

LEADING LIKE JESUS

This booklet is designed to help you, a church leader, train others to serve and lead in the local church.

WHY BOTHER WITH TRAINING?

Most churches would love to have a few new leaders. But new leaders don't just magically appear! Leaders need to be identified, trained, and encouraged.

- Even naturally 'gifted' leaders benefit from training. People who are 'gifted' musicians received lessons and training at some point, and they have to practice regularly.
- Timothy was a 'gifted' leader (he received a 'gift from God' for ministry, 2 Timothy 1:6). But Timothy also received training, instruction, encouragement, and feedback from Paul—an older and more experienced leader (see 1 and 2 Timothy).

WHO DOES THE TRAINING?

Future leaders can receive training and input from books, helpful websites, conferences and classes. It makes sense for people with more experience in ministry to help those with less experience.

- Long-serving Sunday School teachers can train newbies. Veteran preachers can mentor newcomers. Skilful Bible study leaders can give input to those still learning how to lead.
- The Bible tells us that Bible-teaching leaders in the church have a responsibility to train and equip others for ministry and service. Ephesians 4:11-12 says that pastors and teachers are to "prepare God's people for works of service".

HOW CAN WE TRAIN?

Many of us are not professional teachers. Many of us wish we had received better training (instead of being ‘thrown in the deep end’!) So how can we train others well?

Planning a training programme is a lot like planning a journey on Google Maps.

Choose Destination: Where are we going? What is the goal of the training you are planning to offer? It’s good to clearly answer this question: “By the end of this training, what should the trainees know and be able to do?”. It’s also worth asking “how can we know that we have arrived?” In other words, how will you assess the trainees to check that they are making good progress?

Choose Starting Point: Where are we starting from? How close, or far away, are the trainees from the final goal? What do they already know? What can they already do?

Choose Travel Mode: On Google Maps you can choose to drive, walk, bike, or take public transport. There are different ways to travel depending on your situation. There are also different ways to train others for ministry. Would it be best for the trainees (and you) to read and discuss a book together, go to a conference together, meet for informal Bible studies, should you run a class in your local church or enrol in online Bible College courses? You may try a number of different options.

Choose Your Route: Sometimes Google Maps will suggest a few ways different ways to get to your destination. You could take the fastest route or the slow and scenic way. What would be best for the people you are trying to train? What points do you need to cover to reach your destination? What themes and passages of the Bible will you need to visit along the way? Will you offer some short training opportunities to get them serving quickly, or would it be wise to take your time and not rush the process?

HOW DO I USE THIS BOOKLET?

These training booklets offer busy church leaders a plan for training people in the local church. They are designed to be:

- Short—each course is usually 5 sessions
- Interactive—a discussion not a lecture
- Flexible—you can use the bits you want and leave the rest
- Manageable—each session might take between an hour and 1.5 hours
- Realistic—they require minimum preparation and resources
- Scalable—you can use these with one trainee or 20

LEADING LIKE JESUS: COURSE OVERVIEW

LEARNING OUTCOMES:

By the end of the course learners will be able to describe what the ‘shepherd leader’ imagery means in the Bible. They will also have a plan to lead, feed, know, protect, and find those in their care.

ASSESSMENT:

- Trainees will show that they have understood the Bible’s ‘shepherd leader’ imagery as they discuss key Bible passages with the trainer.
- Trainees will put together a brief written plan with short term goals for leading, feeding, knowing, protecting, and finding those in their care.

COURSE PLAN:

Session	Points to cover
One	Bad and good shepherd leaders in the Bible Shepherds lead their sheep to good pasture
Two	Shepherds feed their sheep with God’s word
Three	Shepherds protect their sheep from sin and false teaching
Four	Shepherds know their sheep
Five	Shepherds find their lost and straying sheep

LEADING LIKE JESUS: SESSION ONE

SESSION AIM

By the end of this session, you should be able to:

- Explain what the Bible image means when it speaks about ‘shepherd leaders’
- Describe the attitudes and behaviours of ‘bad shepherds’ and ‘good shepherds’ using key Bible passages.

LEARNING ACTIVITIES

Bible study

In the Bible, some leaders are real shepherds first. Then they become leaders of people.

- Moses (Exodus 3:1)
- David (2 Samuel 7:8)

God is like a shepherd for his flock/people.

- Psalm 23
- Isaiah 40:11

But what does this word-picture show us about leadership?

Read Ezekiel 34:1-16.


God is rebuking the bad leaders of his people. Notice how bad leaders are like bad shepherds. Make a list of all the bad things these ‘shepherds’ do. Also notice what God, a good shepherd, promises to do for his people.

Read John 10:1-18.

Jesus is the good shepherd God promised to send in Ezekiel. Make a list of all the good things Jesus does for his people.

If working in a group, you could write your discoveries on a whiteboard and discuss them together.



Reflection	<p>Church leaders today are also called ‘shepherds’ in the Bible (see 1 Peter 5:1-4).</p> <ul style="list-style-type: none"> i) Considering Ezekiel 34, give concrete examples of what a ‘bad shepherd/leader’ might look like in your church today. What would the impact be? ii) Thinking about John 10, give concrete examples of what a ‘good shepherd/leader’ would look like in your church. What would the impact be? iii) Leaders are taking their people towards a goal. God leads his people to ‘quiet waters’ (Psalm 23). Jesus leads his people to ‘pasture’ (John 10). What are you leading your people towards? Find a Bible verse that describes your aim/goal for the people you are leading. <div style="text-align: center;">  <pre> graph LR PEOPLE[PEOPLE] --> LEADER[LEADER] LEADER --> GOAL[GOAL] </pre> </div>
Conclusion	<p>John 10:1-18 is an important passage when we think about shepherd leadership. Jesus, the Good Shepherd:</p> <ul style="list-style-type: none"> iv) Leads his sheep (v4-5) v) Feeds his sheep (v9) vi) Protects his sheep (v11-13) vii) Knows his sheep (v14-15) viii) Finds his sheep (v16) <p>We have just thought about ‘leading’ and the goal(s) that we are leading our people towards. Over the next four sessions we will discuss ‘feeding’, ‘protecting’, ‘knowing’, and ‘finding’.</p> <p><i>If you will ask your trainees to present a leadership plan for assessment at the end of this course, have them complete the following ‘homework’:</i></p> <p><i>Begin a short paper called “My Leadership Plan”. Select a Bible verse or passage that summarises the goal that you are leading your people towards. Briefly describe why you chose this verse or passage.</i></p>

LEADING LIKE JESUS: SESSION TWO

SESSION AIM

By the end of this session, you should be able to:

- Explain what it means to 'feed the flock' with God's word.
- Briefly outline a Bible teaching plan for the people you are leading.

LEARNING ACTIVITIES

Bible study

Sheep need food! Sheep need shepherds who will lead them to good, healthy and nutritious food. But what does this word-picture teach us in the Bible?

Look up the following verses in the Bible and discuss the key principles that they teach us.

Deuteronomy 8:3

Isaiah 55:2-3

Jeremiah 15:16

Mark 6:34

1 Corinthians 3:1-2

Hebrews 5:12-14

If working in a group, you could make a 'mind map' with the word "FEED" in the middle. Make a note of all the discoveries and principles your group learns as you read these verses.



Personal Reflection	<p>Shepherd leaders should know and trust God’s word (Titus 1:9) and be ready and able to teach God’s word to others (1 Timothy 3:2; Titus 1:9). This is how they “feed the flock”.</p> <p><i>Reflect on your own abilities as a Bible reader and teacher. Discuss your answers with other leaders or ministry mentors.</i></p> <p>How well do I understand the main ideas or key doctrines of the Bible? <i>(Rate from “1 = Not at all” to “10 = I am strong on theology”)</i></p> <table border="1" data-bbox="560 481 1420 519"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> </table> <p>How well do I know the big story and main events and characters of the Bible? <i>(Rate from “1 = Not at all” to “10 = I know the Bible well”)</i></p> <table border="1" data-bbox="560 633 1420 672"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> </table> <p>I have good skills in reading, understanding and applying Bible passages. <i>(Rate from “1 = I am not confident” to “10 = very confident”)</i></p> <table border="1" data-bbox="560 786 1420 824"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> </table> <p>I am able to explain the Bible to others clearly so that they can understand. <i>(Rate from “1 = strongly disagree” to “10 = absolutely!”)</i></p> <table border="1" data-bbox="560 938 1420 976"> <tr> <td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> </table>	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10
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Reflection	<p>Think about the group/people you are leading. If you are part of a leadership team, discuss with your team:</p> <ul style="list-style-type: none"> i) What is our Bible teaching programme for the next 12 months? ii) What books of the Bible would be the most helpful for our people right now? iii) What Bible topics or themes do our people most need to hear? iv) What wrong ideas, or false teaching, is threatening our group? 																																								
Conclusion	<p>If you will ask your trainees to present a leadership plan for assessment at the end of this course, have them complete the following ‘homework’:</p> <ul style="list-style-type: none"> • Write down ONE THING you plan to do in the next 12 months to grow your skills as a Bible teacher. (It may be a conference you will attend, a book you will read, a course you will take, a person you will ask to mentor you, etc). • Briefly explain why you have chosen this option and what you hope to achieve. 																																								

LEADING LIKE JESUS: SESSION THREE

SESSION AIM

By the end of this session, you should be able to:

- Explain how shepherd leaders protect their flock.
- Describe a plan to help deal with a threat currently facing your people.

LEARNING ACTIVITIES

Bible study	<p>Part of caring for others involves protecting them from danger. Jesus is a great example of this. In John 10 he tells us about a wolf that threatens the sheep—but Jesus, the Good Shepherd, doesn't run away. He lays down his own life to protect the sheep!</p> <p>Look up the following verses in the Bible and discuss what God's people need protection from.</p> <p>Hebrews 3:7-19 Titus 1:10-16 2 Timothy 4:1-5</p> <p>Galatians 6:1-6 1 Peter 5:8-11</p> <p><i>If working in a group, you could write your observations down on a whiteboard. You can refer back to your notes in the next 'Reflection' sections.</i></p>
Reflection	<p>Think about the group you are leading. Discuss the questions below with others who are also leaders:</p> <ol style="list-style-type: none">What sins are people in your group prone to? What temptations are a problem in your community?What wrong ideas/false teaching has, or is most likely to, impact your people?If false teachers were to appear in your church, where would they hide? How would they gather people around them to listen?



Discussion	<p>Talk to a long-term leader in your group:</p> <ul style="list-style-type: none"> • Do you have a policy or pattern for helping people who are struggling with sin or temptation? • How do you manage issues of confidentiality when dealing with sensitive 'sin issues'? • How can we tell the difference between an immature Christian with some wrong ideas, and a false teacher with harmful teaching?
Conclusion	<p>If you will ask your trainees to present a leadership plan for assessment at the end of this course, have them complete the following 'homework':</p> <ul style="list-style-type: none"> • In a paragraph or two, briefly outline how your church or ministry leaders help someone who is struggling with sin and temptation. <p>– OR –</p> <ul style="list-style-type: none"> • In a paragraph or two, briefly describe false teaching / false doctrine that causes problems in your community and how your leaders plan to address this in the coming year.

LEADING LIKE JESUS: SESSION FOUR

SESSION AIM

By the end of this session, you should be able to:

- Explain what it means for shepherds to know their sheep and their flock.
- Produce a plan for getting to know the people you are leading.

LEARNING ACTIVITIES

Bible study

Jesus, the very best shepherd, knows his sheep. He knows who they are, where they are, and what they are like. Shepherds need to know their sheep.

Look at the following verses. What do they teach us about 'shepherds knowing the sheep'?

John 10:11-18

1 Thessalonians 2:7-14

Acts 20:25-31

1 Peter 5:1-4

If working in a group, you could write your observations down on a whiteboard. Or discuss what you learn in pairs.



Reflection and discussion	<p>There are two ways that shepherds can know their sheep.</p> <ol style="list-style-type: none"> 1) Know the flock – know the strengths, weaknesses, opportunities and threats to the whole group. 2) Know the individuals – know how each member of the group is going, what their joys and struggles are, what might help them, etc. <p>One way of ‘knowing the flock’ is to complete and discuss a S.W.O.T. Analysis with other experienced leaders.</p> <table border="1" data-bbox="560 539 1410 860"> <tr> <td data-bbox="560 539 986 680"> STRENGTHS <i>What are the strengths of your group?</i> </td><td data-bbox="986 539 1410 680"> WEAKNESSES <i>What are the weaknesses of your group?</i> </td></tr> <tr> <td data-bbox="560 680 986 860"> OPPORTUNITIES <i>What are some opportunities for growth or progress for your group?</i> </td><td data-bbox="986 680 1410 860"> THREATS <i>What are some current threats to the health and growth of your group?</i> </td></tr> </table> <ul style="list-style-type: none"> • Complete and discuss a S.W.O.T analysis for your church congregation, youth group, Bible study group or children’s ministry. • Consider the following questions: <ul style="list-style-type: none"> – How can we maintain our strengths and use them to help others? – What steps can we take this year to address our weaknesses? – What opportunities to grow are the right ones for us to pursue this year? – Are we, as a leadership, confident we are able to combat the threats to our group? 	STRENGTHS <i>What are the strengths of your group?</i>	WEAKNESSES <i>What are the weaknesses of your group?</i>	OPPORTUNITIES <i>What are some opportunities for growth or progress for your group?</i>	THREATS <i>What are some current threats to the health and growth of your group?</i>
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Conclusion	<p>If you will ask your trainees to present a leadership plan for assessment at the end of this course, have them complete the following ‘homework’:</p> <ul style="list-style-type: none"> • Getting to know individuals in your group will involve spending time listening to them. Write a short, workable plan for how you will spend time with group members this year. List the kinds of questions you can ask to get to know them better. <p><i>Consider safe ministry practices and policies concerning how you interact with children and young people, the vulnerable, people of the opposite gender, etc.</i></p>				

LEADING LIKE JESUS: SESSION FIVE

SESSION AIM

By the end of this session, you should be able to:

- Explain what it means for shepherds to find lost sheep.
- Produce a plan for outreach and evangelism for the group you are leading.

LEARNING ACTIVITIES

Bible study

Jesus says in John 10:16 *“I have other sheep that are not of this sheep pen. I must bring them also. They too will listen to my voice, and there shall be one flock and one shepherd”*. He was looking forward to a time when the gospel message would go out to all nations.

Shepherds seek and find lost and straying sheep.

Read Luke 15:1-32.

- How are the three stories (lost sheep, lost coin, lost son) similar? What do they teach us?
- How is the final story of the lost son different to the previous stories Jesus told? What does it teach us about God’s attitude to lost people? What does this story tell us about the wrong attitudes we can sometimes have towards lost people?

If working in a group, discuss what you have observed with others. Can you remember a time when you were able to celebrate a lost person being found by Jesus?

Reflection and discussion	<p>As leaders we should be concerned for people who do not belong to our church because they are lost. We should also help our people reach out to their friends, family, and neighbours who are not yet Christians.</p> <p>Come and See</p> <p>One way to reach lost sheep is to invite them to ‘come and see’.</p> <ul style="list-style-type: none"> – What special events, services or programmes have you planned this year that non-Christians could be invited to? – How would a non-Christian feel if they visited your church or ministry? Are your people generally welcoming? Is it easy for new people to join in? Do you explain what is happening in simple, jargon-free language? <p>Go and Tell</p> <p>Another way to reach lost sheep is to ‘go and tell’ them about Jesus.</p> <ul style="list-style-type: none"> – Who are the close connections for your group members (e.g.: people on the fringe, people who visit occasionally, close friends and family members)? – How have you equipped the people you lead to share the gospel message simply with others? When was the last time you offered evangelism training? How often do you pray for outsiders? <p><i>Discuss these questions with other ministry leaders.</i></p>
Conclusion	<p>If you will ask your trainees to present a leadership plan for assessment at the end of this course, have them complete the following ‘homework’:</p> <ul style="list-style-type: none"> • Plan one ‘Come and See’ event that you could run in the next 12 months. (For example, a guest service, a BBQ for family and friends of your church, an evangelistic course, or Bible study). <p>– OR –</p> <ul style="list-style-type: none"> • Plan an event or course to train your people to share the gospel. Help them grow in confidence so that they can explain the good news about Jesus to their non-Christian friends and family.