

building LEADERSHIP

The Christian Leader

Building leaders has and always will be critical for the health of God's people.

2 Timothy 2:2 -

'And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.'

All Christians are responsible to watch over each other with loving care and prayer (Gal 6:1-2). However it was also critical to appoint in each congregation guardians, called 'elders' who would look after the people as shepherds look after sheep (1 Peter 5:1-4) leading by example (1 Peter 5:3) away from what is harmful into what is good. In view of their role they were known by various names; shepherds or pastors, overseers or bishops, and leaders (Eph 4:11, Titus 1:5, Heb 13:7,17,24). Some taught some did not. This pattern was already present in the Old Testament where God was the shepherd of Israel (Ps 80:1) and kings, prophets, priests and local rulers (elders) are called to act as His agents in an under-shepherd role. In the New Testament Jesus the Good Shepherd is also the Chief Shepherd and the leaders in his church are his subordinates.

The energy given to this task of establishing quality leaders demonstrates its importance (Titus 1:5). This kind of leader can be captured under the 3 'C's; convictions, character and competence. These are all interrelated.

Convictions

The cross of Christ changes our core beliefs. We now see the world through the lens of scripture. The Word of God continues to mould a leader's knowledge of God and themselves. Leadership flows out of being a solid disciple of Jesus.

'for the love of God compels us...for we are convinced that one died for all so that those who live no longer live for themselves but for him who died for them' - 2 Corinthians 5:14-15

Character

This flows into a pursuit of godliness of character that others could confirm. The pastoral role of leadership demands mature and stable Christian character and a well-ordered personal life. (1 Tim 3:1-3, Titus 1:5-9)

'You know what kind of men we proved to be among you for your sake. And you became imitators of us and of the Lord' - 1 Thessalonians 1: 5-6

Competence

God gifts his people for ministry. Leaders as learners are always growing in their competency as leaders. Increasingly they are aware of their own strengths and weaknesses.

Ultimately leadership grows out of 'fellowship' where we are following *the* leader - Jesus. (1 Corinthians 11:1)

Rhett

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Part 1: Leading Teams

1. Why do we have teams?

1. A team will have a greater impact than one person. Through a team you can both deepen and expand the ministry.
2. The creation of a team is in recognition that God has given people to us, to be co-workers and partners with us in the work of His kingdom.
3. The creation of a team recognizes that God has gifted all his people in order for them to contribute to the building of the body in some way.
4. The creation of the team provides a place for people to grow in gospel conviction, in character and in competencies.
5. The team provides a place for fellowship, encouragement and fun as together people work to serve Christ

2. The Leader's Role

1. To be an example of Godliness, be able to relate to your team with care and respect, to be able to lead the team to look at God's word and pray about your plans.

2. To train each individual in your team in
 - i. **Conviction**
Your team need to be shaped and motivated what God says in his word

 - ii. **Character**
You need to be helping each member become more Godly as they experience working with this team

 - iii. **Competency**
You need to ensure communication and training so each member has the skills to do the work.

To do this, you need to be working on these in your own life.

3. To ensure the elements that contribute to high performing teams are present in your team meetings
P.E.R.F.O.R.M.

4. To adjust your leadership style according to the stage your team is at.
 - i. Leadership is not just autocratic or democratic.
 - ii. Your leadership style will need to change over time as your team progresses.

3. Creating Highly Functioning Teams – PERFORM

The following are important elements to include in your team meeting time to help your team become one that functions well.

P *Purpose*

Why is this team doing what it is doing – how does it fit in with the bigger picture of the purposes of church?

Your team should be able to articulate this themselves.

It is a message they need to hear every time you meet – although you may come at it from different angles

E *Equip*

The team needs to have a clear job description. It is good to talk this through first, then have something written they can refer to.

If the job is not happening in the way you want, keep working at your communication, and provide the training the team needs to become competent.

Training may simply be talking through how to handle different situations and having them practice within the group time.

R *Relational*

Teams need to be relational because the ultimate purpose of God is that we love and care for each other, as we enjoy being reconciled to God. Listening, respecting, allowing group members to contribute, making time to get to know each other – these are some steps to take to help your group meetings be relational.

F *Fun*

Having fun is often the natural consequence of a team working well together – but it helps for you as leader to remember to lighten up sometimes, find ways to be relaxed and enjoy being a team together within the team meeting time.

Something as simple as food – or a decoration, - or a question you get everyone to answer – or having something unexpected happen – can help the team have a bit of fun, and like being together.

O

Organized

Be Organised. Run the meetings to a plan. You need to have thought it through before hand. Have all the resources available you will need. Make sure you get things to the team when you say you will, and do what you say you will do. Let the team know of dates. Text them to remind them of meetings. Be at meetings yourself, early. Set a high example. If you take it seriously , they are more likely to do the same.

R

Review

The key to the team getting better and taking their role to the next step is a review process handled well. AT this time, all problems can be thrown on the table and the team work together to find solutions, At this time, the team can self – evaluate their performance – and talk through the next steps. And this is the time you as leader can provide constructive critique and positive recognition that will shape the team to be more effective, have a sense of achievement, and like what they are doing.

M

Motivated by God's Word

We want our team members to serve with all their heart and energy , because they are captured by the cross of Jesus and love God. That means leaders need to keep showing from God's word why we do what we do, what God wants us to be, More of who God is, more of what Jesus has done. Bible time in team meetings is key to having the team serve for right reasons; and not become burnt out, resentful , or be doing it just for you.

*These elements will help a team **PERFORM** to their potential.*

4. Why Have Team Meetings?

Team meetings help team members:

1. Feel Supported

- Ministry is to be shared; it is not God's intent that we go it alone.
- Having the opportunity to talk about how things are going is gold.
- Team members who have this support are more likely to keep going in the ministry.

2. Renew Enthusiasm for the work

- This is the time to re-establish the big picture so each team member knows the bigger purpose they are contributing to.
- Being together and talking together creates a sense of 'team' that can renew enthusiasm that may have waned over the last weeks.
- Having general talking to each other time is important to create this

3. Renew the Job Description

- Clarify their understanding of their role or extend their role to the next step.
- This may be through on going training you provide; or clearing up problems, or through your feedback
- Use this time to be clear on what you are wanting and how to get there.

4. Grow in Maturity

- Team meetings provide a forum where people can grow in *Godliness* as they have to work and relate with others, are shown the Bible and urged to serve, and all done with prayer

5. How to Run A Team Meeting

1. Start with a chat/opportunity to get to know each other/warm up
2. Bible time: Your aim is to keep training the team in having a life shaped by the Gospel. This is more important than the pragmatics of the task you want the team to do. As you read the Bible together, note how the Gospel calls us to radically re-shape our lives. Knowing Jesus more, serving Jesus, growing to be like Him, keep encouraging each other in these things. Show how the passage may work to set your vision.

Read a short passage or verse.

Ideas:

- Use last week's sermon passage – ask the group what impacted them?
- Read a psalm
- Read a passage that talks about who Jesus is / or what Jesus has done
- Read a passage that talks about how we are meant to respond to God
- Read a passage that talks about something that relates to this ministry

Share your thoughts from the passage

Examples:

- *“What really strikes me from this passage is....”*
- *“I was reminded by this passage that...”*
- *“The main point of this passage is... And that impacts me because...”*

Invite group comments.

3. Pray – be the one who mostly leads in prayer.
Only occasionally give this to another – establish spiritual leadership and example.
If you are nervous about praying – decide beforehand what you want to say and write it out.
It only gets easier as you do it more!
4. Remind the team of the purpose/vision of this ministry and how it fits with the larger vision of the Gospel, the steps that are needed to make this happen and their role in it all. AS you meet regularly you may find you feel you are repeating yourself. This is not such a bad thing. After some time – come at it from a different angle – but repetition is good.
5. Review and Feedback
(each of the numbered suggestions may take a fair bit of discussion time)
Some questions you might use are:

- I) What did we do well last term, do you think?
Leader – what I saw us doing well was.....

- II) Were there any issues/concerns/difficulties you saw/experienced over last term?
(this can be scary – don't shut this part down though. This is where the best thinking and creativity will probably come if handled rightly)
Do others agree?
What is some ways to solve this do you think?
Does everyone agree this is a good solution for us to take?
Leader - something I would like to raise is....
- III) What do we need to do differently this term?
Groups discuss
Leader add your thoughts
Who will do this
How will it be done?

- IV) Do we need to be doing more to achieve our purpose/vision?
Do we want to change our purpose/vision in any way?
What action steps need to be taken to make this happen?
Who will do them?

- 6. Are we equipped as a team to make the changes that need to happen?
Leader: implement training needed to help the group do their ministry with greater competence.
This may be from a pre-prepared issue you want to deal with.
(Always better to have put preparation in beforehand as you discern a relevant issue the team can be trained on)
The training could come out the discussion from within this meeting.
(Take note of what future training might be needed as you listen to the discussions. Prepare for those before your next meeting.)

- 7. Finish with Prayer – this could be shared with members of the team.
Commit your plans to God , trusting in his power, acknowledging our dependency on Him, our desire to serve Him and bring Him Glory.
(confirm next meeting date)

- 8. Actions for after meeting.
Email actions to team
Review your own copy regularly – do what you said you would do
Get resources to the team as needed
Plan next meeting date
Email and/or text team members nearer the time and the day before.

6. Giving Feedback

All team members need to know that what they do matters.

There needs to be a system you work to, to give regular feedback.

Feedback is a means of support, encouragement and accountability.

With support, encouragement and accountability – team members are more likely to get the job done and last the distance.

(The other essential ingredient is a ‘clear job description’)

How Often?

Feedback can happen at team meetings

But that is probably not frequent enough – particularly if someone is new to the role.

You will need to be decided on more frequent intervals.

Feedback needs to happen most certainly when the work is completed.

If you fail to do this, it is likely the person will often wonder if there was something wrong with what they did.

Who Does It?

Some team members will get feedback from the people they serve.

In this case your support is not as vital.

However, because you have the ultimate responsibility for this ministry, at some point the feedback must come from you, if they are to know they understood and did what was required – and something of the value of their ministry.

What Is Said?

“In between” Feedback/support;

- How are you going?
- Do you feel like you know what you are doing/what is happening?
- Is there anything I can help with/you need help with?

And Then...

“What I have seen is (positive affirmation*)”

And only if needed

“I might suggest (a change in act/direction/practice)”

“How would that look?”

*See next page

Something To Think About:

Positive Affirmation:

In the church body we encourage people to serve ultimately for love of Jesus. We Love him because he first loved us 1 John , we serve Him because he served us Mark 10:45.

With that in mind, it is unhelpful to thank a person for doing a ministry. It creates the impression they are doing the job for us. With a Thank you – we may unconsciously guide their thinking to be about pleasing us – forgetting about pleasing Jesus.

However, *saying nothing does not solve this.*
A vacuum of communication at this point is discouraging and someone may wonder if they must have done the job wrong. Or badly.

Here is suggestions of what you might say to preserve a person thinking of serving Jesus, and yet, affirm and encourage the work they have done:

“You did that really well”

“It was great you were able to do that”

“I thought you did a good job”

“I thank God for what you did/do /keep doing”

“I am grateful to God for how he keeps using you”

“Hey! Well done. That was good.”

“I think you made a real difference there”

“You put so much into that – I think it was really appreciated by...”

“Hey – good idea. God is using you to make an impact here”

Takes a bit of getting used to – but important to make the effort.

7. The Process of Including New Members to Existing Teams

When someone new is going to start serving on your team...

- 1. Ring them, or speak to them at church, and say how excited you are that they are going to be involved in your ministry area.**
 - Get their contact details.

- 2. Share the vision of your ministry area with them.**
 - Let them understand how the ministry fits into the whole picture of church and how important it is.
 - Share it with them when they first start, but also remember that visions leaks and so you need to keep reminding them what they are trying to achieve and how important it is.

- 3. Make clear to them the commitment involved in your ministry area.**
 - Make sure they understand the commitment required and that they are keen to fulfill this responsibility.
 - Make clear to them that if they are unable to serve on a week when they are on that it's their responsibility to find someone else on the team to swap with.
 - Give real responsibility – we don't want to overload people, but we also want to give people ministry opportunities that require real work and sacrifice. People won't stay interested long if they don't feel they are really contributing something significant.

- 4. Get them serving as quickly as possible.**
 - It might be a while before the new roster comes out so team them up with someone who is experienced and get them serving alongside them and learning the ropes every time that person is on.
 - Put them on the new roster and lock them into regular serving as quickly as possible.

- 5. Train your new team member**
 - Constantly be pursuing growth in character, conviction and competence of your team member. This will most commonly happen in team meetings, but

take opportunities to have personal conversations with the three C's in mind.

- Practice, explain, then see one, do one, teach one – tell them how to do what you want them to do, show them how to do what you want them to do, get them to have a go at doing what you want them to do, and eventually get them to teach someone else to do what you have taught them to do. Each of these steps may take a very short time, or may take quite while.
- Give feedback to them – praise good work to encourage them, and gently correct them to improve their service.
- Take someone with you wherever you go. Try to never do ministry without someone watching and modeling off you.
- Give a real possibility of failure – Don't bail people out too quickly if they make mistakes or let you down. It's good for people to learn that their mistakes or lack of commitment has consequences. If they don't learn this then they never fully take responsibility for their ministry.

6. Move them into greater levels of ministry responsibility.

- The more responsible, able and committed they show themselves to be the more responsibility they should be given. This might mean oversight and management of others in your ministry area.

8. Stages Teams Move Through

The team you are leading will change how it functions over time.

It is helpful to know the characteristics you might expect of your team depending on how long they have been working together. The changes happen to all teams, it appears. And the changes always happen in the following order

Stage 1 - *The Beginning or Orientation Stage*

When you first pull your team together and gather them this is the sort of character you will be dealing with

- Some members will be excited and eager and possibly have unrealistic expectations of what can be achieved (by them, or by the team)
- Some will be anxious about the unknowns they face – what is expected of me, how will I fit with this team, can I really take this on
- There will be a caution about you as a leader, a testing of you and your ability to do this job.
- They are very dependent on you taking charge and explaining everything clearly.
- They will be working out how they fit with everyone else in the room.

The Leadership style that helps meet the needs of the group at this stage is best described as:

A Directing Style You need to be clear, informative, show leadership as you explain the goals, purpose and job description. Much of your work is goal setting, explaining and clarifying.

Stage 2 - *The "I'm not sure I'm liking this" Stage*

After the honeymoon comes what members are finding difficult. So what you might be dealing with is:

- Goals now seem too hard or not realistic
- General frustrations at many different aspects of the task and their role in it and at you as leader
- Feeling inadequate for the task or confused about what you are asking them
- Not enjoying how much they still need you to explain things and tell them what to do
- Feeling negative towards some of the other members of the team
- Team meetings seem to have an undercurrent of agenda's and power plays.

The Leadership style that helps meet the needs of the group at this stage is best described as:

A Coaching Style

You need to be directive, that is clear and explaining what to do and why but you also need to be supportive – Listening, solving, encouraging, and resolving. This is probably the most challenging time for a leader – but this stage if handled well, can yield the best results for the team and ministry.

Stage 3 - The “Now we are getting somewhere “ Stage

At this stage the team start to feel more settled and do their roles more competently as a result of what they worked through in stage 2.

AS leader what you probably have in the team is:

- Less dissatisfaction being experienced and expressed
- More realistic expectation of what can be achieved
- Resolving of general unhappiness directed at people and the leader and how things were happening or not happening.
- The Team interacting with a growing sense of respect, trust and support for each other
- People gaining in confidence in their ability to do this task
- Being more open in sharing and giving feedback in discussion times
- Expressing a sense of “team” and camaraderie

The Leadership style that best meets the needs of the group at this stage can be described as:

A Supportive Style

Because the group largely know what to do, the role the leader needs to take is to facilitate discussion, to help the group manage and solve its own conflicts, to give direction only if the group appear to flounder, to draw out from the group further skills and directions for the ministry, using the groups own ideas and creative energy

Stage 4 - The “We’re Smashing it” Stage

- The team enjoys the work and enjoys working together to accomplish the task
- The team is able to share leadership for certain tasks or discussions or training or when broken into smaller groups
- The team is confident about accomplishing their tasks.

- The team has seen some “success” and is excited by what they can achieve and by what has been achieved

The Leadership style that meets the needs of the group at this stage can be described as:

The Delegating Style

At this point the leader uses the team to make nearly all decisions that need to be made and problems to be solved. through the group discussions and team meeting time. The team is not so dependent on the leader for a sense they are doing the job well. Feedback is not only from the leader but also from each other.

Stage Four is where we all want to be! But unfortunately there are no shortcuts. All need to be experienced, with the leader responding the stage the group is at , appropriately.

Part II: Leading One to One

1. The responsibilities of a 1 to 1 mentor/trainer

One to one mentoring/training is a natural way of passing on knowledge, skills and experience to others by someone who is usually older and wiser, with broad life experiences and specific expertise. A mentor/trainer is someone who has gone before and able to point the way.

Ministry team leaders act as mentors/trainers to those on their teams, seeking to assist them to grow in their Christian walk.

The responsibilities of a mentor/trainer are:

1. Model godliness

One of the primary responsibilities you have as a mentor/trainer is to be godly. The person you are mentoring/training will look to you as a model for their Christian life. It is crucial that you are setting a good example. Is your life one that it is worth someone watching and emulating?

Are you praying and reading your Bible? Are you struggling with sin and striving to put it to death? Are you seeking to grow to be more and more like Jesus each day? Are you pouring out your life in service of Christ and His Kingdom? Are you teaching the Bible, engaging in evangelism and encouraging other Christians?

Your example will play a large role in shaping the person you are mentoring/training.

2. Coach, train, encourage, equip

The other primary responsibility you have as a mentor/trainer is to be involved in the life and ministry of the person you are training, by seeking to coach, train, encourage and equip them. It will involve teaching them from the Bible, encouraging them with what you are reading from the Scriptures and helping them to evaluate their ministry. If you are training them in ministry it will involve teaching them how to do certain ministry tasks, giving them opportunities to do these tasks and giving them feedback on how they have done.

If you are mentoring the person (not as their team leader) this will take place in:

- a. One-to-one meetings you have with the person you are mentoring. You will need to meet one-to-one with the person you are mentoring regularly.

If you are mentoring/training the person as their team leader this will take place in:

- a. Relevant ministry team meetings that the person you are training attends. If you are not directly part of these relevant team meetings you will need to assign the training of the individual to the team leader in this context.
- b. One-to-one meetings you have with the person you are training. You will need to meet one-to-one with the person you are training regularly.
- c. On-the-job feedback as you view people in relevant ministry contexts. You will need to make opportunities to watch the person you are training doing ministry and give them on-the-job feedback and/or get those directly leading their teams to watch them doing ministry and give them on-the-job feedback.

2. The three C's of mentoring/training

As you go about the work of training there are three key elements you are seeking to develop in the person you are training:

1. **Christian Conviction**

That the person you are training would grow in conviction from the Scriptures about key aspects of the gospel, Christ life and ministry.

2. **Christian Character**

That the person you are training would grow in godliness of character.

3. **Competence in the work of Christian Ministry**

That the person you are training would grow in competence in the skills, abilities and leadership required for effective ministry.

3. Meeting 1 to 1

Here are some key things you might want to do in your meetings:

1. Get them to give you an update on how life is going for them.

You could use the following categories to help them think through the various aspects of their life:

- Work (job, uni, parenting)
- Relationship with God
- Relationships with others (family, friends)
- Ministry

2. See how they're finding their ministry:

- How's your key ministry area going? (Get them to report on the positives and negatives)
- How are you going with any other ministry opportunities?
- How have you been finding your team meetings? What have you picked up from these? How have you contributed to them?

3. Bible input

- It's good to have some sort of Bible input each time you meet, and to have it as central. Let the Bible set a good part of your agenda. Make the Bible the authority as you talk and discuss life.
- This might be a passage you wanted to look through with them. It might be taking them to a passage and looking through it together in response to an issue or situation they are facing. It might be discussion on a theological topic you think would be helpful to discuss with them. It might be a training activity you want to take them through.
 - If studying a passage here are few questions you could ask:
 1. What have we just read? – talk it out.
 2. What seem to be the points being made?
 3. What stands out to you?
 4. What puzzles? Confuses you? Are you not sure about?
 5. Where is the challenge into your everyday life?
 6. What should we pray from this?

4. Prayer

- It's good to pray for each other at some time during your meeting.

5. Training Activity

- Using the three C's work out some sort of activity designed to train the individual in an area they need to develop.

6. Give feedback

- If you are the person's ministry team leader, give feedback to the person you are training on an area of ministry that you have seen them engage in. Ideally they should have had you or someone else teach them about the job they were to do and model it to them before giving them a go. Now give them specific feedback on how they have done. If they have done poorly give them another shot at it and give them more feedback. If they have done well give them more responsibility and teach them how to do it, show them how to do it, give them a go and it, and give them feedback.

7. Suggest training materials

- If there is an area they are working on and you are aware of training materials (books, courses, people they could talk to) that would enable them to do the job better then point them in the right direction so they can make the most of them.

8. Discuss the nuts and bolt of ministry

- There will likely be many specific things concerning their ministry that you want to discuss with them. This is an opportunity to discuss the specifics of their ministry area and re-vision them for their role.

9. Preparation for next meeting together

- Is there anything you would like them to prepare for your next meeting together? Any reading? Anything to prepare for a training activity? Do they need to organise a time when you can witness them doing some ministry that you want to give them feedback on?

It is not necessary to do all these things every time you meet, or to do them in this order. There may be other things you also wish to achieve in your time together. For further information on the general area of running teams see the "Running Teams" document.

Things to remember when meeting 1 to 1

1. Create dependence on Jesus, not on you.
2. Don't be silent about sin, but go gently.
3. Make sure advice is wanted.
4. Be clear your wisdom and experience is "your story" not the word of God.
5. If anyone has to cancel, try and not let it be you. Meet regularly.
6. Less is more. Don't meet for hours. 45 minutes is plenty.
7. Plan when the end will be, right from the beginning.
8. Show you are a work in progress, not yet perfect. Show how you depend on the Gospel to save you today.
9. On the other hand, it is not helpful to know everything about your sins!
10. Demonstrate clearly sitting under the authority of the word both when you are reading the word, and as you discuss life.

4. Questions to help you develop the person you are mentoring/training

Here are some ideas of questions to ask the person you are mentoring/training to help them grow in conviction, character and competence.

Building Conviction

- a) Centrality of God
- b) Understanding your conversion and the theology underpinning it.
- c) Assurance
 - How do you know you are saved?
 - What Bible verses teach you this truth?
- d) Assurance of ongoing forgiveness
 - Are you sure that your sins are forgiven each and every day?
 - What Bible passages teach you this?
- e) Understanding sovereignty and Predestination
- f) Prayer
 - What encouragement are we given from God's word to pray
 - What are we to pray?
- g) Holy Spirit
 - What is your understanding of who the Holy Spirit is and the role He has in your life?
- h) Understanding the place of church in God's plans.
 - What place does the church have in the plans of God?
 - What Bible passages teach you this.
- i) Authority of the Bible vs. reason, experience , tradition (see MTS paper on the quadrilateral)
- j) Giving money – conviction of giving from New Testament
- k) Understanding the Gospel truths and able to articulate it.

l) Conviction from the word on the importance of evangelism.

- What Bible passages teach you this?

Two great resources to help you work with the person you are mentoring/training in the area of building conviction are J. I. Packer's *Concise Theology* and *The Briefing's* archive of articles (<http://matthiasmedia.com/briefing/archives>).

Building Character

a) Putting God first in all your decisions – developing Gospel shaped goals for career, marriage, family.

- How do your life decisions reflect God's plan for Jesus, for the world and for you?

b) Daily Bible reading

- How do you go with this?
- What habits are you in now?
- How could you go about establishing good habits for life?

c) Growth in Godliness, for singles, for marrieds

- What have you been convicted of recently to work on?
- How is this going?
- In what ways do you draw on God's power to overcome sin?
- How do you seek to conduct yourself with family/work/uni/church in a way that glorifies Christ?
- Ask a mature person what they believe to be your weaknesses as they perceive them.
- What can you do to work on this?
- What was your understanding from the sermon this week?
- Where were you challenged or impacted?
- Are you able to listen to sermons, take notes, think deeply into challenges and application?

d) Habits of attendance at church and Bible study group

- Do you avoid engagements that would mean missing church meetings?

e) Habits/Discipline of Prayer

- Do you pray often?
- How do you work out what to pray for?
- What have you been praying for lately?

f) Habits and Disciplines of reading the word

Do you read the bible regularly/daily?

How do you work out what to read
What have you been learning recently?

g) Love

- What is your understanding of love in the Christian life?
- What is an area you would like to work on?
- Ask a mature person what areas of being more a person of love they perceive you need to work on.

h) Trust in God

- How do I know I can trust God?
- When has it been more difficult to trust God?
- How have you helped yourself overcome doubts?

i) Giving

- Are you in a pattern of giving regularly and generously according to your means?

j) Serving

- Do you have a desire to serve Jesus, by serving His body in whatever way you can?
- What ministry are you involved in?
- What gifts/abilities are you contributing?
- What needs are you meeting?
- Do you have a desire to see others grow in the word
- Are you equipped to do this in some capacity?

k) Mission

- Do you have a heart for the lost?
- Are you engaged in mission locally?
- What opportunities do you have at uni/work/community?
- Are you engaged in mission overseas?
- How so?
- Who do you support?

Two great resources to help you work with the person you are mentoring/training in the area of building character are the MTS training papers (http://www.mts.com.au/_resource) and *The Briefing's* archive of articles (<http://matthiasmedia.com/briefing/archives>).

Building Competency

General Competency

a) Prayer

- Are you able to lead in prayer?
- Are you able to pray in groups?
- Do you pray biblically informed prayers?

b) Ministering in informal ways in church and growth group

- Are you able to minister in informal ways in church and growth group gatherings.

c) Bible

- Are you able to read the Bible with good comprehension skills?
- Are you able to study the Bible to gain depth of meaning?
- Are you able to write a Bible Study?
- How do you go with Scripture memory?
- Are you able to lovingly speak God's word into pastoral situations?
- Are you able to interpret the Bible with good principles of interpretation?

d) Following up a new Christian

- Are you able to follow up and establish a new Christian?

e) Personal testimony

- Are you able to tell your story of conversion including verses from the Bible.

Competency in your ministry area

a) In your ministry, what did you do well over the last week/month/term, do you think?

- You – what I saw us doing well was.....

b) Were there any issues/concerns/difficulties you saw/experienced over last week/month/term?

- What are some ways to solve this do you think?
- What do we need to do differently?
- You – add your thoughts.
- How will it be done?

c) Do you need to be doing more to achieve your purpose/vision? Do you want to change your purpose/vision in any way?

- What action steps need to be taken to make this happen?

d) Are you equipped to fulfil your role and/or make the changes that need to happen?

- You – train them in the ways they need.

A great resource to help you work with the person you are mentoring/training in the area of building competence is the MTS training papers (http://www.mts.com.au/_resource).

It is also encouraged that after each 1 to 1 meeting with your person you write down a brief note on what you did with them, keeping an ongoing record. This will help you to evaluate your training, checking there is balance between all the C's and variety in what you do. It will also give you a record of what you have done so you can do something similar with future people you meet with, adjusting it to their needs.

5. Suggested resources

Level 1 – Beginner

Books

Disciplines of a godly man – Kent Hughes
Disciplines of a godly woman – Barbara Hughes
This momentary marriage – John Piper
You can Change – Tim Chester
Fatherhood – Tony Payne
By God’s Word – Philip Jensen
By God’s Word 2 – Philip Jensen
Short steps for long gains – Simon Manchester
God is enough – Ray Galea
If I were God I’d end all the pain – John Dickson

Studies

The man who makes a difference – Matthias Media

Articles

Briefing (lighter theological articles and Christian living articles) – Matthias Media

Courses

The course of your Life – Matthias Media

Level 2 – Intermediate

Books

Stirrings of the soul – Michael Raiter
Unnatural enemies – Kirsten Birkett
God’s big picture – Vaughn Roberts
Nothing in my hand I bring – Ray Galea
Calling Christian Leaders – John Stott
A call to spiritual reformation – Don Carson
How long O Lord – Don Carson
Courageous Leadership – Bill Hybels
Spiritual Leadership – Oswald Sanders
One forever – Rory Shiner
God’s Good Design – Claire Smith
Guidance and the voice of God – Philip Jensen & Tony Payne
Living with the Underworld – Peter Bolt

Studies

The Blueprint – Matthias Media

Articles

Concise Theology – J I Packer

The New Bible Dictionary – IVP

Briefing (deeper theological articles) – Matthias Media

Gospel Coalition Website (<http://thegospelcoalition.org>)

Level 3 – Advanced

Books

The everlasting God

The essence of the reformation

The trials of theology – Cameron & Rosner

Lectures to my students – Spurgeon

The difficult doctrine of the love of God – Carson

The cross and Christian ministry – Carson

What is the mission of the church? – DeYoung and Gilbert

Desiring God intro and chapters 1-2 – John Piper

Liberating Ministry from the Success Syndrome chapters 1-4 – Kent Hughes

Supremacy of Christ in Preaching preface and chapter 1 – John Piper

Evangelism and the Sovereignty of God

Triumphalism to Maturity – D A Carson

Everlasting God – Knox

Know the truth – Bruce Milne

The man Christ Jesus – Bruce Ware

Articles

Philip Jensen articles – Philip Jensen (<http://phillipjensen.com>)

Videos

Ask Philip Videos – Philip Jensen (<http://phillipjensen.com/ask/>)

Level 4 – MTS trainees

SOCM Papers

Holiness – J C Ryle

MTS curriculum – see MTS curriculum

Some ideas for M areas

Magnification

Colossians 3:15-12

Psalms – things for that name

Desiring God Chapters 1-3 – Piper

CS Lewis – Surprised by Joy

Possible Briefing

Gospel coalition facts

Membership

Hospitality

Church & Gathering

Concise theology

Broughton Knox has done on Church

Chapters in Why We Love the Church

Hebrews 12, 10:25, Ephesians 1:10, Ephesians 2,3, Manifold Wisdom of God

The Crisis of Caring (fellowship) Terry Bridges

Maturity

Ephesians 4

Hebrews 6 teachers by now

Colossians 1

Hebrews 8:27- 29

Word & Spirit, Woodhouse

Reading 1 Corinthians “Power in Spirit”

1 Thessalonians,

Concise Theology – SP

Ministry

Romans 12:1-2

Ephesians 2:8 & 10, 4:12

1 Corinthians 12, 13 & 14

1 Peter 4:8-11

Philippians 2

Something on works

Fellowship of Serving from Crisis of Caring

Philippians 2

Mission

Luke 28, 24

Acts 1:8, 4, 1 Peter 15 – 16. Acts 4:12. 1 Peter 4:8-11.

Briefing Article

