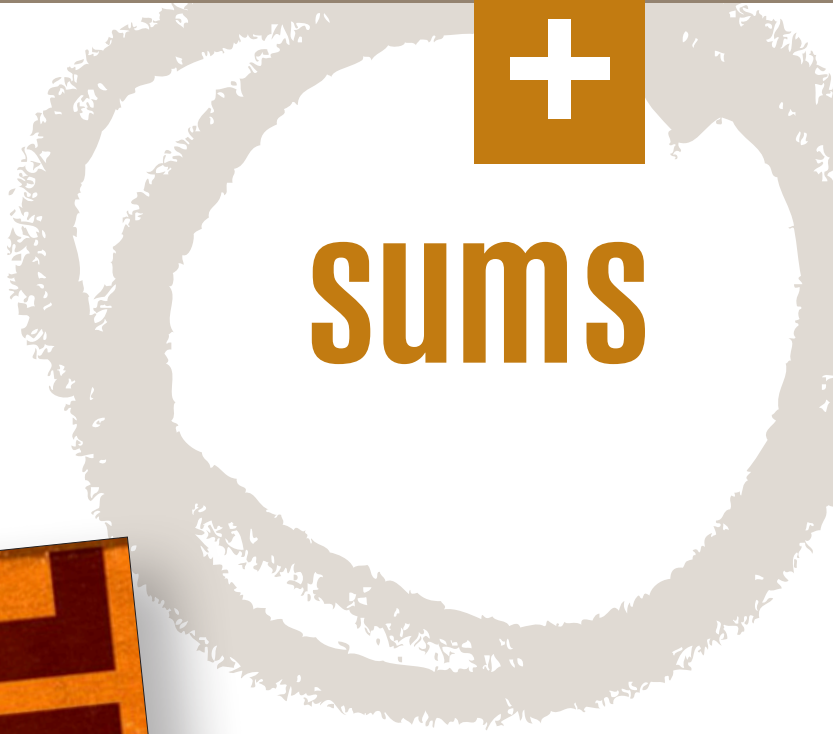
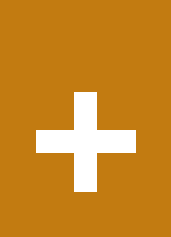
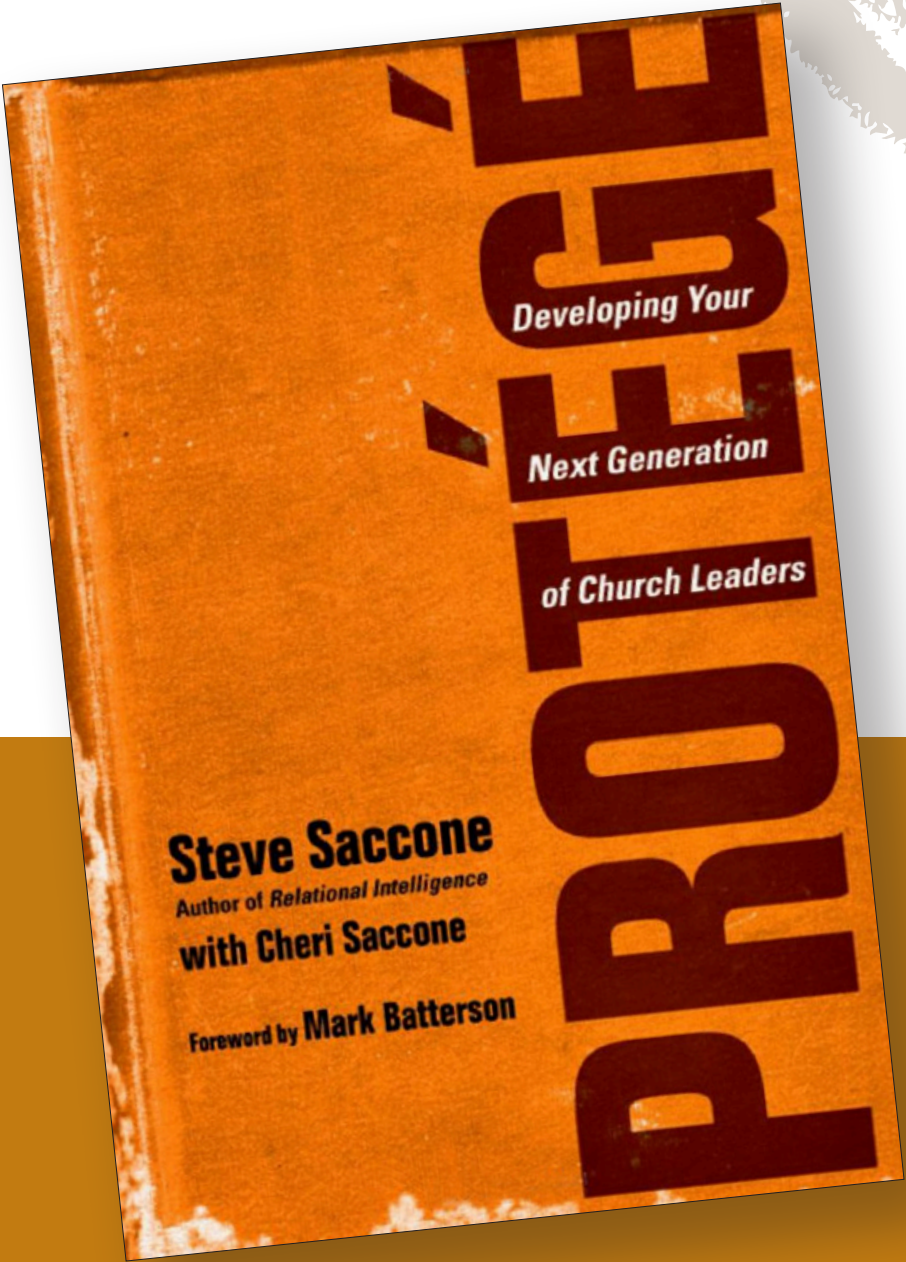


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Protégé | *Steve Saccone*

Protégé: Developing Your Next Generation of Church Leaders
 Intersivarsity Press: Downers Grove, IL, 2012. 250 pages

God is raising up a generation of young ministry leaders – protégés – who need guidance in their calling to serve and lead people in the pursuit of God. These protégés need our help.

Steve Saccone, author of *Protégé*, has a history of being part of this calling to help the called. With over a decade of leadership development experience, he has, through God’s help catalyzed the growth and character of protégés around the world.

In Protégé, Saccone shows how you can raise up leaders from within your own community and develop them into passionate, faithful servants of God.

Saccone focuses on five significant portals through which leaders can step if they want to establish and embody kingdom cultures in their lives and leadership. In these spaces, leaders can invite God to stretch and mold them. They can also find tangible steps to take which change the way they think, believe, and ultimately lead.

The five portals focus on developing:

1. Character and spiritual depth
2. Relational leadership
3. Missional formation
4. Transformative communication
5. Entrepreneurial leadership

Future ministry leaders ultimately have a personal responsibility to seek out a mentor(s) whom they respect and admire to coach or guide them. Seasoned leaders are responsible to invite protégés to walk alongside them as they open their lives to their protégés and share insights, knowledge, wisdom, and experience.



Part 1: Character Transformation: Four Deadly Sins of Emerging Leaders

A character-driven leader is a leader who becomes a person with something to say.

Character is doing the right thing simply because it is the right thing to do, no matter the cost. That is the essence of true heroism, and the defining mark of a Christ-centered leader. Unfortunately, character is not required to be an effective leader. On the other hand, character is what makes a leader worth following – and it’s what gives people a compelling life to follow.

The Sin of Imitation: *Envy*

Envy is not only a deadly sin, but probably one of the most uncomfortable sins, especially for emerging leaders as they strive to distinguish themselves from everyone else. And sometimes it’s immensely difficult to distinguish the difference from personal development and imitation development. The pathway toward overcoming the sin of imitation involves the pursuit of living an original life, a pursuit all can attain, one we were in fact created to attain.

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The Sin of Performance: *Self-Reliance*

Every leader faces the challenge to produce or perform. Although this ambitious pursuit and intentional focus isn't inherently wrong, what ought to motivate us and what actually does motivate us gets all too blurry. The mindset of productivity is so pervasive in our culture that it can result in a subtle but critical shift in our approach to how we view and do ministry leadership and understand what great performance is really about.

The Sin of Overconfidence: *Foolishness*

Where do we draw the line between healthy confidence and unhealthy overconfidence? Where does the balance lie between knowing you have specific gifts to offer, and thinking you are better than you are? And how does knowing the difference actually make a difference?

Ministry leaders don't always seek the right kind of wisdom, thus maintaining characteristics of what the Scriptures call, "a fool," which is where the sin of overconfidence leads us. For the church to continue to make positive change in the future, our leadership must be driven by the pursuit of the right kind of wisdom, allowing this wisdom to be our compass into a better future.

The Sin of Entitlement: *Greed*

Greed is a deadly sin because it takes more than it gives. It consumes rather than creates. It is never satisfied. What makes it worse is that greed is difficult to recognize and then acknowledge within yourself. As a result of going unchecked, greed begins to fuel and pollute our ambitions, the very ones that look good on the outside but wrecks havoc in our leadership, marriage, ministry, and personal lives.

Greed often presents itself in the form of entitlement, which lives and breathes for one purpose – to consume. It is ugly, And, it cleverly disguises itself as ambition, drive, and a healthy dose of assertiveness. This is why every spiritual leader must intentionally pursue the pathway out of greed, one that launches them into a life of contentment, gratitude, and generosity – admirable character traits that we long for and have access to through a relationship with Jesus Christ.

2 Part 2: Relational Leadership: Three Critical Tensions of Relational Leadership *Relational leadership focuses on cultivating a culture of relational health and spiritual substance.*

When it comes to relational leadership, we must hold on to a dynamic tension that is too rarely attained. The Scriptures speak poignantly to that part of the human condition that seeks to live in the extreme rather than holding true to the tension of two extremes.

The Tension of Commitment

Navigating the day-to-day commitments we make or don't make in leadership.



Protégé | *Steve Saccone (cont'd)*

The Tension of Conflict

Navigating the difficult conversations that are critical to relational health and substantial ministry.

Avoiders

Evokers

The Tension of Attachment

Navigating the emotional energy of our relational world.

Overattachers

Detachers



Part 3: Effective Communication: The Connectivity of the Poet

Communication is about connecting to the human experience with language that speaks to the heart, mind, and soul.

Great poets possess a gift that so many church leaders do not strive to obtain – the ability to connect to the depths of the human spirit. Poets do not speak primarily from a vantage point of transferring information, persuasive logic, or focusing on the intellectual side of life, as we often overemphasize as Christian preachers.

Instead, they speak in heart, soul, and emotion – all that makes up the deeper layer of our humanity.

That doesn't mean they don't value information, logic, or intellect, but it does mean they don't stop there. This kind of poetic, evocative, even prophetic communication reminds us of the Old Testament prophets and wisdom literature. Poets (and prophets) speak vulnerably about their brokenness, pain, and anger.

In the church, we tend to hide our weaknesses, fears, insecurities, and "negative emotions." We must learn to engage people with more of the poetic qualities, while also holding onto some of our great communication strengths in the church that involve information, logic, and intellect.

Poets aren't afraid to plunge the darkness of their own hearts.



Part 4: Mission: The Movement of the Gospel

The drive to make a mark in this world is inseparably connected to the idea of mission.

Acts 8:26-40 suggests five shifts in evangelism that can guide us in how we think and live as coworkers with God and ambassadors for his kingdom, as we join with him in doing his mission.

Shift 1: *The Spirit – From Inattentive to Attentive*

No matter where we land on the theological spectrum of evangelism, God's desire is that all would come to repentance and to the experiential and intimate knowledge of him. He chooses to use his followers who are most attentive to his voice and responsive in obedience.

Protégé | *Steve Saccone (cont'd)***Shift 2: The Conversation – From Monologue to Dialogue**

Effective evangelism in and through our churches ought not only to be evaluated by conversions, but also by how frequently we foster dialogue that serves people well in the search and helps them progress no matter where they are in their spiritual quest and no matter what the outcome.

Shift 3: The Relationship – From Invasion to Invitation

To develop true spiritual influence, we must learn the difference between being invited into someone's "relational space" and invading their relational space.

Shift 4: The Community – From Individual Conversion to Communal Conversion

The church needs to remember that the gospel intends not simply to make conversions, but to make Christlike people. And Christlike people are formed in the context of Christ-centered community. And Christ-centered community is created by Christ-centered leaders.

Shift 5: The Gospel – From Temporal Understanding to Eternal Awakening

As leaders we need to build an ethos in our churches where people's questions can be asked and where the gospel can be understood in a way that makes sense to them. Are we fostering environments where nonbelieving people can come read Scripture, ask hard questions and interact in a non-threatening way?

The gospel doesn't just get explained in a moment, but through a life.

5

Part 5: Entrepreneurial Leadership: The Power of Possibility

Entrepreneurial leadership focuses on cultivating a culture of risk, initiative, and possibility.

One of the emerging, critical skill sets for emerging leaders to develop as they strive to build and establish kingdom cultures in and through their lives and ministries involves becoming a kingdom entrepreneur. This growth process revolves around God empowering followers of Christ in a way that aligns uniquely with who they are, as it propels them to reach their full potential of influence and impact in the world around them.

So, what is a kingdom entrepreneur?

There are three primary characteristics that we must learn to develop.

1. Kingdom entrepreneurs embody the spirit, and have developed the skill set, of a true entrepreneur, which includes cultivating the ability to start new ministries, expand one's creative thinking process, serving needs that aren't being met, and fostering an internal risk taking spirit that compels them to know how to overcome their fears.
2. Kingdom entrepreneurs harness their efforts to help others live in and experience the kingdom of God now – and then forever. Jesus Christ declared that the kingdom has come, but has not yet fully come – what many biblical scholars call the already-but-not-yet principle. Our role as ambassadors of Christ is to continue to live in and live out the kingdom of God. We are to learn what it means to fully embody this kingdom way of living, as we strive to usher in restoration and redemption to all of God's creation.

Protégé | *Steve Saccone (cont'd)*

3. Kingdom entrepreneurs create new ministry mediums to help nonbelievers experience Christ in a way they wouldn't necessarily experience it in a normal church context. An increasing number of people will not be reached through our normal ways of doing church, which means the tribe of followers of Jesus must consider new ways of reaching our world.

Epilogue

Leadership Development begins with acknowledging and trusting the process and the people that God uses to grow us. One of the core processes he uses is testing, refining and shaping the content of our character. This is where the conversation about effective ministry leadership must begin. Our personhood and essence directly correlates to our closeness, depth, and surrender to the One who is the Leader of our lives.

Ultimately, we are all God's protégés, called to learn from the Master and Creator of humanity. Let's follow in his footsteps and give the best of who we are to the one who gave his everything to us.

Summary of *Protégé* by Steve Saccone (Downers Grove: InterVarsity Press, 2012). Used by permission.

Protégé | *Steve Saccone (cont'd)*

Recommended Resources

1. **Read** Auxano Founder Will Mancini's 10 ideas for creating a leadership culture in your church.
2. **Read** *Protégé* author Steve Saccone's 5 keys to great mentoring.
3. Want to know what tomorrow's leaders look like today? Auxano Leadership Development Navigator Mac Lake describes them [here](#).
4. Steve Saccone is striving to mentor young leaders as intentionally and effectively as possible. Read his 7 styles of mentoring [here](#).

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Go Ahead Actions for Vision Clarity

by Jim Randall

Vision Clarity Connection

While much is lacking in the area of leadership development, some get the intentional but unique approach that is essential to sustainable church leadership. As Saccone states, "We must not confuse personal development with imitation development." Far too often leaders are simply trying to produce "carbon copy protégés."

Go Ahead

The following is a synthesized list of Saccone's creative and customizable approach to developing the next generation of church leaders. During your next team meeting have leaders recruit protégés and begin the journey...

15 Things to Do to Develop Protégés:

- 1. Learning Labs** - create informal, relational learning environments that can stimulate real-time pressure situations and offer the protégés an opportunity to execute under pressure.
- 2. Novel Experiences** - offer a unique experience that will challenge the protégés' normal pattern of thinking or behaving (e.g., a tour of the Church of Scientology).
- 3. Expert Exposure** - invite seasoned leaders and other experts to spend time with protégés individually or as a group.
- 4. Look for Crisis** - seize the teachable moment with someone who is going through a crucible or gets triggered deeply by something.
- 5. Establish a Concrete Growth Plan** - teach leaders to develop a concrete personal growth plan. Evaluate progress and hold the protégé accountable to the plan.
- 6. Create Community Feedback Loops** - cultivate communal-learning environments or other creative ways to foster feedback.
- 7. Leverage Self-Assessments and 360 Assessments** - use assessments as conversation starters and tools to foster self-awareness.
- 8. Practice Goal Setting and Accountability** - give guidance to protégés on how to set and achieve goals.
- 9. Create a Map** - develop a field guide that will help the mentors and protégés clarify their desired outcomes of the process.
- 10. Classroom Learning** - enroll or create formal learning opportunities for protégés.
- 11. Candid Conversations** - have hard, frank conversations with protégés if they desire to optimize their growth.
- 12. Resource Exposure** - keep protégés informed of the best resources such as articles, blogs, podcasts, videos, etc.
- 13. Intentionally Guided Retreats** - develop retreat experiences to accelerate closeness in relationships and focused attention on next level learning.
- 14. Action Learning** - give teams of protégés a real-time project such as organizing small group curriculum or building a well in Africa.
- 15. Establish a Recognition and Reward Culture** - create a culture of genuine affirmation of what people do well, how hard they work, and what they ought to be recognized for.



More About Jim Randall

As Chief Management Officer and Lead Navigator of Auxano, Jim Randall guides churches all over the country as “vision strategist.” After serving as the primary developer of ministries at a 2000 attendee church, Jim became one of the founding officers of Auxano in 2004.

Jim’s expertise lies with developing ministries based upon clarified vision. He brings a breadth of leadership and church growth knowledge from his proficiency of coaching senior pastors and multiple church staffs in the vision arena, especially around organizational clarity, ministry alignment, and team synergy. Jim has demonstrated achievement as a strategic thinker with a unique ability to bring a group of people to a deep sense of personal ownership and passion.

His education includes a Master of Arts in Religious Education from Southwestern Baptist Theological Seminary and a B.S. in Religion from Liberty University. Jim lives just outside of Orlando in Merritt Island, FL with his wife and son.

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