

# SMSB Church Leadership Training

Session 2: Part 1





SERVING  
LIKE THE SAVIOR

*Thank You*

# A Servant's Prayer

(Theodore Parker Ferris) . . .

“Lord Jesus, I would like to be able to do myself the things I help others do. I can give them the confidence I myself do not have. I can quiet their anxieties, not my own. What do I lack? Or is it the way I am made?

# A Servant's Prayer...

I want to be free to move from place to place without fear and I want to face the thing to be done without panic. You did it and You made it possible for others to do. You trusted Your Father. You didn't turn away from life, nor did You seek pain or death. You met each day as it came, and I would like to do the same – but by myself I cannot.

# A Servant's Prayer...

I like to think that You can be with me, and be in me and that with Your help I can be better. This is what I hope for, and what I ask for. Amen.”

Theodore Parker Ferris

# Our Vision...

💧 **A community of people  
learning to live to the glory of  
God by following Jesus.**

# Our Mission...

- ◆ **Building up the Body of Christ,  
Reaching out with the love of  
Christ.**

# Our Strategy...

- 💧 **Connecting people to God and to one another through worship and ministry in today's world.**



# Our Values...

- **Our commitment** to personal faith in Jesus Christ as Lord and Saviour.
- **Our commitment** to regular participation in public worship, especially the Lord's Supper.
- **Our commitment** to grow in Christ's likeness through the practice of private prayer, Bible-study and self-discipline.

# Our Values...

- **Our commitment** to make our congregation a welcoming, caring community in which every person is valued as a child of God.
- **Our commitment** to shared ministry, giving every member the opportunity to use his/her spiritual gifts for the work of the Gospel.

# Our Values...

- **Our commitment** to evangelism by our spoken witness to our faith in Christ and by bringing the teaching and example of Christ into our everyday life.
- **Our commitment** to respond to God's generosity by practicing faithful financial stewardship, honoring God with His Tithes and our offerings for the work of His Church in the local and world-wide community.

# Above all...



True  
LEADERS  
have a  
*servant's  
heart.*

@christinecaine

# A Model for Leadership

- ◆ “The greatest among you will be your servant. For whoever exalts himself will be humbled, and whoever humbles himself will be exalted.” Matthew 23:11-12

# A Model for Leadership

- 💧 “For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” Mark 10:45

# God chooses people...

God chooses a man not to make his life easy but to *use* him.

“As God’s chosen man/woman, may God deny me ease and give Himself the glory.”



# Our Model for Leadership - Jesus



Not a General leading troops into battle – not a CEO managing a company for stockholders – not a Conductor leading an orchestra but like a good **Coach/Mentor.**



# Leadership Jesus' Style

Jesus spent more time  
*touching* people and *talking* to  
them than any other action.

# Leadership Jesus' Style

💧 He *knew* them.

“I am the good shepherd; I know my sheep and my sheep know me— just as the Father knows me and I know the Father—and I lay down my life for the sheep.”

John 10:14-15

# Leadership Jesus' Style

💧 He *touched* them.

“When the sun was setting, the people brought to Jesus all who had various kinds of sickness, and laying his hands on each one, he healed them.”

Luke 4:40

# Leadership Jesus' Style

💧 He *healed* them.

“Great crowds came to him, bringing the lame, the blind, the crippled, the mute and many others, and laid them at his feet; and he healed them.”

Matthew 15:30

# Leadership Jesus' Style

💧 He *affected* them. He had impact on them.

“A student is not above his teacher, but everyone who is fully trained will be like his teacher.”

Luke 6:40

# Leadership Jesus' Style

💧 He *mentored* them.

“I have set you an example that you should do as I have done for you. I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.”

Co-laboring servants must develop not only the *heart* of Christ but the *mind* of Christ as well.

- ◆ We must be LIKEMINDED. If God's Church is to grow, Church leadership must understand that "it is not about **me**. It is about **HIM** and **THEM**." Agreement on GOALS, latitude on METHODS.

"Finally, brothers (and sisters), rejoice. Aim for restoration, comfort one another, agree with one another, live in peace; and the God of love and peace will be with you." 2 Corinthians 13:11 (ESV)

To think like Jesus,  
we need to grow up in Jesus!

**Remember...a church cannot  
grow beyond the spiritual  
maturity level of its  
leadership.**



# Leaders cannot lead beyond their point of spiritual maturity.

- ◆ In order to lead, church leaders must maintain their daily walk with God.

“Your soul is like a battery that discharges each time you give life away, and it needs to be recharged regularly.”

# Co-laboring Servants:

💧 Must be spiritually MATURE.

\*\*\* KNOW YOUR PEOPLE – **Responsibility** makes or breaks.

# Guarding Your Daily Walk with Christ



Vision is something to be done  
NOT just talked about.

**“Vision without execution is  
hallucination!”**

# Co-laboring Servants:

- ◆ Leaders must learn how to navigate through the “wilderness” in order to get to the “promised land.”

# Deuteronomy 8

Be careful to follow every command I am giving you today, so that you may live and increase and may enter and possess the land that the LORD promised on oath to your forefathers. Remember how the LORD your God led you all the way in the desert these forty years, to humble you and to test you in order to know what was in your heart, whether or not you would keep his commands. He humbled you, causing you to hunger and then feeding you with manna, which neither you nor your fathers had known, to teach you that man does not live on bread alone but on every word that comes from the mouth of the LORD. Your clothes did not wear out and your feet did not swell during these forty years. Know then in your heart that as a man disciplines his son, so the LORD your God disciplines you.



# Deuteronomy 8

Observe the commands of the LORD your God, walking in his ways and revering him. For the LORD your God is bringing you into a good land—a land with streams and pools of water, with springs flowing in the valleys and hills; a land with wheat and barley, vines and fig trees, pomegranates, olive oil and honey; a land where bread will not be scarce and you will lack nothing; a land where the rocks are iron and you can dig copper out of the hills.

# Deuteronomy 8

When you have eaten and are satisfied, praise the LORD your God for the good land he has given you. Be careful that you do not forget the LORD your God, failing to observe his commands, his laws and his decrees that I am giving you this day. Otherwise, when you eat and are satisfied, when you build fine houses and settle down, and when your herds and flocks grow large and your silver and gold increase and all you have is multiplied, then your heart will become proud and you will forget the LORD your God, who brought you out of Egypt, out of the land of slavery.



# Deuteronomy 8

He led you through the vast and dreadful desert, that thirsty and waterless land, with its venomous snakes and scorpions. He brought you water out of hard rock. He gave you manna to eat in the desert, something your fathers had never known, to humble and to test you so that in the end it might go well with you. You may say to yourself, “My power and the strength of my hands have produced this wealth for me.” But remember the LORD your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your forefathers, as it is today.

# Deuteronomy 8


If you ever forget the LORD your God and follow other gods and worship and bow down to them, I testify against you today that you will surely be destroyed. Like the nations the LORD destroyed before you, so you will be destroyed for not obeying the LORD your God.

# Three basic questions church leaders need to ask at every juncture:

- ◆ In the lives of those we are seeking to reach, what do we want to see happen as a result of their coming within the sphere of our ministry?
- ◆ What are we offering that from their point of view would make it worth their while to get involved with us?
- ◆ What risks are we willing to take in order to be able to reach them? There is always a price to be paid for growth. In the short term, it is always cheaper to do nothing. New initiatives cost money, time and energy. What will you allow to stop you?

# Leaders Think About Growth

- ◆ In congregational life, the question *why* should always precede the question *how*.
- ◆ Two radical questions:
  1. **Why are we doing what we are doing?**
  2. **Why are we doing it the way we are doing it?**



If God uses the resistant and reluctant,  
what could God do through you and a  
congregation of people who are ready  
to change their city in the name of  
God?

# Four key Strategic Coordinates to navigate towards God's Promised Land.



**Building up the Body of Christ**

**Reaching out with the Love of Christ**

*CLASS Process*



# The “NOTS” of the Gospel and Church Growth

- Leaders must constantly remind themselves of what the mission of the Church IS NOT:
  1. It is not about recruiting new workers to help ease the load of current members.
  2. It is not about building a stronger financial base.
  3. It is not just about filling pews.

# The “IS” of the Gospel and Church Growth

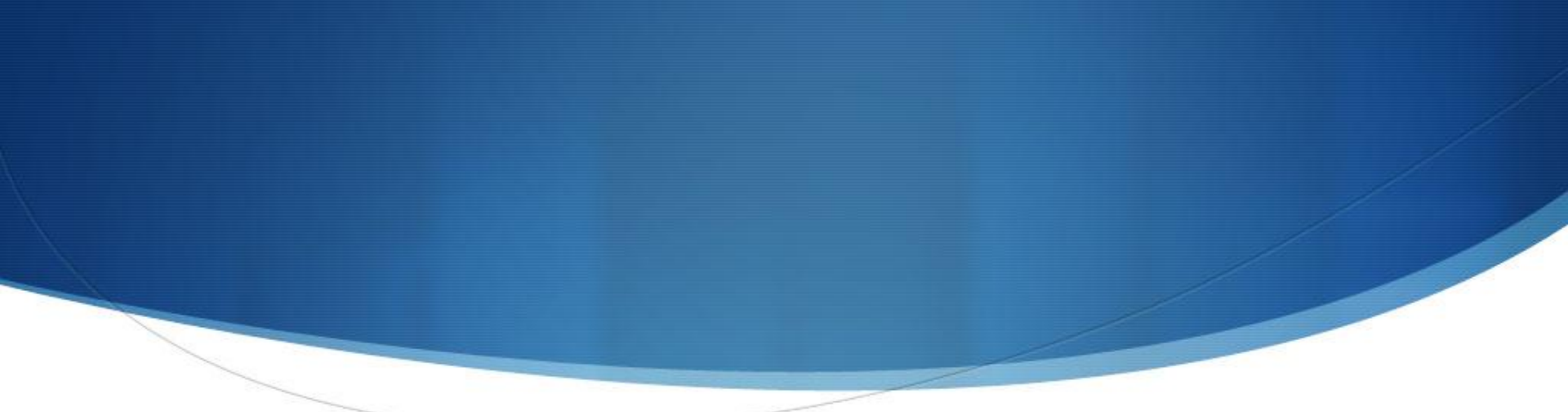
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## 💧 What Church Growth IS:

“Our primary goal is not to offer people the church but to offer them new life in Christ – the life of the kingdom, which is really the goal of all their striving and their heart’s true home.”

Harold Percy



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**The radical call of the Gospel  
requires radical sacrifice steeped  
in radical love for Jesus!**

# MARK 8:34-35

“Then he called the crowd to him along with his disciples and said: "If anyone would come after me, he must deny himself and take up his cross and follow me. For whoever wants to save his life will lose it, but whoever loses his life for me and for the gospel will save it.”

# More Core Values...

- ◆ We believe that SATISFACTION WITH STATUS QUO IS DANGEROUS. If it works today, it will soon be obsolete.
- ◆ We believe in STRIVING FOR EXCELLENCE IN ALL THAT WE DO. “ ‘He has done everything well,’ they said.” (Mark 7:37)
- ◆ We believe in TAKING THE INITIATIVE. ‘Then I heard the voice of the Lord saying, “Whom shall I send? And who will go for us?” And I said, “Here am I. Send me!”’ (Isaiah 6:8)

# Why People Follow Other People...

## “The Five Levels of Leadership”

Dr. John Maxwell

- 💧 They follow you....**Because they have to** – Position Rights.
- 💧 They follow you...**Because they want to** – Permission Relationships.
- 💧 They follow you...**Because of what you have done for the organization** – Production Results.

# Why People Follow Other People...

- 💧 They follow you... **Because of what you have done for them** – People Reproduction, or...
- 💧 They follow you... **Because of who you are and what you represent** – Personhood Respect.

# Criteria for Program Decision Making

💧 See it.

Purpose – Is the goal clear?

Plan - Have the steps toward the goal been identified?

Progress – Can the steps toward the goal be evaluated?

# Criteria for Program Decision Making

Prerequisites – Have they been met?  
Check the B' s:

1. Blend with vision.
2. Bodies to implement it.
3. Boards to house it.
4. Budget to fund it.



# Communications

- 💧 One of our biggest challenges continues to be communication:
- 💧 We can easily assume that everyone knows everything. We would do better to assume that no one knows anything.

# Communications

- 💧 We tend to think that saying something once is enough. Not so.
- 💧 REDUNDANCY is a must.
- 💧 We must never forget that ESP is not a spiritual gift. You cannot read my mind!

# Default Communication Patterns

- 💧 Oral

- 💧 Informal

- 💧 Spontaneous

We tend to because we prefer physical one on one.

# TRANSITION....

- 💧 Written      We need to because it is not
- 💧 Formal      possible to work
- 💧 Planned      physically with everyone
- 💧 Rubrical (Assume nothing, give clear directions)

# My Communication Pattern

- 💧 We tend to...make decisions in isolation.
- 💧 We need to...consider the linkages more carefully; how my decisions could affect others. Hence, Ministry Team Leaders Meeting.
- 💧 We need to...make communication CLEAR.

# Making the Communication Transitions...

I believe making these transitions will reduce confusion about vision and strategy, minimize disagreements over priorities, lead to better utilization of resources, higher morale, and a greater feeling on the part of everyone that they are valued contributors to and recipients of all that the Lord is doing in and through SMSB.

# Implementing vision demands change.

- ◆ Is always initially perceived as loss.
- ◆ Is exhausting and lacks joy if people aren't prepared.
- ◆ Is exhilarating and joyful when the hearts and minds of the people have been prepared. The “WHY” behind the change
  - How it fits into the big picture of the vision, mission, & values.



# When being beaten up because of change...

- 💧 Don't get emotional by making it personal.
- 💧 Stay with the facts – Refrain from making unfair judgements - assigning inaccurate motivations of those opposed to change.
- 💧 Be gentle. Speak the truth in love: In all that we do as a church: “It’s not about YOU. It’s about HIM and THEM.”

# When being beaten up because of change...

- 💧 Don't surrender or quit.
- 💧 Don't become impatient or bitter.
- 💧 Stand firm on the promises of God.
- 💧 Remember that God is at work in the mess, His glories to reveal.

# Ingredients for Successful Change...

- ◆ Leaders must be credible and trustworthy.
- ◆ Leaders must cast a vision of a preferred future.
- ◆ Leaders, in conjunction with their teams, must create a workable plan for achieving it.
- ◆ Leaders must be patient and persistent.

# A Few Notes on Change...

- ◆ In times of change, leaders inherit the earth while the learned (those who think they already know everything) find themselves beautifully equipped to deal with a world that no longer exists.

# Church Leadership Training

Module 2: Session 2  
**Post Buckingham Mission 2024**  
**Prescriptions for CHANGE**



# Prescriptions:

1. Much broader number of vocalists and instrumentalist in the Praise Band team that have an enthusiastic, worshipful spirit.





# Prescriptions:

2. Development of creative and innovative means to share the story of the church and market its ministry opportunities to the unchurched.



# Prescriptions:

3. Develop a clear, doable plan to make children's and youth ministries the highest priority for outreach.



# Prescriptions:

4. Two big days a year (Spring & Fall) with the goal of doubling the Sunday attendance on those days, followed by two great Sunday events. When visitors attend three Sundays in a row, they most likely will continue.



# Prescriptions:

5. Plan a deliberate and intentional Tithing emphasis. Celebrate with testimonies of those who have had a spiritual breakthrough by taking a step of faith and obedience to Tithe.



## Prescriptions:

6. A larger number of people involved in areas of ministry need. Departmental (Team) leaders need clear teaching on how to recruit with a plan to keep in contact with newly recruited volunteers for the sake of encouragement and accountability. For every one new person involved in a ministry, eventually there will be three more people attend the church.

# Prescriptions:

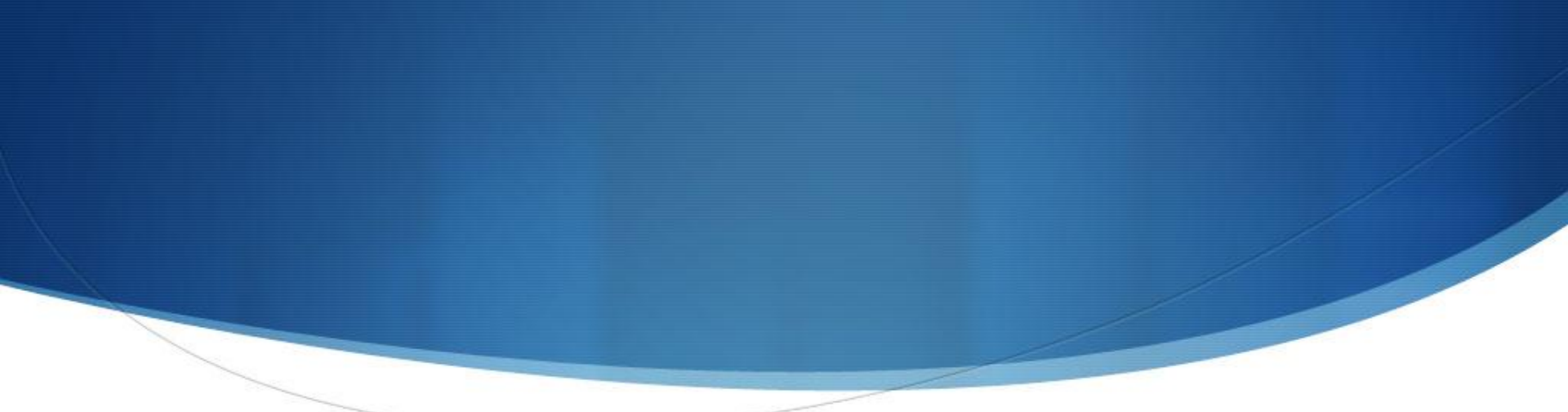
7. A deliberate plan needs to be developed for the involvement of others to assist the pastor by defining areas of responsibility that he does not absolutely need to do himself. In the eyes of many, he is overloaded.



# A New Strategy:


## Ministry Volunteer Recruitment



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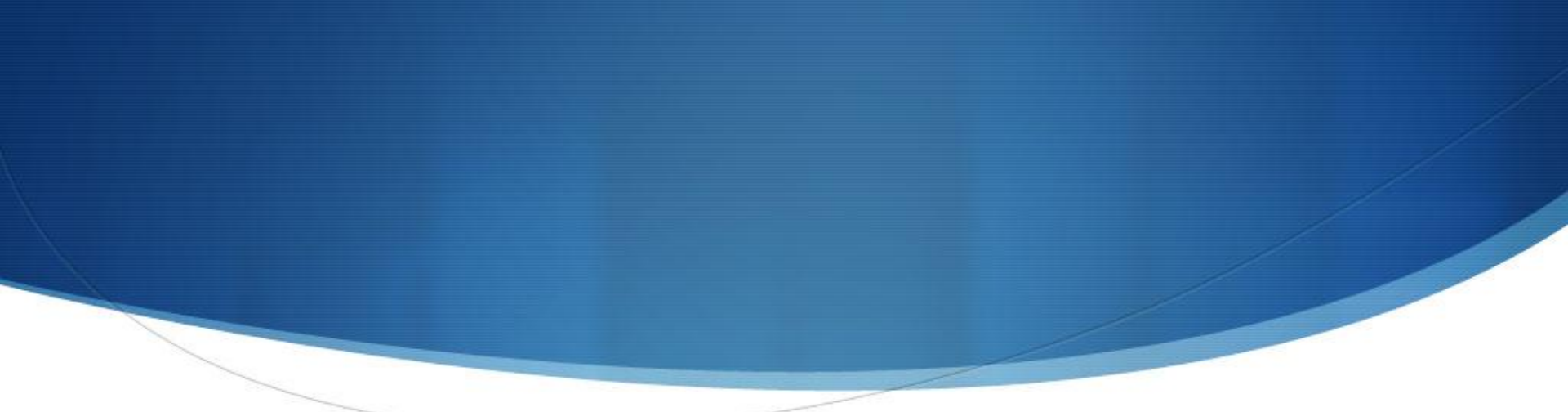
1. Choose a time and place where the need can be discussed without time constraints and privacy.



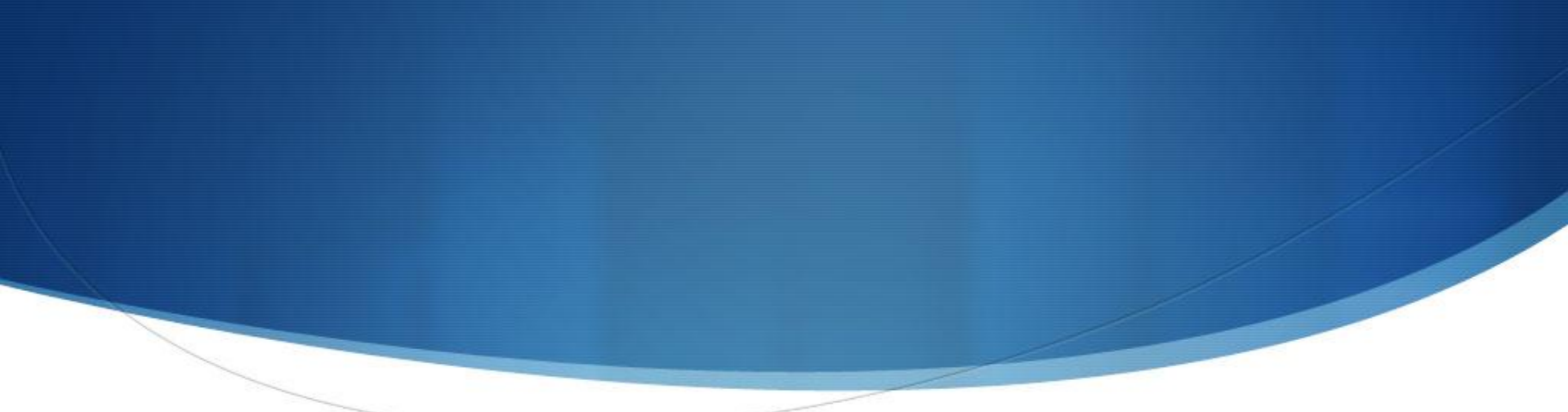


2. Cast a vision of the benefits and blessings of serving – a BIG PICTURE VISION for that ministry and the greater good that will be accomplished as a result of the involvement. Do not UNDERSELL – share the WHY.

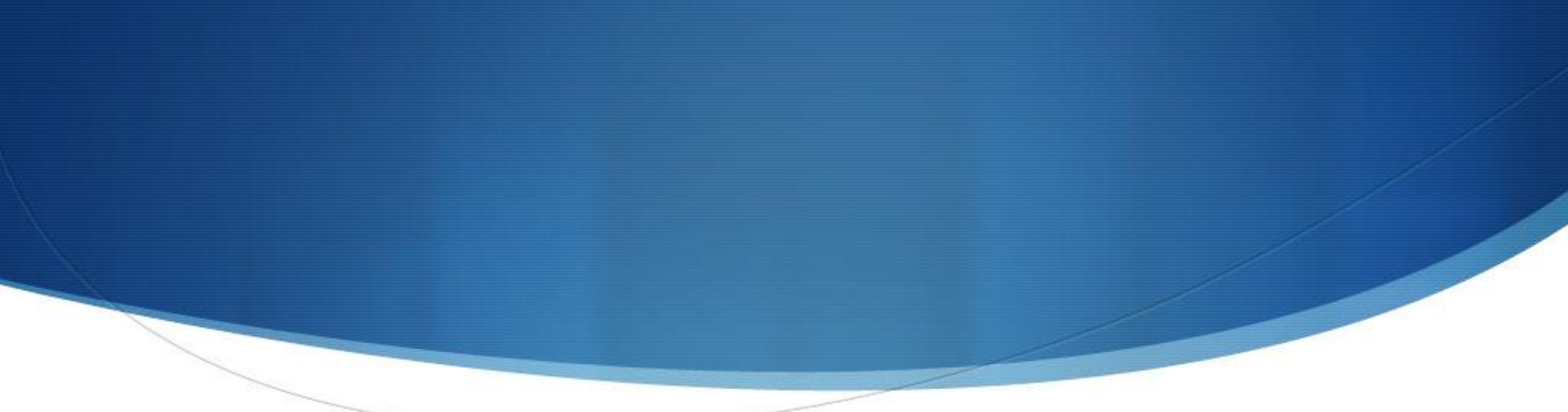
3. Quickly let them know all the help that they will receive in preparation for the responsibility through training or any other direction that is necessary so that they can feel truly comfortable and confident in meeting the expectations of the responsibility. Don't force an immediate decision unless they are ready. It will depend on the temperament of the individual.



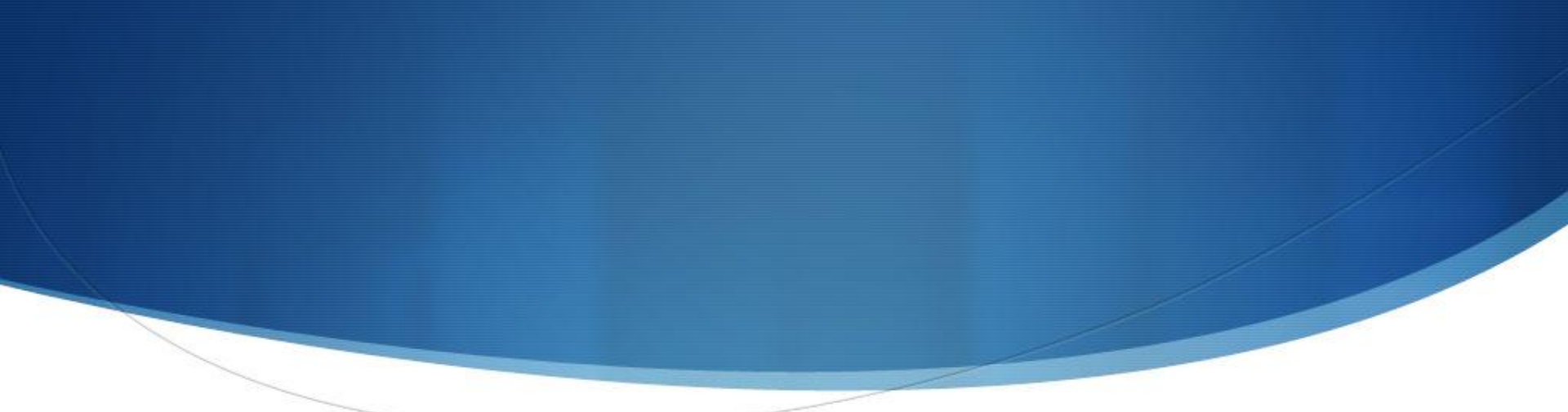
4. Let them know there will be a three-month tryout to make sure that they are a fit for the responsibility and it for them.



5. If possible, let them observe what is required before taking on the responsibility.



6. Most important of all, help them to see a place of involvement for their own sense of purpose and spiritual satisfaction – “I get to do this for Jesus!”.



7. Express appreciation often in every possible way. Do everything possible to set them up for success.

# We are stronger together!



**“Alone we can  
do so little;  
together we can  
do so much.”**

**Helen Keller**

June 27, 1880 – June 1, 1968)



# Conclusion

I am not sure exactly where we are going or what it will look like, I only know that I am trusting God and that I will never ask you to go where I would not go – but can I expect you to go where I am going?

# In this together...

- ◆ Will you join with me in renewing your commitment to Jesus Christ, surrendering to Him as Lord of your life?

# In this together...

- 💧 Will you join with me in committing yourself to worshiping the Lord regularly with the Body of Christ?

# In this together...

- 💧 Will you join me in committing yourself to develop your personal devotional life through daily prayer and Bible reading?


# In this together...

- 💧 Will you join me, as a part of your commitment to Christ to help front God's ministry by bringing His tithe to His Church as an act of worship?

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# In this together...

- 💧 Will you join me in accepting the responsibility of giving witness to your faith through your lifestyle, maintaining a good reputation with all people so that spiritually lost people would be attracted to Christ and be found in Him?

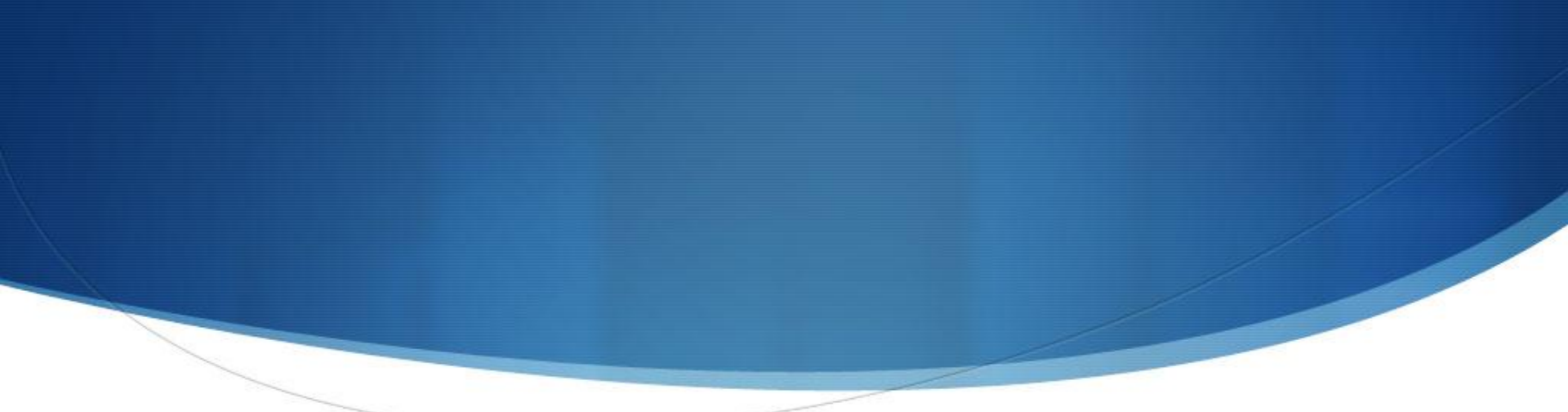
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What scares you about what  
was said today? What are some  
of your wilderness fears at  
SMSB?



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What excites would the  
“Promised Land” look like for  
us at SMSB?

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Where do You feel God's call to serve in ministry at this particular time in your faith-journey? Do you have a strong sense of serving in ministry that is the “best fit” for you?