



Preparing the Way: Developing Future Leaders

Welcome to this breakout



David Stark

FMSC Board Member

On behalf of the FMSC Board of Directors, we want you to know how much we appreciate you.





Goals of this time

- Equip you with tools that you can use to take action as soon as you return to the field
- Give you a little more understanding of how God has made you
- Encourage and support you by answering all questions I can related to our workshop



Introduction

Why do so many leaders feel

OVERWORKED

and

OVERWHELMED?



If you are able to apply what I am about to teach you, I guarantee you will be:

- less overwhelmed
- more balanced





Ephesians 4

(a passage often misunderstood by Christian leaders)

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, ¹² to equip his people for works of service, so that the body of Christ may be built up ¹³ until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.



Ephesians 4 cont...

(a passage often misunderstood by Christian leaders)

¹⁴ Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. ¹⁵ Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. ¹⁶ From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.



The wrong and right question to ask

Wrong Question:

How is your mission or ministry going?

Right Question:

How is your equipping going?



What does that mean?

To have the mindset of an equipper is very different than having the mindset of a minister

There are 6 concepts behind the Greek word “equip” that help us to better understand being an equipper and not just a minister.

****See Handout Page 1***



1: A doctor equips a bone

- In Paul's time, a doctor would equip a bone by putting it back in place
- We equip our groups, teams and organizational staff by getting them connected to others through relationship building





2: A teacher equips students

- In Paul's time, a teacher would equip a student by training and teaching them
- We equip people by teaching and training them for tasks needed in our area





3: *A potter equips a pot*

- A potter would equip a pot by centering the clay on the wheel and then shaping it into a useful vessel
- We equip people by forming them into productive, healthy people through character and value formation





4: *A brick layer equips a wall*

- In Paul's time, a brick layer would equip a wall where bricks have fallen or been damaged by repairing the wall
- We equip people who have made a mistake, or fallen down by giving them help and using these moments as learning moments





5: *A fisherman equips a net*

- A fisherman would equip a net by repairing all the rips and tears that happened while in use
- We equip people by caring about them, and getting them the resources needed to get better and recover



6: A project leader equips a project

- In Paul's time, a project leader would equip by recruiting and placing people where they could best use their talents and gifts
- We equip people by doing the same





Limiting Beliefs

Limiting Belief	Truth
I don't have time to equip	You don't have time NOT to equip
What if I equip a person and they disappear?	Some people will disappear, but we are equipping all the time
It's more hassle than it's worth, so I will do the work myself	By doing work alone, you are robbing other people of using their God-given gifts
We can't pay anyone else	All of us deal with the tension of paid, part-time, seasonal and volunteer worker
I am afraid I will lose control of the mission or ministry	There can be accountability in place for people, even volunteers



The 1, 3, 12 and 40

**See handout*

- It is a great model to realize Jesus was equipping the 12 all the time
- He was doing extra time with the disciples that would lead
- He also taught the 40, who would be with the disciples after Pentecost

**Look back at your worksheets done at the start*



The 1, 3, 12 and 40

**See handout*

- The 12: people who can shoulder part of the ministry themselves, perhaps with others
- The 3: leaders in training who will eventually have their own 12
- The 1: someone who could oversee other leaders in some capacity
- The 40: part time, volunteers, other people around who are willing to work some of the time

Right now:

- Who are your 12?
- Who are your 3?
- Who is your 1?
- If you have capacity, who are your 40?



***Let's look at a week
and a month***

****See handout***

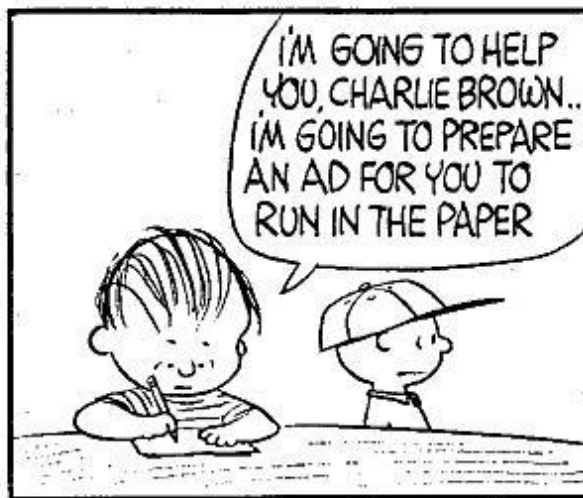


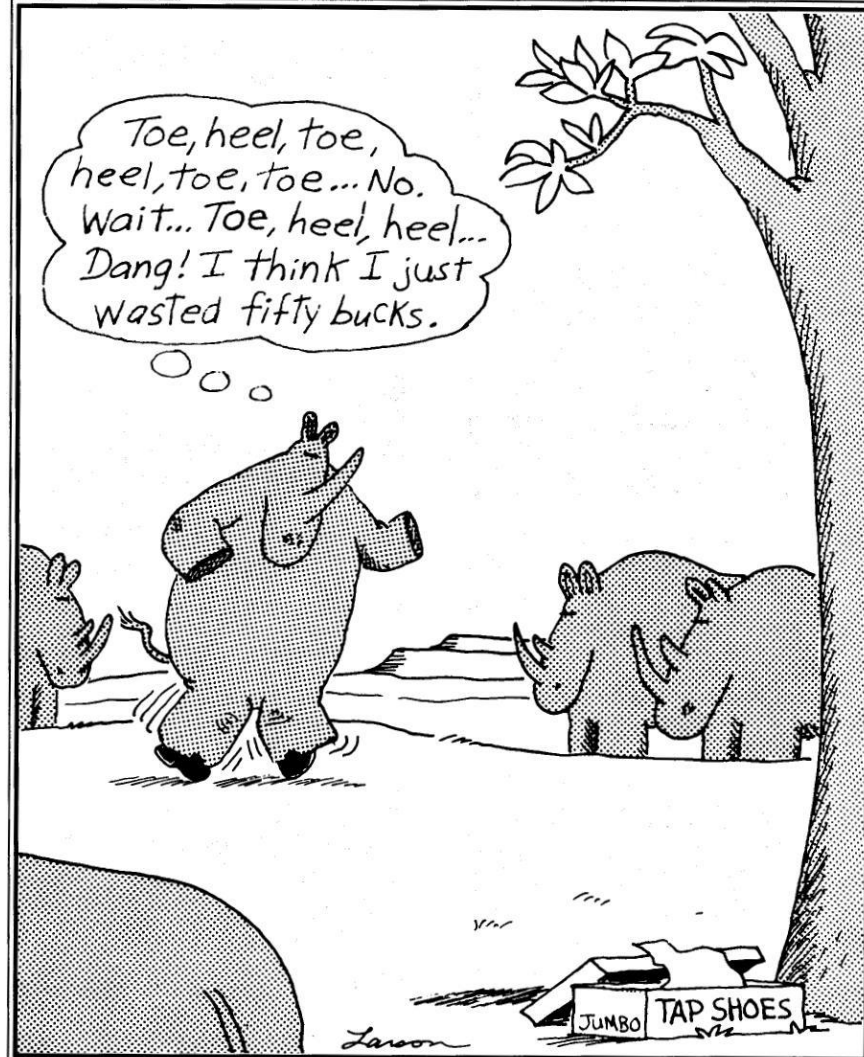
Life Gifts:

What you do Best



HOW WE DECIDE OUR COLLEGE MAJORS...







Roger screws up.



ARLO & JANIS reprinted by permission of NEA, Inc.



Straying from our Life Gifts

- Practical considerations lead to career choices
- Diligence leads to early success
- Early success leads to enhanced responsibilities
- Life changes lessen energy
- Life gifts framework helps identify the mismatch



the hardest battle
is to be nobody
but yourself
in a world
which is doing its best,
night and day,
to make you everybody else
e. e. cummings

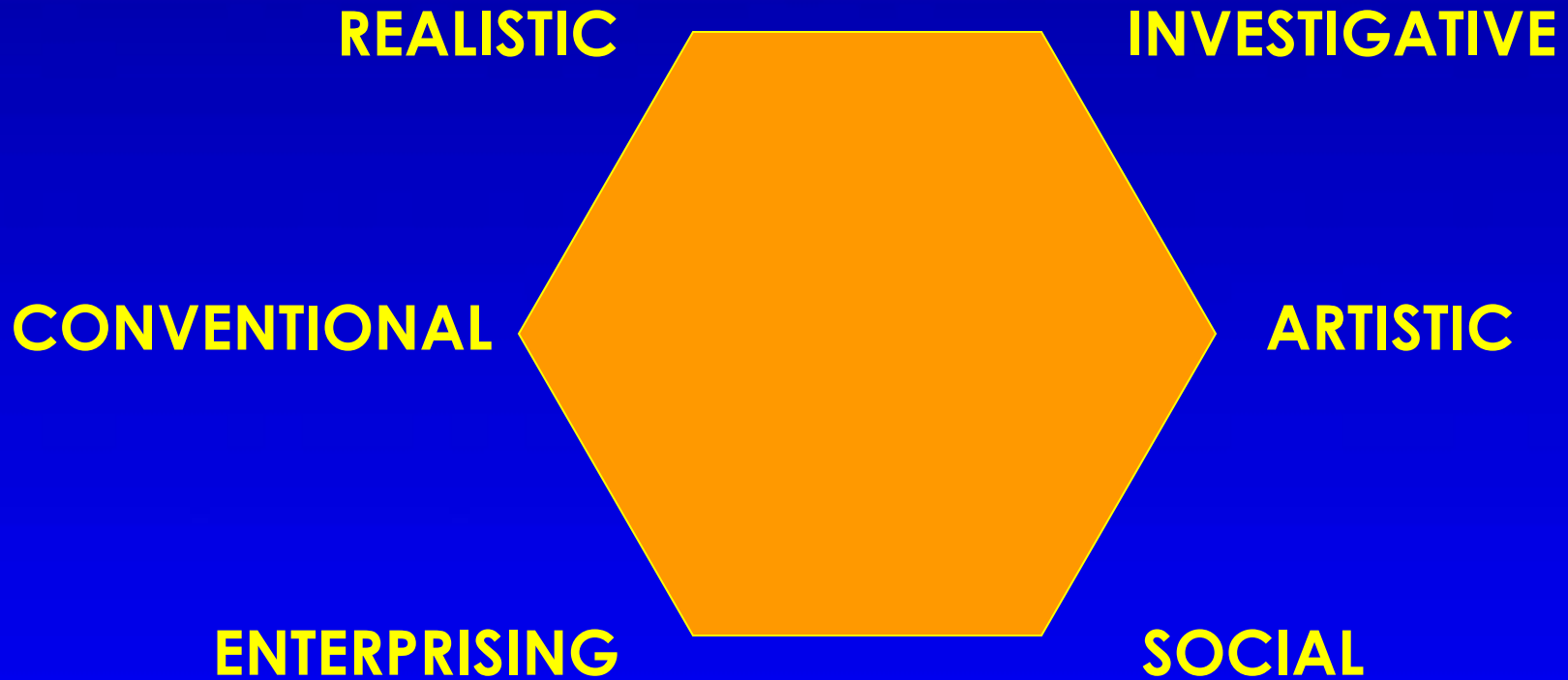


Why Holland's theory?

- Used for more than 70 years to explain career interests and choices
- Accepted widely by human resource professionals and career counselors
- Used to code over 12,000 occupations in the *Dictionary of Occupational Titles*
- Tied into the Strong Interest Inventory, based on empirical research of people who enjoy the work they do, their coworkers and their work atmosphere!



Hexagon of Basic Interest Areas





Rating your Life Gifts

- 1 “I couldn’t do this well to save my life!”
- 5 “This might be a skill or a life gift” (*either you need more opportunities to try it or you aren’t sure how much you enjoy using it*)
- 10 “This is a life gift! I enjoy it, do it well and look for opportunities to use it!”



Small Group Exercise: Life Gifts

*3 things the rest of the world
should know about people in your
interest area*



Skill or Life Gift?

A Skill...

- Requires effort to reach adequacy
- Takes energy from you
- Formal training may mask its difficulty for you
- You'd rather not use it

A Life Gift...

- Requires effort to reach greatness
- Comes easily to you, brings energy
- Could use it to some extent before formal training
- You think it's a "piece of cake"



Jane's Life Gifts

- ❖ Researching
- ❖ Facilitation
- ❖ Synthesizing
- ❖ Writing
- ❖ Teaching
- ❖ Creative problem solving
- ❖ Being of service
- ❖ Working independently
- ❖ Managing projects



Jane's Life Gifts Sentence

I am drawn to things that need to change
and use my life gifts of

- ❖ researching
- ❖ facilitation
- ❖ synthesizing
- ❖ writing
- ❖ teaching

to creatively solve problems in service to others



Life Gifts Sentence

I _____,
_____, and

(These are the gifts you use first in preparation)

In order to _____,
_____, and

(These are your central life gifts, the ones you are most drawn to use)

So that I can

(This is what motivates you)



David's Life Gifts Sentence

I first interview, investigate, and research in order to synthesize and organize information.

I then take the information to teach, train, promote, persuade, speak or act...

So that I might be of service to people, especially in terms of interpersonal risk.



Kevin's Life Gifts Sentence

Through writing and teaching, I use my life gifts of

- ❖ explaining
- ❖ persuading
- ❖ leading
- ❖ working with others

to shepherd people closer to God and mobilize people to change the world.



How do your Life Gifts work together?

- Which life gifts are used most often and are central to who I am?
- Which gifts are normally used first (if applicable) before the other gifts are used?
- Which gifts are used normally after the others are used?