PREPARE MODULE #1

LEADER:: YOUNG ADULTS | EASTSIDE CHRISTIAN CHURCH

COMPETENCY: Identify and mobilize people onto a team.

OBJECTIVE: *This module aims to empower leaders with the necessary skills and insights to effectively identify potential team members, understand their unique abilities, and mobilize them towards the collective goals of the team. Leaders will learn how to create an inclusive team environment that promotes growth, unity, and a shared vision.*

ASSIGNMENTS:

Assignment 1 // Biblical Foundations for Identifying and Mobilizing Team Members

- Read: Acts 6:1-7, Ephesians 4:13, Galatians 5:22-26, and 1 Timothy 4:12. These scriptures provide insights into the early church's approach to team building and the qualities they sought in leaders.
- Reflect: Consider the principles from these scriptures that can be applied to modern team mobilization. How do these passages inform your understanding of leadership, conflict resolution, and team unity?

Assignment 2 // Modern Leadership Principles for Team Mobilization

- Read: "Starting Your Search For Leaders" by Michael Swanson. This article provides practical steps for identifying and engaging potential team members.
- Analyze: Reflect on how these principles apply to your context. Consider the characteristics you should look for in potential leaders and how you can foster these qualities in your team.

Assignment 3 // Best Practices for Team Mobilization

- Read: "7 Practices of Effective Ministry applied to young adult ministry context" by David Worcester. This article adapts Andy Stanley's principles to a young adult ministry context, offering insights into creating clear wins, thinking in steps, and the importance of focusing and listening.

- Apply: Consider how these practices can be implemented in your leadership context. How can you clarify the win for your team? How can you ensure your ministry is a running stream rather than a stagnant pond?

Assignment 4 // Mentorship and Learning

- Do: Identify a leader you admire, and arrange a meeting to discuss their approach to team-building. Focus on their strategies for identifying and mobilizing team members. Document your observations and insights.

***Assignment 5 //* Understanding Team Dynamics**

- Interview: Speak with three team members you respect. Understand their motivations for joining and staying on the team and the qualities they value in a team member. Use this information to inform how you identify and engage potential team members.

ASSIGNMENT 1 (15 Min)

Read Acts 6:1-7

'But as the believers rapidly multiplied, there were rumblings of discontent. The Greek-speaking believers complained about the Hebrew-speaking believers, saying that their widows were being discriminated against in the daily distribution of food. So the Twelve called a meeting of all the believers. They said, "We apostles should spend our time teaching the word of God, not running a food program. And so, brothers, select seven men who are well respected and are full of the Spirit and wisdom. We will give them this responsibility. Then we apostles can spend our time in prayer and teaching the word." Everyone liked this idea, and they chose the following: Stephen (a man full of faith and the Holy Spirit), Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas of Antioch (an earlier convert to the Jewish faith). These seven were presented to the apostles, who prayed for them as they laid their hands on them. So God's message continued to spread. The number of believers greatly increased in Jerusalem, and many of the Jewish priests were converted, too.

Ephesians 4:13

This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ. '

Galatians 5:22-26

But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things! Those who belong to Christ Jesus have nailed the passions and desires of their sinful nature to his cross and crucified them there. Since we are living by the Spirit, let us follow the Spirit's leading in every part of our lives. Let us not become conceited, or provoke one another, or be jealous of one another.

1 Timothy 4:12

Don't let anyone think less of you because you are young. Be an example to all believers in what you say, in the way you live, in your love, your faith, and your purity. '

QUESTIONS:

1. *What principles from Jesus's leadership style can be applied to how we think about mobilization or identification of people for a team?*

2. *What prompted the need for new leaders in Acts 6:1-7? How does this context inform your understanding of leadership?*

3. *What qualities were sought in the new leaders?*

4. *What principles can you draw from Acts 6:1-7 about identifying and mobilizing team members?*

5. *How can you foster unity in faith and knowledge within your team, as suggested in Ephesians 4:13?*

6. *Which fruits of the Spirit (Galatians 5) do you think are most crucial to most effectively get your team moving in the same direction?*

7. *How can you embody the qualities mentioned in 1 Timothy 4:12 in your process for identifying and inviting people to join the team/group you lead?*

8. *What actionable insights have you gained from these scriptures for identifying and mobilizing team members?*

ASSIGNMENT #2

Article #1: ***Starting Your Search For Leaders*** by Michael Swanson

Michael Swanson provides four characteristics and four steps to help you begin your search for leaders.

Inside the college ministry sphere, there is a ton of talk about student leaders. Sometimes that talk is praise; I hear things like, "Our leadership team are ROCK STARS! They get it." Many times, however, I hear deep laments. "They just don't get

it," or, "I wish I had some leaders!" But I know that this isn't just a problem for campus ministry staff. I've been in enough churches and heard the same refrain enough times to know that seemingly everyone is looking for more and better leaders.

I get why. Many ministry staff – church or campus – are overwhelmed, anxious, and discouraged. They feel like – and sometimes are – doing everything that their ministry needs to function to the point where they don't feel like they could take a vacation if they wanted to. They are worried about people leaving their church because things aren't going according to the grand vision they had in their heads. Add to that the perceived veneer of highly 'successful' churches who have, like, 4,247 leaders. It's easy to feel the pressure to find and develop ministry leaders.

Although all of those are very valid and practical reasons, I'd like to suggest that the real reason to find and develop leaders is much, much different. I believe the church and its ministries need leaders because that's how Jesus did it. Sure, but Jesus was the Son of God so of course He had people who would follow him.

Right you are, but I believe that Jesus sends His Church into the world to do more than run good-looking ministries. Jesus sends His bride into the world to make disciples of all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Spirit, teaching them to open all that He has commanded. These are Jesus' parting words according to the Gospel of Matthew, chapter 28 (18-20).

Before we move on, disciples are definitely more than leaders. Entire volumes have been written to espouse what a disciple is and is not, so I'll let you research that on your own. I know, in practice and theory, that leadership is included in what it means to be a disciple of Jesus.

How do I know? Because the Apostle Paul implores his disciple, Timothy, to, "be strong in the grace that is in Christ Jesus. What you have heard from me in the presence of many witnesses, commit to faithful men who will be able to teach others also." (2 Tim. 2:1-2) I take this to mean that Paul wants Timothy, as an act of obedience to Jesus and fulfillment of the Great Commission, to pass along what Timothy has

received from Paul – namely the Gospel of Christ Jesus. I don't believe that this is a particular call only for Timothy. I believe that you and I have received the message of the Gospel because people like Timothy passed along the Gospel.

That means that **we, as hearers of the Gospel, are responsible for passing along the Gospel.** The Christian's call is to make disciples by baptizing in the name of the Father, the Son, and the Holy Spirit, and to teach faithful obedience to all of what Christ has commanded.

Looking for Leaders. But what should I look for?

Great question. In looking for leaders, I use a four-variable grid to assess a person's potential. Before I share those, I'd like to say that just because someone isn't currently qualified for leadership, that they will never be qualified for leadership. There are plenty of legitimate reasons that it would be unwise for someone to be in ministry leadership. Here is the grid I'm looking at to help assess a person's leadership potential:

> **Knowledge –** Does this person have a firm understanding of and belief in Christ and His Gospel? Do they have a hunger for the Scriptures and for prayer? Knowledge can be taught and is one of the easier deficiencies to overcome.
>
> **Skills –** Is this person competent in the basics of Christian leadership (articulating the Gospel, meeting a stranger, leading in prayer, serving behind-the-scenes, leading a small group, preaching a sermon) Not all of these need to be present for someone to be a leader. A person's willingness and humility to learn are traits that make superb leaders.
>
> **Character –** Does this person have a desire to continue the mission of the Kingdom of Heaven? Are they currently serving/ministering to their spheres of influence? It's impossible to completely assess a person's motivations, but it's usually pretty obvious when someone's motivations are not Christ-centered. In my experience, the true and full desire to see Christ

magnified comes only through the Holy Spirit.

Stage – Is it wise for this person to lead given their current life stage? Some people are good fits for all of the above criteria but are supremely busy. Sometimes the most gracious thing we can do is to say, "no" for someone who is already over-extended.

Now what?

Now it's time to start your search! If you're asking these types of questions, I'm willing to bet that your church or ministry has a leadership development pipeline. Here are some really practical things you can do today to start identifying leaders God is beginning to raise up around you and is trusting you with.

Invite those you're leading to begin serving. Some people are really eager to begin serving and leading but don't know how to start. **A simple invitation to help you do something might be all they need to take the plunge into leadership.**

Identify those that show up early and stay late after. People that show up early to help setup or stay late to help clean up are already thinking about what they can do to help. That means they are already putting their time and talent into action to serve the Kingdom. Maybe they're ready for a little more responsibility. **You won't know until you ask.**

Who are those you're leading talking about (in a good way)? Do you hear someone's name come up somewhat frequently for good reasons? Are your people singing anyone's praises? Maybe they're seeing the fruits of leadership in someone else you never noticed.

Who has asked you to help lead or serve? I find that people are often eager to lead or serve wherever their help is needed. Sometimes, people approach you looking to serve. In believing the best about them, give them an opportunity to serve and to fail. The Gospel allows us to fail with the right motives.

QUESTIONS:

1. *Which of Swanson's four characteristics for identifying leaders resonates most with you? Which is challenging for you to discern?*

2. *What practical steps can you take to identify and engage potential team members? What obstacles do you foresee?*

3. *Share an experience where team mobilization was ineffective. What lessons did you learn?*

ASSIGNMENT #3

Article #2: ***7 Practices of Effective Ministry applied to young adult ministry context*** by David Worcester

> David Worcester takes Andy Stanley's, *7 Practices of Effective Ministry*, and applies them to the young adult ministry context.

1. Clarify The Win

Stanley encourages leaders to "define what is important at every level of the organization." What is the win for your ministry? For me it's disciples made,

matured and mobilized. That's the win.

Clarifying the win brings momentum. Stanley says, "Momentum is actually just a series of wins." **Nothing motivates people more than winning.** One thing I'm challenged to do is not just clarify the overall win for my organization but to clarify the win for each meeting. Some meetings are designed for outreach, some for discipleship. The problem often comes when we try to do both in the same meeting. This can lead to being ineffective at either. When playing duck hunt on the original Nintendo, you aim at one duck at a time or you don't hit any ducks. What is the overall win for your college ministry? Have you clarified the win for each of your ministry environments?

2. Think Steps, Not Programs

My wife and I are planting a church near San Diego State University. We have been inviting students to a weekly outreach dinner. As many of you have experienced in college ministry, we get a lot of last-minute cancellations. Recently we faced this discouragement and it provided us an opportunity to remind each other: **"The goal is not for them to come to a meeting; the goal is for their lives to change."**

Everything we do should be a stepping stone to life change, not an end in itself. Do we care more about how many show up or how many leave changed? Stanley encourages us to ask, "Where do we want people to be?" and "How are you going to get them there?" If we are honest, many of our young adult programs are not taking people anywhere. They are more like ponds than streams. You might be able to fit more people into a pond, but ponds don't take you anywhere. Is your ministry a stagnant pond or a running stream?

Stanley encourages us to make every step easy, obvious and strategic. When someone comes to your ministry, it should be simple for them to figure out how to plug in, grow, and serve.

Before you start that next cool idea you read in a book or even a blog like this,

stop and ask yourself, **"Is this taking students where we want them to go?"**

3. Narrow the Focus
Stanley says that we must "do fewer things in order to make a greater impact… you have to do less if you want to grow more."

One of the most painful things I have had to do as a college minister was eliminate meetings we had started in order to focus on what produces the most fruit. I've canceled small groups, split our large group, and stopped our community college meetings. **Each time we said no to something good, we were saying yes to God's best for us.** When we made the hard choice to stop something, along with some pain we also experienced increased fruit from focusing on where God was moving. Sometimes narrowing the focus doesn't mean canceling a program; sometimes it means defining the primary target group and asking yourself, **"What one thing is this environment best designed to do?"** Once you figure that out, go all in with that! Stanley says, "The more you focus each environment, the greater the relevance, the better the connection, the higher the quality, the stronger the impact." What might you need to eliminate in order to narrow the focus of your ministry?

4. Teach Less for More
Stanley says, **"Say only what you need to say to the people who need to hear it."** At the beginning stage of our church plant, we've been having outreach meals with a 10 min talk. Instead of doing a 3-point message I've been doing a "pointless message" – saying just one thing. You will be lucky if people remember one thing from your talk, let alone 3 or 4.

Instead of asking what are all the things these students need to know about this topic, ask what is the one thing that will make the biggest difference for them to know about this topic. Make your point and hammer it in. There is always next week. I believe many sermons could and should be a sermon series. Ask yourself, "What's the main point of your talk?" Then ask, "Will this help me make that point, or distract from it?"
5. Listen to Outsiders

Stanley says, **"Focus on who you're trying to reach, not who you're trying to keep."** In college ministry, every year we lose at least 25% of our students and need to grow by 25% just to stay the same size. In order to keep reaching people every year we must keep a pulse on our culture, learn their language, and provide places where our believing students can invite non-believers. One of the keys to getting students to invite their friends is to consistently provide environments where your people know **"every week is a good week to invite a friend."** Is your ministry in touch with the needs of outsiders?

6. Replace Yourself

This one hits home for me, because I recently handed over the ministry I planted 8 years ago to one of our staff members. Nothing makes me happier than hearing that since he took over, the ministry hasn't missed a beat.

As director, I met regularly with each of my staff guys and saw my job of investing in the staff as even more important than my meetings with students. As I'm at the very beginning of my church, I'm thankful to already have a faithful guy who I could see as a future ministry leader someday.

Ask yourself, if God called me to a different ministry assignment would I have someone in my ministry who could take over? If not, start searching for someone to train!

7. Work On It

Two things separate effective ministries from average ministries: evaluation and celebration. Stanley says that too often we are so busy working IN the ministry we don't work ON the ministry.

Regular evaluation forces you to "confront the brutal facts" and figure out what's working and what's not. Howard Hendricks said that, "experience is not the best teacher, evaluated experience is." If we don't have the margin to figure out what's working and what's not, we will waste a lot of precious time and energy that could be spent seeing people saved and sent.

In addition to evaluating, we must also stop to **celebrate the wins!** One of the turning points of our ministry was when we began taking time outside of our leadership meetings and celebrating stories of life change on our GroupMe chat.

Stanley says that **what gets rewarded gets repeated.**

The best way to highlight a value is to celebrate a story of someone living it! Make celebrating life change central through regular baptisms, testimony videos, live testimonies, and stories in your sermons.

It's hard to motivate people to something you don't believe in. Take the time to work on the ministry, clarifying it, focusing, teaching more for less, making it for those who will come, and celebrate the wins. If you consistently lean into that process, you will find people wanting to join your team, explore your environment, and mobilized around your vision.

EXERCISE TO TRY, PICK ONE:

Scenarios

Youth Group Outreach Event: *You need to organize a youth group outreach event in a month. Some team members want to focus on fun activities, while others want to focus on spiritual lessons.*

- *Practice to focus on: Clarify the Win, Think Steps, Not Programs*

Conflict in Small Group: *Two active members of your small Bible study group are not getting along, disrupting the group dynamics.*

- *Practice to focus on: Narrow the Focus, Replace Yourself*

Fundraising for Mission Trip: *Your team is responsible for fundraising for a mission trip. You have multiple ideas but limited time and resources.*

- *Practice to focus on: Work On It, Teach Less for More*

Social Media Outreach: *Your ministry wants to increase its online presence but doesn't know where to start.*

- *Practice to focus on: Listen to Outsiders, Clarify the Win*

Volunteer Burnout: *Several key volunteers in your ministry are showing signs of burnout.*

- *Practice to focus on: Replace Yourself, Work On It*

QUESTIONS:

1. *How did you apply the "7 Practices of Effective Ministry" in your scenario?*

2. *What other practices could have been applied to your scenario?*

3. *How can you apply these practices in your real-life leadership roles?*

4. *Are there individuals you believe could be mobilized for a greater mission? List their names and commit to praying for them.*

5. *List the top 5 attributes you seek in team members and be prepared to discuss their importance.*

ASSIGNMENT 4: Mentorship and Learning

Note: *Document your observations and insights from your meeting with an influential leader. Ask them specifically about their strategies for identifying and mobilizing team members.*

ASSIGNMENT 5: Understanding Team Dynamics

Interview: *Speak with three team members you respect. Ask them about their motivations for joining and staying on the team, and what qualities they value in a team member. This will give you insights into how to identify potential team members.*

LEADERSHIP TAKEAWAYS: (to be completed during group discussion)

1. Potential Leaders should be well-respected and full of the Spirit and wisdom, as suggested in Acts 6:1-7.
2. Unity in faith and knowledge, as described in Ephesians 4:13, is crucial for team maturity and growth.
3. The fruits of the Spirit listed in Galatians 5 are essential qualities in effective team mobilization.
4. Young leaders should not be underestimated but rather encouraged to set an example, as highlighted in 1 Timothy 4:12.
5. Modern leadership requires a balance of knowledge, skills, character, and understanding of life stages, as discussed in Swanson's article.
6. Effective ministry involves clarity, focus, listening, mentorship, and constant evaluation and celebration, as outlined in Worcester's adaptation of Stanley's principles.