



cpas

Making Mission Possible



GROWING LEADERS

- **Introduction to Additional Sessions**
- **Leaders' Guide**
- **Handouts 1-4**
- **Activity 1**



11

**SPIRITUAL
DYNAMICS**

ADDITIONAL SESSIONS

Welcome to Growing Leaders Additional Sessions

We recognise that the existing course is only the starting point for growing leaders, and so each of the additional sessions provides an opportunity to reflect on how things are going and to explore another aspect of leadership development.

There are currently six additional sessions. They can either be used instead of some of the original sessions as part of the ten-session course, or they can be used following the completion of the initial course, for example, one session a term over two years.

However, the structure of these additional sessions is a little different from the original course. They reflect the following aims:

- To provide an opportunity for participants to reconnect and review how they are getting on in their leadership role/development.
- To stimulate one another to keep on 'leading diligently' (Romans 12:8).
- To address an additional aspect of leadership.

All the material you need for each session is downloadable from the 'Additional Sessions' section of the Growing Leaders webpages, www.cpas.org.uk/growingleaders. Each session includes:

- Leaders' guide.
- Participants' handouts.
- Session PowerPoint.

We hope that this material will provide stimulus to keep on investing in leaders. Leaders need constantly encouraging and developing. It is easy to slip from what we intend to do, to forget important priorities, and to struggle with difficult situations. We all need ongoing opportunities for reflection, input, support and encouragement. These sessions will provide just that.

As always, please send us your ideas of how to improve the material, or suggestions for other things to do.

Please contact us if you would like further help.

James Lawrence

For Help

Please contact us at:

CPAS
Sovereign Court One (unit 3)
Sir William Lyons Road
University of Warwick Science
Park
COVENTRY
CV4 7EZ
T. 0300 123 0780
E. growingleaders@cpas.org.uk
W. www.cpas.org.uk



OVERVIEW: GROWING LEADERS

EXPLORATION	June or July	A relaxed exploration of Growing Leaders (BBQ?) with an explanation of its aims and how it works, and an invitation to consider taking part.
Part 1: Firm Foundations for Christian Leadership		
SESSION 1	September 24 hours away	INTRODUCTION: LEADERSHIP MATTERS In this opening session we define leadership, identify the distinctives of Christian leadership, and focus on participants' leadership styles.
SESSION 2	October	ESTABLISHING IDENTITY Christian leadership is rooted in our relationship with God. This session explores the basis of that relationship (God chose us/grace) and the priority of spiritual disciplines in the leader's life.
SESSION 3	November	CLARIFYING CALL Many Christian leaders struggle with how to use their time. This is an issue of call. We look at biblical principles for discerning God's call and identify a practical tool to help with this.
SESSION 4	December	DEVELOPING CHARACTER The Bible places a clear emphasis on character issues as 'qualifications' for leadership. What are these qualities and how do we grow them?
Part 2: Key Skills of Christian Leadership		
SESSION 5	January 24 hours away	DISCERNING DIRECTION Leadership is about going somewhere, but how do we know where? This day explores how we discern God's direction for a group and how to implement it.
SESSION 6	February	DEVELOPING LEADERS Jesus developed leaders around him. Christian leaders will need to do the same. This session focuses on how we help others to grow as disciples and leaders.
SESSION 7	March	LEADING TOGETHER Leaders work with people, often in teams, groups or committees. We consider group needs, common dysfunctions of teams, and how to work well together.
Part 3: Keeping Faithful in Christian Leadership		
SESSION 8	April	EMBRACING COST Too many people have unrealistic expectations of Christian leadership. We identify costs and how to handle them well.
SESSION 9	May	STAYING FRESH Leadership is a marathon not a sprint. How do we run a marathon well?
SESSION 10	June	CONTINUING WELL This is a celebration and commissioning event to end Growing Leaders.
Additional Sessions		
SESSION 11	September	SPIRITUAL DYNAMICS The first priority of the leader is his or her own spiritual life.
SESSION 12	January	STRATEGIC PLANNING Further insights on how to turn vision into reality, including insights into vision barriers and communication issues.
SESSION 13	April	FINDING RHYTHMS Three rhythms exist in the life of a leader – church, leadership and personal. How do we make sense of these?
SESSION 14	September	GROWING WELL A willingness to grow is a mark of a healthy leader. How do we continue the journey of growth?
SESSION 15	January	SHAPING CULTURE Leaders are cultural 'architects'. We consider how to read the culture of a group and how to shape it to be more kingdom like.
SESSION 16	April	FACILITATING COMMUNICATION Communication is the oil that keeps things running smoothly, but is often neglected.

SESSION 11: SPIRITUAL DYNAMICS

'I believe to the core of my being that local church leaders have the potential to be the most influential force on planet earth.'

BILL HYBELS

Session Overview

- Aim (10 mins).
- Way in (25 mins).
- Bible, Colossians 1:15-23 (25 mins).
- Refreshments (10 mins).
- Activity, Great expectations (20 mins).
- Reflection (20 mins).
- And finally (5 mins).

NB Don't forget to ask people to bring their personal life statement to the session.

Session Aims

- To reconnect with one another.
- To review how we are doing as leaders.
- To explore the spiritual life of the leader and how we can continue to grow.

B Bible Base

Read Colossians 1:15-23 to remind you of the extraordinary truths at the heart of the faith. Give thanks to God for all he has done in Christ. In the weeks leading up to this session take time to cultivate your relationship with God. You may even like to do a spiritual health check with your own mentor.

Background

In Part 1 of Growing Leaders we explored 'Firm Foundations for Christian Leadership' based around the model at the heart of the course. We considered 'chosen', our relationship with God; 'call', how God wants to lead us in life; 'character', how we grow in Christlike character.

This session will reconnect with these themes, and encourage participants to reflect on how they are doing. It also invites them to review their personal life statement.

Throughout Growing Leaders we have emphasised that you cannot be a Christian leader unless you are first a disciple of Jesus Christ. Yet leadership brings with it particular struggles for the spiritual life. For example:

- The leader's life is lived in the public as well as the private sphere. Their lives are 'on show' to a greater extent than someone who is not in a position of leadership.
- They 'give out' in their role, and if their output isn't matched by their input they will quickly flounder.
- They may be under considerable pressure juggling various demands on their time and energy.

These are issues we want to address as we explore the spiritual life of the leader. Many people think there is only one way of 'doing' the spiritual life, and are hampered by inappropriate expectations they place on themselves. We want to offer some insights that might free people from this, without letting them think that they don't need to be bothered with the spiritual life. Growing as a Christian is vital, and it will involve discipline. But those disciplines can be shaped to work with who we are and our circumstances of life.

Because of the focus of the session, it would once again be very helpful to have some practical tools available for people to look at. Gather a variety of Bible study books/booklets, website addresses, Apps, materials on prayer and the spiritual disciplines for people to browse.

SESSION 11: SPIRITUAL DYNAMICS

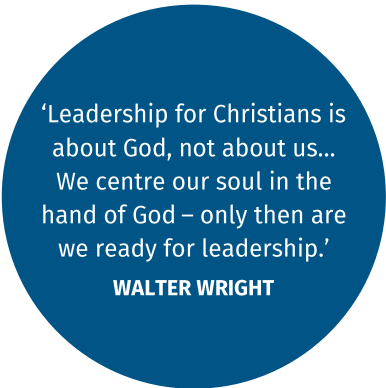
Your Own Preparation

Think about your options for this session. Do you want to use it as a review session, looking back at how things have gone since you last met, and addressing issues raised by the participants? Alternatively, you may want to focus on introducing new material.

Both approaches are valid. But you will need to be clear about where the focus lies. You could spend all your time on one or the other, or on a mixture of both. Here are some suggestions to help you plan your approach:

- Are there any big issues for individuals that they need some help with? You could ask to see them individually, rather than allowing the group time to be dominated by their concerns.
- If you haven't met for a while, it may be worth giving space for review.
- The larger your group, the more difficult it is to do the review part of the session well. It will help to use small groups within the larger group.

Adjust the timings according to your decision.



'Leadership for Christians is about God, not about us... We centre our soul in the hand of God – only then are we ready for leadership.'

WALTER WRIGHT

Materials

- Refreshments.
- A1 flipchart paper.
- Marker pens.
- Blu-Tack.

HANDOUTS

- Handout 1 Colossians 1.
- Handout 2 Great expectations.
- Handout 3 Reflection.
- Handout 4 Feedback form.




ADDITIONAL MATERIAL

- Activity 1 Arrows.
- Session 11 PowerPoint.



SESSION 11: SPIRITUAL DYNAMICS

Outline

	Background	Slide 1	<p>As always, be sure to prepare the venue well to ensure a warm welcome as people arrive. If you are running this session with people from more than one Growing Leaders course that you've held in your church, it might help to prepare name badges.</p> <p>You will need to decide how much of the session is going to focus on the issues the leaders have brought from their leadership roles, and how much you are going to focus on new material. Be sure to communicate clearly where the balance of the session will lie and adjust the timings accordingly.</p>
	Aim 0-10 MINS	Slide 2 Slide 3 Slide 4 Slide 5	<p>Welcome people and thank them for coming. Outline the aims of the termly sessions, explaining that you will hold one session a term over the next two years. Remind people of the model of leadership development at the heart of the course, and then explain this session is on 'Spiritual Dynamics' and that it will focus on three things:</p> <ul style="list-style-type: none">• To reconnect with one another.• To review how we are doing as leaders.• To explore the spiritual life of the leader and how we can continue to grow. <p>Explain the format. Make sure people know any practical arrangements. Pray for the session.</p>
	Way In 10-35 MINS	Slide 6 Activity 1 <i>(ideally print back-to-back in colour)</i>	<p>EXERCISE 1: LOOKING BACK, LOOKING FORWARDS</p> <p>To help people reconnect with one another, prepare the Activity 1 – Arrows handout. Give one to each person. Invite them to draw a picture (on the reverse) or write some words in the circle of how things have been since you last met as a group. They need to focus on their role as a leader, and anything else significant that has occurred in their lives. Invite them to share their pictures and words with others in groups of four people.</p> <p>Next, ask them to identify one aspect of their leadership that they would like to explore further or to receive help with. Ask them to write this in the arrow shape. Ask them to share these in the small groups and help each other out. Or, if your course numbers aren't too large, share the arrow aspect of the exercise with the whole group and together help one another with the issues raised.</p> <p>EXERCISE 2: THE SPIRITUAL LIFE</p> <p>In the same small groups invite participants to discuss their heroes and heroines of the spiritual life, and to give some reasons. They don't have to be well-known people. After five to ten minutes gather some feedback from the groups.</p>

SESSION 11: SPIRITUAL DYNAMICS

Outline



Bible
35-55 MINS

The following provides some input on spirituality today. Use what seems appropriate for your group, and supplement with your own insights.

INTRODUCTION

When we talk about the 'spiritual' life of the leader, we are not talking about spirituality with a small 's'. All human beings are born 'spiritual'. Yet as Christians we are talking about 'Spiritual' with a capital 'S', because we are talking about the Holy Spirit of God. We live our spiritual life out of our encounter with Christ. It is our response to what he has done for us and in us. It is not simply about action and effort, but grace and gift.

This is an opportunity to remind people what the God we believe in is like. On one level there will be nothing new here. But, we all know how easy it is to forget some of the essentials of the faith. Constantly telling people to get their spiritual life in order achieves very little. Instead, use the passage to help people to be 'recaptured' by God's amazing grace. You can either teach the passage or do the study in small groups.

OPTION 1: TEACH

Handout 1a

A simple structure for this passage is:

Slide 8

1. We can know what God is like because he has revealed himself to us in Christ (Colossians 1:15-23).
 - 1:15 Christ is the very image of God.
 - 1:16 He is creator of all things.
 - 1:17 He is the pre-existent sustainer of all things.
 - 1:18 He is the head of the church.
 - 1:19 Fullness of deity dwells in him in bodily form.

In essence, if we want to know what God is like, we can do so by looking at Christ. The key word is '**reveal**'. Illustrate this with a story of your own of how Christ has helped you to know God.

2. We know what God is doing because he demonstrates it in his Son (Colossians 1:20-22).
 - 1:20 God is reconciling the world to himself, by making peace through his blood shed on the cross.
 - 1:21-22 You only need to reconcile something when things have gone wrong, and you sometimes require a third party with the right qualifications – in this instance, someone who could reconcile sinful people with a holy God. That is exactly why Christ was perfect for the job. Key word – **reconcile**.
3. We know what God wants of us because he indicates the relevant response in Jesus (Colossians 1:23).
 - Continue in our relationship with him, securely established and steadfast in faith. Key word – **relate**.
 - Just as Paul has become a servant of this gospel, so we are to serve the purposes of the King.

OPTION 2: GROUP

Handout 1b

Ask participants to form groups to explore the passage using the Swedish Bible study method on handout 1(b).



SESSION 11: SPIRITUAL DYNAMICS

Outline



Refresh
55-65 MINS

Slide 9

Time for some more great refreshments. Make them special, and make them healthy.



Activity
65-90 MINS

Slide 10
Handout 2

'Continuing in our faith' is aided by those things which sustain growth in our relationship with God. The following areas are designed to release people from inappropriate expectations, and help them identify their personal growth pattern.

UNDER PRESSURE

Invite participants to name the things that place their 'spiritual' life under pressure. Here are some of the common things:

- Young children.
- Living alone and therefore all the domestic jobs have to be done by me.
- Pressure of work.
- Busyness of our culture.
- Struggle with discipline.
- Unsure how to grow in my spiritual life.
- Hyperconnectivity.

In addition, leaders are often under increased pressure because of the three areas in which they live their lives.

Slide 11

AREAS OF LIFE

- **Private** The place no one else knows. This is where we withdraw to be with ourselves and with God.
- **Personal** The place where we are in intimate relationships with those we know best and who know us. This is the important area in which we are simply 'being', rather than 'leading'.
- **Public** The place where we lead, where people see us and observe what we do and say. It is worth remembering that it is quite possible to be present physically but absent emotionally.

Leaders often struggle with a perceived gap between their private and public lives. There will always be a gap, but it needs to be small and diminishing rather than large and growing. The spiritual life is one area where we need to be particularly careful. We need to continue growing as leaders. How we do this will be influenced by our culture and temperament.

Slide 12

CULTURE AND TEMPERAMENT

Today's *culture* is primarily one of choice, in which we believe we should be able to have what we want when we want it. The focus is on satisfying my desires. Yet it is also a culture of discipline – in order to get what I want I will diet, study, go to the gym, work on the house. Discipline is not a lost art. But spiritual discipline is in danger of becoming a lost art.

Personal *temperament* obviously has a big impact on our attitude to discipline. We are affected by:

- Attention span – shorter or longer?
- Energy sources – single or multiple?
- Level of detail – small-scale or big picture?



SESSION 11: SPIRITUAL DYNAMICS

Outline

- Engagement preference – starter or finisher?
- Boredom threshold – short or long?

Most of the 'examples' of the spiritual life suggest a particular way of being disciplined. But there is no one way. For example, some people are 'sparrows', taking in their food at short regular intervals. Others are 'camels', taking in a lot at one go, then journeying on for quite a while before the next intake.

Explain that in order for us to grow in our spiritual life it helps to personalise our approach in a way that works for us. The following can be offered as guidelines.

Talk through the following guidelines from Emma Ineson's book *Busy Living, Blessing Not Burden* as a way of helping participants create an appropriate spiritual dynamic. A healthy spiritual life is:

Slide 13

- **Sustainable** A pattern that we can work with over the long haul, not just something that we will achieve for two or three days.
- **Practical** Attainable in the type of life we lead. It fits with our particular life stage or season.
- **Life-giving** It should reflect the whole of our lives with no sacred/secular divide. It isn't just about those times we go to church and so on. For example, we may well have a specific time of prayer, but it is also good to 'pray your day'.
- **Releasing** There is no point in prompting people to feel guilty about the spiritual life. Most of us have quite enough guilt already. Encourage people to pray as they can and not as they can't.
- **Authentic** To who we are. See the different pathways described in the next section.

Slide 14

In *Sacred Pathways* (Zondervan), Gary Thomas describes a variety of 'paths' that people follow to connect with God. They are listed below. Introduce each one, preferably illustrating them from your own experience or that of people known to you. (We recommend that you read the book.)

- **Relational** Need other people around them, so the corporate dynamic is very important to them.
- **Intellectual** Hearts will never engage until their minds are filled with truth.
- **Serving** When serving they feel most connected to God.
- **Contemplative** Tend to be ones we hold up as heroes of the spiritual life. They like silence and solitude.
- **Activist** Like to be running, going full pace and feel most in step with God when they are active.
- **Creation** Engage best with God through the created order.
- **Worship** Particularly helped by a 'worship' approach, including worship songs and sacred music.

Most of us are a mixture of the above with one or two that are dominant. There are other 'pathways', but these are the most common. Explain that it helps if we:

- Identify which one is our primary pathway.
- 'Lean into' our preferred ways of engaging with God.
- Learn to appreciate them all, because each one offers an opportunity for growing in our relationship with God.



SESSION 11: SPIRITUAL DYNAMICS

Outline



Reflection
90-110 MINS

Slide 15
Handout 3

Ask people to reflect on how they are doing in their spiritual life, not for guilt inducement, but honest appraisal. Give them some time to reflect on 'where I am, why I am there, and what is my next step' (using the handout). This is also an opportunity to look again at their Personal Life Statement from earlier in the course.

Play some background music (instrumental). You may like to set up two or three areas with different activities/moods to help people reflect.

During this time, be available as leaders in a quiet corner for anyone who wants to come and chat about any aspect of their spiritual life.

You may like to draw together this exercise with some corporate worship or prayer.

At the end emphasise the importance of having 'next steps' in place to help us progress in our spiritual life. Perhaps you could share some of your personal 'next steps' by way of encouragement, and then ask people to share theirs in pairs and pray for one another.

Remind participants that as Christian leaders, we are first called to be disciples of Jesus.

Thank people for coming and let them know the date of the next termly meeting. Let people know you are available if anyone would like to explore any issues raised by the session.

Pray and ask participants to complete the feedback form before they leave.



SESSION 1: LEADERSHIP MATTERS

Before Next Time

Preparation

There are several things you will need to do before session 12. Now would be a good time to review other ways of resourcing your leaders. Here are a few ideas:

- How about a resources leaflet for every leader in the church telling them about books, CD and DVDs that are available to loan from your leadership resource box?
- Send leaders the link to the CPAS Lead On email, where they can sign up for a free monthly leadership email, www.cpas.org.uk/leadon.
- Create an email distribution list of all your leaders, and over the next year send out a short monthly email encouraging them in their leadership role.
- Gather information about relevant conferences or training opportunities for the different areas of leadership exercised in your church. Distribute the relevant ones to each leader offering to pay for them to go on the training (or at least to subsidise it).
- Invite your leaders to go with you to a leadership conference.

Make a note to send out a reminder to participants at least one month in advance of the next Growing Leaders session.

