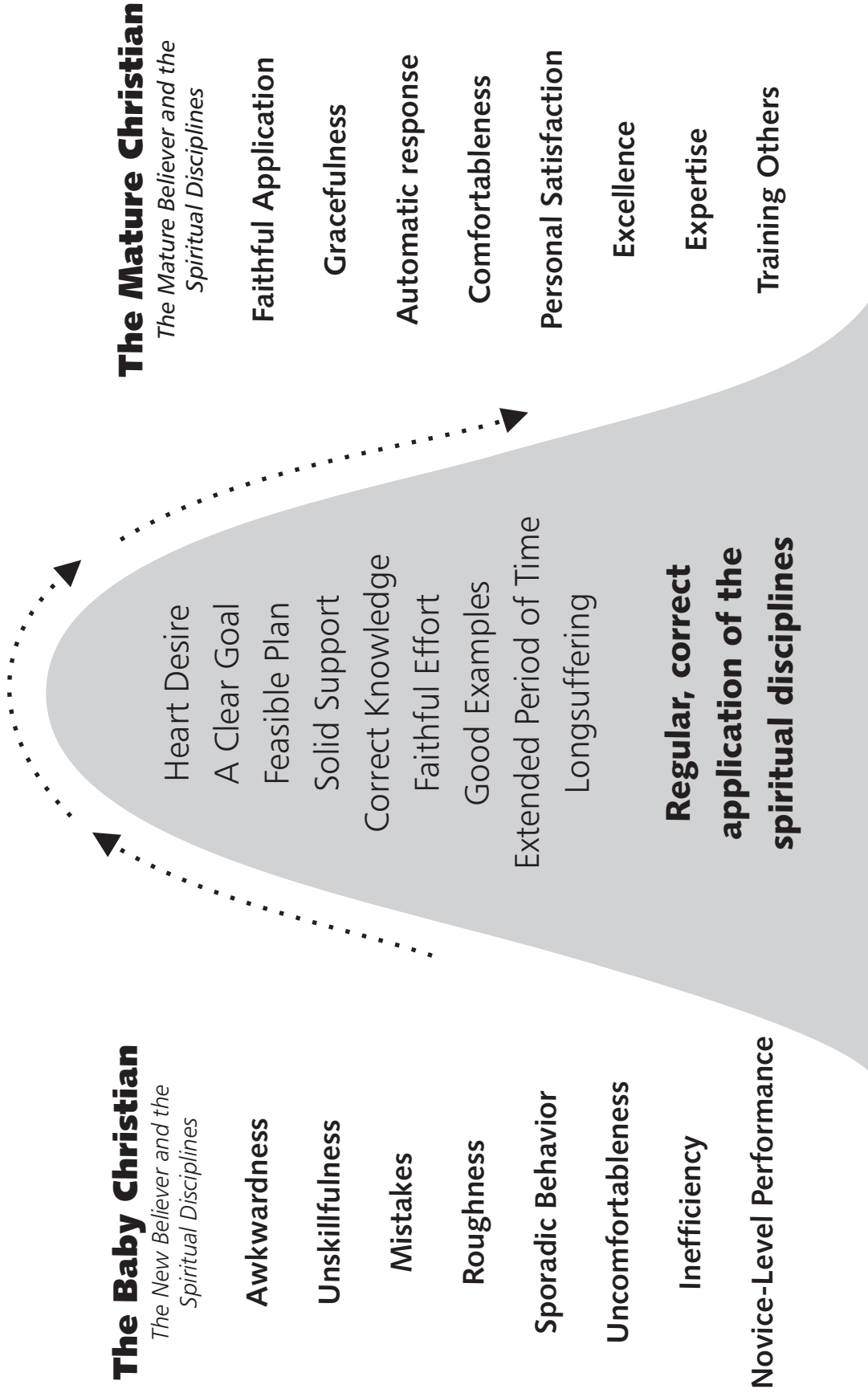
- A. World Impact’s Vision Statement: “Our vision is to recruit, empower and release urban leaders who will plant churches and launch indigenous church planting movements.”
- B. Our success should be measured by the effectiveness of the leaders we develop.

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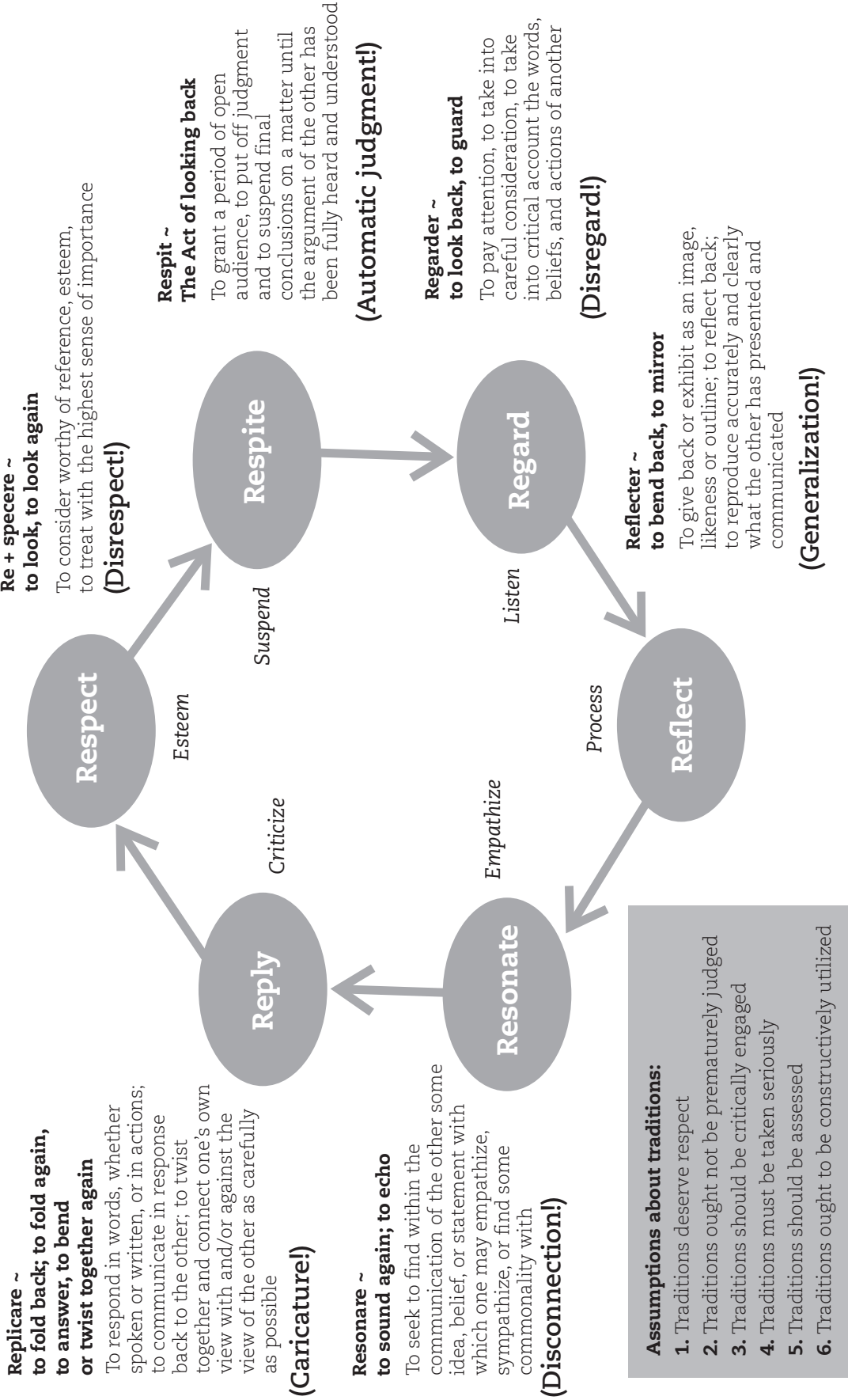
The Hump

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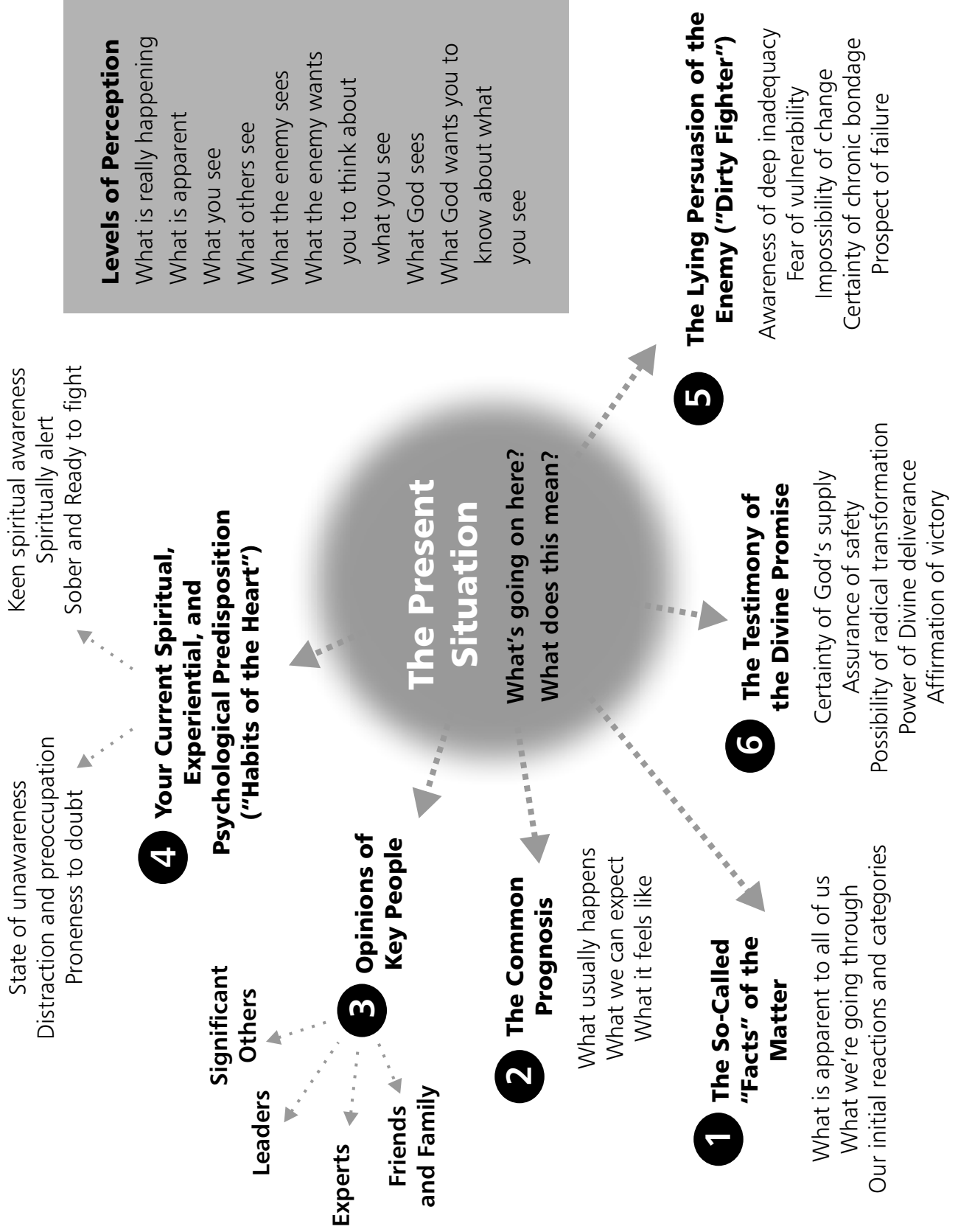
A Hermeneutic of Critical Engagement

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Perception and Truth

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Tools for Critical thinking and Discernment

Don L. Davis

November 22, 2011

1. **Up to a point.** "*Such-an-such is the case, but only up to a point, and to a certain definable degree.*" (Very few matters have unequivocal status, and can be placed on a continuum from all to none)
2. **So far as I know.** "*This appears to be so-and-so, but that is only as far as I know.*" (No one can possibly know everything about any given object, experience, issue, or matter).
3. **When I use that word, this is what I mean.** "*When I use the term 'X,' I am referring it to mean that . . .*" (Words are pointers and signs used to represent reality, but must be used precisely as referents, not as the actual things referred to).
4. **What I see, from where I'm standing.** "*From where I stand, my current vantage point, I see that . . .*" (We see what we see because of our place, own unique background, conditioning, heritage, and training).
5. **What I think I believe about that, as of today.** "*Regarding that issue, I believe as of this moment that such-and-such is the case.*" (Our beliefs and judgments tend to change as we grow, learn, and progress. All judgments should be held tentatively, open to further clarification and modification as we learn more of the truth)
6. **Let me put what you're saying in my own words—am I hearing you right?** "*As best as I can make out, you are suggesting by your comments here that . . .*" (We ought not believe that we have the same definitions or ideas as those we speak to simply because we use the same words. Clarification must come first.)
7. **What precisely are you referring to when you use that word?** "*When you say that, what precisely are you referring to?*" (We ought to ask people what they mean by the words that they use.)
8. **Where's the beef here?** "*On what specific scriptural grounds do you base your claims about that?*" (We are to test all things according to God's word, and hold fast to those judgments that correspond to it)
9. **Where are your "for examples" at?** "*What real or hypothetical cases undergird your claims here?*" (Case study is a cardinal principle involved in all evident gathering and claim supporting activities).
10. **Who (or what) has your back?** "*What specific facts, testimony, evidence, or information support your claims here?*" (We are not to judge by appearance but by the truth of the matter and the facts of the case).