



GROWING LEADERS

EXPLORATORY SESSION

- **Leaders' Guide**
- **Handouts**

EXPLORATORY SESSION

'A good leader is one who leaves behind them men and women who possess the conviction and the will to carry on without them.'

LYDIA DUNN

Session overview

- Welcome (5 mins).
- Refreshments (45 mins).
- Bible, 1 Peter 5:1-5 (15 mins).
- Introduction to the course (15 mins).
- Question time (15 mins).
- Response (5 mins).
- Reflection (18 mins).
- Conclusion (2 mins).

Materials

- Refreshments.
- Track 3 on the album The Mission.
- Newspaper photos of leaders.
- Photos and names of leaders within your church.
- Cross, towel, basin of water, bread, wine, candle, Bible.
- Large mirror.

ADDITIONAL MATERIAL

- Handout 1 Course overview.
- Invitation card.
- Exploratory session PowerPoint.
- General introduction video to whole course.

Session Aims

- To build relationships among potential participants.
- To introduce the course to participants and their supporters.
- To invite people to join the course.

Bible Base

Choose one of the following passages and reflect on it.

- **Mark 3:13-19** Jesus calls those he wants to be 'with him'.
- **Colossians 1:28-29** The big picture of what we're about, 'presenting everyone fully mature in Christ'.
- **1 Peter 5:1-4** Peter's insights on how Jesus developed him as a leader.

Background

This session is designed to introduce people to Growing Leaders in a relaxed and informative way that enables them to make a sensible choice about whether or not to sign up for the course. You will have invited people you'd like to see on the course, but they need to be committed to it.

We suggest participants invite a 'supporter' to the evening. If they are married, this may be their spouse (although it may not, especially if their spouse isn't a Christian and is antagonistic towards church). If they are single, it can be a friend in the church. Their role is to pray for the participant as they go through the course, and offer encouragement.

The emphasis is on informality, preferably involving food and plenty of time for social interaction. The food can be a full-blown meal (but keep it simple), or puddings and drinks. It helps if it is more than coffee and biscuits. Be sure to let people know what they are coming to so they know whether or not to eat beforehand.

? Your own preparation

Three things will help you prepare well for this introductory session:

1. **Pray** for each person coming, asking God to give you a deep concern for them.
2. **Reflect** Read Mark 3:13-19 and reflect on Jesus calling his disciples. What were the marks of his calling? How might this influence the way we see this course?
3. **Prepare** Ensure that everything is ready well in advance (including the food) so that you can give your time and attention to being with people. If it helps, invite someone else to serve the food.



EXPLORATORY SESSION

Outline



Aim
0-5 MINS

ARRIVAL

Provide a welcoming drink as people arrive and introduce them to others they might not know. Prepare name badges if the group is larger than 12.

INTRODUCTION

Publicly welcome people, thank them for coming, explain the format of the evening, say grace and dive in to the food.



Refresh
5-50 MINS

A buffet-style is best for encouraging people to mix.



Bible
50-65 MINS

Handout 1

Slide 1

Slide 2

Slide 3

Slide 4

Thank people for coming and explain that you're going to give a brief overview of Growing Leaders. Begin by outlining that the course was developed by CPAS. CPAS is an Anglican mission agency committed to enabling churches help every person hear and respond to the good news of Jesus. You may like to use the six points on page 4 of the introductory guide to give an overview of why we created the course.

Continue by exploring 1 Peter 5:1-5. Alternatively you may decide to move this section to the end and use it as a way of drawing the session to a close.

Peter is writing to a variety of churches and in these verses addresses the 'elders', those with responsibility for others in leadership, reflecting on his own experience of Christian leadership. Explore the following points:

Slide 5

- 'Be shepherds of God's flock that is under your care, watching over them.' (5:2)
- This verse takes us to the heart of Christian leadership.
 - 'Be shepherds' immediately conjures up pastoral images of leadership. If we see Jesus as the model 'good shepherd' we discover three things that are at the heart of a pastoral understanding of leadership. (a) He loves the flock (cares for them). (b) He leads them in God's purposes. (c) He looks out for the lost, those not yet part of the flock.
 - 'God's flock.' It is God's, not our own. Therefore it is vitally important that we align ourselves with God and his kingdom purposes.
 - 'Watching over them': Christian leaders are called to 'watch over' those whom they lead, not in a domineering way, but with a servant-hearted approach, as modelled by Christ.

How does Peter encourage us to do this?

- 'Not because you must, but because you are willing' (5:2); our attitude matters. If we no longer have joy in service it is a warning sign that we may need to rethink why we are involved.
- 'Not pursuing dishonest gain, but eager to serve' (5:2); our motivation matters. It is not about personal gain, but sacrifice for others.
- 'Not lording it over those entrusted to you, but being examples to the flock' (5:3); our actions matter. There is a great temptation to seek power in church leadership positions, particularly by those who don't have 'power' anywhere else in their life. Yet we are not to 'lord it' over others, but provide an example of Christian life in the way we lead (Galatians 5:26).
- 'And when the Chief Shepherd appears, you will receive the crown of glory' (5:4); our perspective matters. Christian leadership won't all be easy. But what a future we look forward to.



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Where did Peter learn this? From Jesus, his master. These verses closely reflect Jesus' own teaching (Matthew 20:20-28).

Slides 6-10

After you've finished teaching these verses you can use the PowerPoint meditation as a summary, and then give a few minutes' space for personal reflection. The PowerPoint meditation is timed to go with Track 3 'Gabriel's Oboe' on the album *The Mission*, Virgin Records. (Please ensure you have music copyright permission before using the recording.)

Intro to Course 65-80 MINS

Slides 11-18

As you move on to overview the course, cover the following key points. You can use the notes in the introductory guide (pages 5-8) or chapters 1-3 of the *Growing Leaders* paperback to help with your preparation.

- Why you've invited them to consider *Growing Leaders*.
- The purpose (slide 11).
- The model at the heart of *Growing Leaders* (slide 12). You may like to show the explanation on the introductory video (approximately two-thirds through). Page 5 of the introductory guide gives an overview of the model on slide 12.
- The content of the course (slides 13-17), giving a brief overview of the three parts and ten sessions, emphasising the timescale (over a year because habits don't change in a few weeks, etc.).
- The format of the course, interactive learning together with sessions, projects, mentor, and prayer (slide 17). See page 8 of the introductory guide.
- Your expectations of their involvement (slide 18).



Activity 80-95 MINS

QUESTION TIME

Invite people to respond in pairs to what you've said by sharing their thoughts and feelings about the course and their possible involvement. Encourage them to be honest (5 minutes).

Give them a small pad of Post-its. Ask them to write down their insights about what would make the course work well for them, and the questions they would like answered. Ask them to place the Post-its in two different areas, one for insights, one for questions.

When people have displayed their comments and questions, work your way through them, in particular clarifying misunderstandings. Likely questions or comments include...

Do you have to come to everything?

Yes, that is highly preferable, because what participants will get out of the course is directly linked to what they put into it. Also, the course seeks to develop a community in which people can grow, and irregular attendance limits the growth of community.

It's interesting, but I'm not a leader

They may not see themselves as leaders, but the reason they've been invited to consider the course is because others see it within them. The course is about developing people as leaders.



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I'm too busy

They may be, but part of the course helps people to discern God's call on their life, and how to implement that by focusing on what God wants us to do. 'Doing less better' is a theme.

Is it going to help me in my leadership at work?

We hope so. Growing Leaders is about developing Christians as leaders wherever they find themselves leading – work-place, community, school, home and so on.



Signing Up

95-100 MINS

Slide 19

Explain that over the next week or two you'd like people to consider the course and to let you know if they intend to come by a given date. Encourage them to chat with you if they have any questions or concerns.



Reflection

100-118 MINS

Create three or four places around the room where people can go to pray.

- Collage of newspaper headlines and photos of leaders and the situations they face. Be sure to include male and female leaders.
- Photos and names of leaders in your church. Make sure you include everyone.
- A series of objects relating to Jesus' leadership i.e. cross, towel and a basin of water, bread and wine, a candle.
- A mirror in which they can see themselves and some of the others gathered around.

Begin by gathering in a circle around the objects relating to Jesus' leadership. Read John 13:1-17 slowly and then invite participants to move between the areas praying for leaders in God's world and Church, prompted by the items in each place.

Draw the prayer time to a close by singing the chorus 'In our lives, Lord, be glorified'.



Finally

118-120 MINS

Be sure to end on time, thanking people for coming, and reminding them of the date for letting you know if they intend to come.



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Before Next Time

Preparation

As leaders of the course there are several things you will need to do before session 1.

- Prepare a list of those who respond positively to the invitation to join the course.
- Session 1 considers leadership styles as part of the day. You will need to decide which approach you want to take. Pages 19-26 of the session 1 leaders' guide offers some thoughts and possible alternative approaches. When you have decided which approach you are going to take (for example, using the leadership styles questionnaire provided in the pack, or another version you prefer), make sure you send the relevant information to each participant to complete before session 1. (There are two versions of the Growing Leaders Leadership Styles Questionnaire – a paper version or an Excel spreadsheet version which can be emailed to people.)
- Encourage participants to invite someone to pray for them as they attend GL.
- Identify your mentors and run the training session for them (see materials in the Mentor section).
- Inform the whole church before session 1 about Growing Leaders – what the course is, why you are running it, and who is on the course. Encourage people to pray for the first session.
- If you've not already done so, book a great venue for the 24 hours away, and check all the practicalities are sorted.
- You may want to create a leadership library or bookshop. Use the resources list to decide what to make available to people.
- If you are giving your participants and mentors copies of the course book Growing Leaders, order them through CPAS where you will find discounts for purchases of multiple copies.
- Pray and prepare for session 1. Don't forget to watch the video introducing the session.

