



## PREPARE MODULE #2 // LEADER GUIDE

COMPASSION | EASTSIDE CHRISTIAN CHURCH

---

### **A FEW THINGS TO REMEMBER:**

- *Stay engaged. Small distractions make people not feel cared for.*

**CONNECT (5 min):** *SPEND TIME ALLOWING TEAM MEMBERS TO CONNECT WITH ONE ANOTHER RELATIONALLY.*

**CELEBRATE (5 min):** *ASK HOW THEY'VE SEEN GOD WORKING IN THEIR AREA OF MINISTRY SINCE YOU MET LAST.*

- *What is celebrated gets replicated. It reinforces values.*
- *Celebration is not just for celebration, it is for training.*

**CHECK-UP (5 min) :** *CHECK IN WITH YOUR TEAM MEMBERS*

**COACHING (40-50 min):** *FACILITATE DISCUSSION USING THE GUIDE BELOW AND SUMMARIZE WITH THE LEADERSHIP PRINCIPLES BELOW.*

- *Remind your team members of what they are moving towards.*

---

**COMPETENCY:** Engage/collaborate with key partners in a way that both supports our partners and demonstrates servant leadership.

**OBJECTIVE:** To learn to value the perspective, expertise and input of others when collaborating/partnering.



## ASSIGNMENT 2

Read Principles of Effective Collaboration by Erica Flora

Leaders who want to make a long-lasting impact in their communities first recognize that there is huge value in listening to, learning from, and watching others. Being a constant student of those individuals, entities and agencies that you partner with is one of the biggest keys to success in being a great leader because it helps to constantly broaden and enrich your perspective. Great leaders also humbly recognize their strengths and the part they play in the bigger picture in the community. Just as the body needs all of its members to function properly, so does a community need all of its sectors to be fully engaged to make significant change.

**True Collaboration can only take place when we take time to learn from perspectives other than our own.**

### **Ask Questions & Become Educated:**

As you navigate relationships with partners in the community, asking questions is such a valuable tool. It not only shows that you are interested in taking the time to understand what they experience, need, and value, and also what they DON'T need and what is NOT helpful. Being in "the know" about the climate and reality of various challenges that your community is facing will also help you shift the perspectives of those you lead. It is our role as Christians and the church not only to educate ourselves, but to advocate for those who are hurting.

Here are some reasons why being educated is SO important:

- It builds trust with those partners
- It informs any decisions made internally
- You become more knowledgeable about various issues the community faces from the ground level
- It leaves little to no room for decisions to be made on assumptions or community chatter
- It shifts your perspective and demystifies stereotypes/assumptions about any topic or group (homelessness, domestic violence, human trafficking, incarceration, foster care, etc) which will help you better advocate on their behalf
- You learn about ways other groups or individuals may have tried to help, but ended up hurting

### **Look for Gaps**

When we don't take the time to first understand the issue from the partner, agency or even an individual's point-of-view, we can risk wasting time, resources and/or energy on something that

might not only not be the solution, but might also perpetuate the very issue we set out to resolve. This is why looking for gaps in what is already offered is so important.

**Example:**

When the Anaheim Homeless Collaborative [facilitated by City Net] first came about, the leadership of that group spent one full week at La Palma Park, which is located in central Anaheim and is a “hotspot” for those who are experiencing homelessness. They spent time asking questions and getting to know the transients who live there and began to track how many different groups would go to the park and do outreach or distribution (food, clothing, blankets, etc.) What they found was astounding. Not only was it a “hotspot” for those who were experiencing homelessness, but also for those who were looking to help meet the needs of “the homeless.” In one Saturday, they tracked that the residents of the park were served nine dinners by nine different groups! None of these groups were working together, coordinating, or at the very least, communicating. While they were visiting and asking questions, the residents asked for more trash cans, not more food! The crazy thing about this example is that there was so much food that ended up wasted because well-intending groups kept going by the park and dropping off food . After they noticed this lack of coordination and communication, they knew where they needed to start.

One of the biggest takeaways from this learning for us, at Eastside, was that we would not start individual, “rogue”, outreaches, where items are distributed. We would only move forward on coordinated efforts to stretch our dollars and ensure that we are indeed helping more than we may be hurting. Our goal is to fill gaps in the community and not replicate efforts when it doesn't make sense. Don't be hesitant to learn about **all** of the gaps even if you won't be able to fill every one of them. Once you learn about a few (or even more than a few) needs, you can choose which items you want to focus on first based on what your strengths and resources are.

**Know your Resources and Strengths**

Once you have looked, listened, and learned, it is important to understand what your “internal” resources are, whether individually, as a small group or as a church. This will help you meet the need without overextending yourself. We don't want to over commit and under deliver. We would rather under commit and over deliver. In some cases, your “means” would be manpower, money, items, availability, emotional availability, etc. These resources and strengths can be ever-changing, which is why it is important to continually look, listen and learn internally.

**Continue to Engage the Relationship**

It is so important to continue to stay in contact and connected to the agency you are serving, even when you have already found the area that seems to be a good fit. Always being open to feedback and new input once you have chosen an area to focus on, is so key! This shows that you are not only

open to feedback, but that you are truly interested in being helpful over all. When you are engaging with the partner, you might learn that what you are doing is ineffective or harmful in some way. This is a great opportunity to keep the posture of humility, ask more questions, get more educated, and broaden your perspective on the population you are serving.

### QUESTIONS:

1. *Why is it important to be educated and informed before taking action in a specific area?*
2. *In what areas can you improve your looking, listening, and learning in your current role at work, home, or community?*
3. *What are some strengths and/or resources that you believe you have to offer? Have you used them in the past?*
4. *Who have you seen demonstrate these principles well/poorly? What can you learn from their examples?*

## ASSIGNMENT 3

Read the Leadercast Video Transcript:

[The Emotional Side of Collaboration: Humility and Courage](#) by Gregg Kober

### QUESTIONS:

1. *Who in your life sets a great example of being both humble and courageous? What makes them good at this?*
2. *On a scale of 1-5, how would you rate your skill level in this area? What specifically made you give yourself that score?*
3. *What are some dangers to collaborating with arrogance? Have you seen this play out in a situation at work, home or in your community?*

## ASSIGNMENT 4

Read the Leadercast Video Transcript:

[Servant Leadership Changes Everything](#) by Dave Workman

### QUESTIONS:

1. *How have you seen servant leadership demonstrated in your life by another leader?*



**Key questions you may want to ask your participants in this final section:**

What stood out to you the most?

What challenged you the most?

What questions did these assignments raise in you?

What leadership strengths did this affirm in you?

What growth areas did this reveal to you?

What are the 3-5 action steps you need to take?

What accountability question would you like for me to ask you next time we meet?

How can you put this into practice before we meet again?

**COMMUNICATE (2 min)** : *SHARE IMPORTANT INFORMATION ITEMS WITH YOUR TEAM INCLUDING YOUR NEXT MEETING TIME.*

**CARE (5 min)**: *SPEND TIME PRAYING AS A TEAM. YOU MAY WANT TO TAKE SPECIFIC PRAYER REQUESTS FROM YOUR TEAM MEMBERS.*