



PREPARE MODULE # 3

YOUNG ADULTS | 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 AREAS OF MINISTRY SINCE YOU LAST MET.*

- *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.*
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COMPETENCY: Understand and motivate different personality types to take their next step spiritually and vocationally

OBJECTIVE: Great ideas rarely become reality without a great team. Leaders are never short on vision, but without a skilled team to execute their God-given dream, nothing happens. In this session, you will discover

the keys to getting the right people engaged in the vision and by helping them take their next step, it will help your team take its next step.

ASSIGNMENTS:

- *Assignment #1 // Read the Scripture passage and answer the questions*
- *Assignment #2 // Read the article below and answer the questions*
- *Assignment #3 // Take a few minutes and jot down 3-4 of the biggest risks you've taken in life. Why did you take those? What was it that motivated you to move forward into those?*
- *Assignment #4 // On a scale of 1-10 how difficult it is for you to invite someone to join you in something you love to do? What are some reasons you think people have a hard time being motivated? Why?*
- *Assignment #5 // Take this test online <https://www.123test.com/personality-test/> and which parts of its assessment did you agree with, disagree with, and surprised you.*
- *Assignment #6 // Who is the person that comes to mind when you think about someone that consistently takes next steps in life, or vocation, or spiritually. What characteristics drive them from your perspective?*

ASSIGNMENT 1

Nehemiah 2:17-18

Take a look at a leader named Nehemiah who got an enthusiastic “yes” from a group of volunteers when he invited them for the challenging task of rebuilding the city wall. If anyone had a reason to be skeptical about getting involved, it would be the people of Jerusalem. Their enemy had destroyed the wall years earlier, and after several attempts to rebuild failed, they developed an apathetic attitude. Nehemiah made a bold move with a huge ask... how did he get them to commit? Take note of his words and how he communicated his request:

"But now I said to them, "You know very well what trouble we are in. Jerusalem lies in ruins, and its gates have been destroyed by fire. Let us rebuild the wall of Jerusalem and end this disgrace!" Then I told them about how the gracious hand of God had been on me, and about my conversation with the king. They replied at once, "Yes, let's rebuild the wall!"

QUESTIONS:

1. *What about Nehemiah's approach lead to a resounding yes for the people to take a step towards working on the wall?*
2. *What hangs in the balance if Nehemiah doesn't understand and mobilize people with him?*
3. *What would you struggle with if you were put into Nehemiah's position of leadership?*
4. *If you were Nehemiah, what emotions would be running through your mind as you were speaking?*
5. *Why do you think the people decided to say yes? What would you have needed to say yes to Nehemiah?*

ASSIGNMENT #2

Article #1: "Getting to Yes"

Adapted from <http://maclakeonline.com/category/recruitment/>

A common misconception among staff, as well as the average church member, is that the staff is solely responsible for motivating and understanding new leaders. This

mentality is concerning because it limits recruitment efforts and creates a shortage of leaders in the church.

One of the biggest factors for getting new people into leadership is their relationship to the person making the ask.

Do you remember your first invitation into leadership? I do. Jon Nelson, a staff person at Hume Lake Christian camps. Why he chose me I'll never know. I was under qualified, under-equipped, and had never been a swimmer, but something prompted him to ask me. Because I had a close relationship with him, I agreed to pray about it. Had anyone else asked me to join their team, I would have told them a definitive "no." Over the next couple of weeks, his voice of encouragement guided me to a place where I could not deny that God was calling me into that leadership role. So I said "yes."

- I said "yes" because I believed in the fact that he believed in me.
- I said "yes" because I knew he would walk alongside me and coach me.
- I said "yes" because I knew that it was the kind of opportunity I needed to grow.

There are potential leaders in our church who will not respond to our invitation to lead, but they would consider the step if the invitation came from a trusted friend. I've learned that people who may not respond to my voice will respond to another's.

Can you imagine what could happen if we empowered the voices of all our leaders to call others into leadership? *Empowering others unleashes an army of leadership motivators that keep our leadership pipelines consistently full of growing leaders.*

What are you communicating when you ask someone to join you in ministry? This is a really important question because what you're communicating both verbally and non-verbally could determine if you get a "yes" or a "no" response.

- Posting a handwritten sign on the children’s ministry door that says, “Volunteers NEEDED!” communicates: “There’s a problem behind these doors.”
- Announcing from the stage, “We don’t have enough volunteers in our student ministry so please sign up to help today” communicates: “We are desperate.”
- Approaching someone with, “No one's volunteering to be small group leaders around here, would you be interested?” communicates: “Something is broken in this ministry.”

How you communicate is oftentimes more important than what you’ve said.

How to Get to “Yes”

If we are honest, we have to admit that many recruiting efforts in churches can be poorly executed because indiscriminate pleas are made out of a sense of desperation. It’s as if we wave a white flag and ask people to please get on board a sinking ship. People are attracted to momentum and they like to be part of winning teams. However, others can sense when we will settle for any warm bodies we can find.

Below are seven key steps to successfully motivating a leader and making it a positive experience for him or her:

Give the potential person time to pray. Never ask someone to make a decision on the spot. When we do "on the spot" asks, the individual feels the pressure to say "yes" to you, rather than truly having the opportunity to say "no". Once you make the proposal, tell the person you’d like for him or her to take 3-4 days to pray about the opportunity before giving you an answer.

Tell the individual why you think they would benefit from the step. Be very specific. The initial moment is your first chance to cast the vision to the person. Take the opportunity to develop a picture of how this person’s gifts, passion and personality

match up with God's vision for their life. Help the person see the potential for having significant impact in the direction you're inviting them.. Remember, your job is not just to make them move, its to help them move in the direction of what's good for them.

Ensure the individual's gifts and passions fit the opportunity. Be patient and let God lead you to the right person in need of your encouragement. When we motivate the wrong person to the wrong next step, we not only do the ministry a disservice but we also do that individual a disservice.

Help Them See As You See. You know what you want and what you're hoping for them. However, we often motivate people and just assume that person knows what to do. It's a recipe for disaster when we don't clarify the next steps for them. Be as thorough as possible. People appreciate it when they have clarity around what's next or what's expected.

Allow the individual time to observe. This not only equips them, but it impresses on your existing team the value of mentor-based training.

Provide training. We all know this is important, but very few people do it. Some make the excuse that they don't have time to do the training, but when the individual starts making mistakes, side steps, or hesitates you will have to invest more time on the back end to correct what's wrong. Be wise and make the training investment on the front end.

Follow up within 30 days to see how the person is doing. Within the first 30-60 days they will surely begin to experience some disappointments, defeats or disillusionment that could dampen his or her enthusiasm. They will also have things to celebrate. Following up at the end of 30 days to encourage and coach him or her will create opportunity to encourage, challenge, and inspire.

When we understand and motivate people well, they will feel honored and enthusiastic about moving the team forward. More importantly, they will be more effective at moving their personal and professional lives forward.

QUESTIONS:

1. *Think of a time you said "yes" to an opportunity to serve. What factors encouraged you to agree to the commitment? What did the person that invited you do right? What could they have done better? Why?*
2. *Which trait did the personality test reveal that you think is best for motivating? Which is worst? How have you seen those play out in a scenario for mobilizing and motivating people in your life?*
3. *What has been the most critical mistake you've made in trying to motivate anyone in the past? What would you do differently in the future?*
4. *What 2-3 key characteristics help mobilize and motivate you? Why?*
5. *Of the seven steps which do you think to be the most challenging for you? Which is the easiest for you? Why?*

6. *Using the information from above and your own personal experience what is a strategy you could build to begin motivating and mobilizing people in your circle of influence today?*

7. *What challenged you the most from the article? Why?*

8. *How did this competency affirm your leadership skills?*

LEADERSHIP TAKEAWAYS: (to be completed during group discussion)

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.*