

## Session Five: Competencies

### Overview:

Leaders know their strengths and limitations. By knowing their strengths they know where they should focus their time and effort in order to be the most effective. By knowing their limitations, they are able to identify the areas where they need to grow and enlist the gifts of others. In this session you will examine four key questions that will enable your Incubator participants to discover and affirm their competencies.

1. Identify your Passion: What gets you going?
2. Investigate your Gifts: What are your spiritual gifts?
3. Improve your Serve: Where are you using your gifts?
4. Increase your Skills: What skills do you have? What do you need to increase your effectiveness?

### Preparation for Session Six:

In preparation for Session Six, you will ask your Incubator participants to do the following:

1. Take a Spiritual Gifts Inventory at <http://archives.umc.org/interior.asp?ptid=1&mid=2268>
2. Take a Spiritual Type Inventory at [www.methodx.net](http://www.methodx.net)
3. Take a personality test if you use an online tool. If not, you will do a hands-on tool like the Personality I.Q. in Session Six.

You will need to decide how you want to do a personality test. If you use an online tool, you will need to refer participants to either: <http://www.personalitypathways.com> or <http://www.humanmetrics.com> for a Myers-Briggs type test. They will need to do this before they come to the next session.

If they use the Personality I.Q., this can be done during Session Six. You will need to order the material for the Personality I.Q. by calling 1-800-779-9779. Ask for the L<sup>3</sup> Leadership Incubator discount. You will need to bring this to your next session.

If there are some people without Internet access invite them to go to a library or use a computer at church. One outcomes of the L<sup>3</sup> is encouraging people to use the Internet. For most young people today this is a primary means of communication.

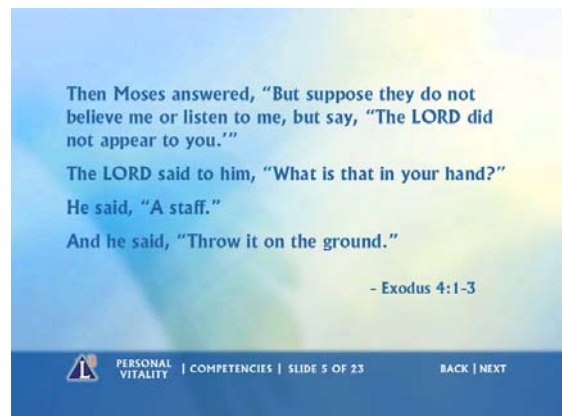
### Session Setup:

- One guidebook for each person
- DVD player hooked up to a TV or LCD projector with screen
- Flip chart with paper and markers or a large white board or chalkboard to take notes for everyone to see
- Comfortable room with tables and chairs setup in an oval or u-shape so you can see each other
- Water and other refreshments as you would like
- As people enter have music from the DVD playing. From the play list on the main screen, play "I will Rejoice."

### L<sup>1</sup> Love: Incubate Your Heart & Formation Que

As you begin, use slide 2 to show the group where they are in the process and slide 4 to remind people of the expectations to:

1. Form a covenant with your Incubator.
2. Become a Team Leader.
3. Develop an I-MAP.



**Principle:** The biblical account of Moses and his conversation with God is a great place to start when talking about one's competencies. After observing the burning bush Moses, finds himself in a profound predicament. Does he follow God's call, risking all that he is? Or does he go back to normal, ignoring his history and God's purpose for his life? In the midst of his protests he throws out this question, "But suppose they do not believe me or listen to me, but say, "The LORD did not appear to you."

The response to his question brings a surprising twist, "What is that in your hand?"

God does not tell him how great or powerful God is, instead he points to what Moses has. The staff

represents all he was and all he has. It also represented his potential.

Our competencies are a gift from God. The challenge is for what purpose are we going to use them. In this passage God challenges Moses to use his gifts, talents, wisdom, and abilities to serve a higher purpose.

**Facilitate:** Read Exodus 4:1-3 found on slide 5. Play the video clip by Junius Dotson on "The Law of Rightful Ownership" found on slide 6. You will notice a couple of glitches on the video where it skips a little bit. This is the only video on the DVD that has this problem. You may warn the group ahead of time if you wish. Help them to focus on the content of the material.



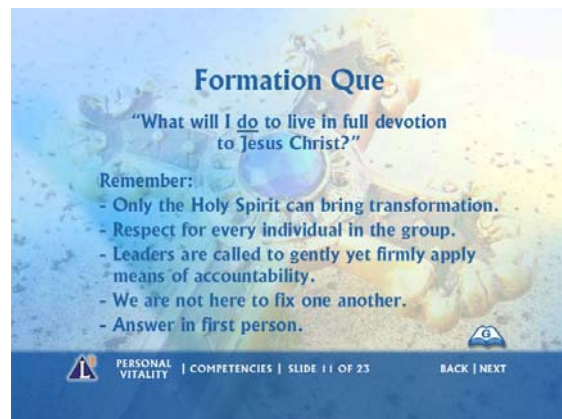
**Facilitate:** Discuss the following: "How willing are you to let God own the vision for your ministry? Your church? The use of your talents, abilities, and spiritual gifts?" Use these as a launching pad for talking about being stewards of what God has given to us.

Discuss for about seven minutes.

After your discussion, scroll through the next two slides as you ask, "What is it that you are holding onto that is holding you back from a total commitment to Jesus?" (Slide 8) You may invite them to add to the list by reading the list, (Anger, Envy, etc.) and asking, "What else would you add?"

Read the text on slide 9 which starts, "For Moses, the staff..."

Lead the group in prayer and then invite them to sing "Will Rejoice" which is on slide 10.



**Principle:** The Formation Que (question) is a covenantal question that all L<sup>3</sup> Incubator participants agree to answer and be accountable to each time the incubator meets. The question each person is asked to respond to is "what I will do to live in full devotion to Jesus Christ?"

Before starting the Formation Que review the basic ground rules that are on the slide. Remind them to answer in the first person.

As people share, they first will be asked to talk about how they did with the items they talked about the last time. Consult your list (the notes you took on page 25 in the guidebook last time) as they share. Some may need to be reminded what they said. Invite them to start a new list on page 29.

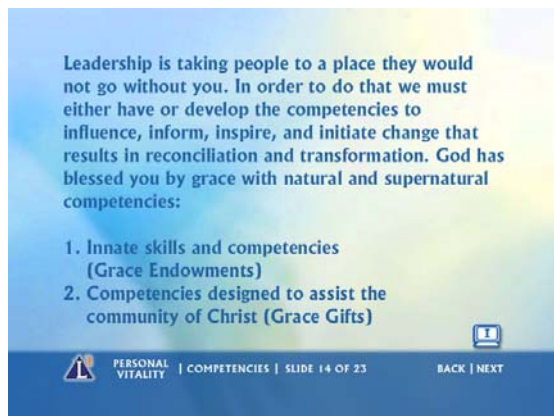
**Facilitate:** You have ninety minutes for this time. As people get used to doing this it is easy to lose track of time. If you have twelve people in your group, each person only has seven-and-a-half minutes to share. There will be times when someone needs more time. Your job will be to keep things moving and allow everyone time to share.

## L<sup>2</sup>: Learn: Reflection & Key Concept



**Facilitate:** Refer people to page 30 in their L<sup>3</sup>

Leadership Incubator Guidebook. Here they will find space to take notes as they share. You will have forty-five minutes for this time. During the first half-hour, divide in groups of four or less and have them share their results from their assignment on Call, which is found on page 27 in the L<sup>3</sup> Guidebook. During the last fifteen minutes, bring the group back together to share what they have learned about Call.



**Principle:** Three key scripture passages inform our understanding of our competencies. Romans 12, Ephesians 4, and I Corinthians 12 give us a basic understanding of the role of gifts and why we have them.

From Romans 12 we find it is through God's grace we are given our competencies. For our purpose competencies include spiritual gifts, spiritual type, knowledge, experience, and skills.

These competencies can be divided into two spheres: Grace Endowments have to do with knowledge, experience, and skills. A great musician combines his or her knowledge of the instrument, the experience of practice and performance, and innate skills to share a beautiful piece of music with a congregation. This is true for people who are effective in a wide variety of tasks, whether it be piloting an airplane, leading a Bible study, or creating a fruitful garden.

Grace Gifts are specific spiritual gifts combined with a person's spiritual type that assist the whole body of Christ. Ephesians 4:11-12 and I Corinthians 12:4-7 say God gives us gifts for the building up of the whole body of Christ. When we use our gifts we magnify the potential of a ministry to make a great difference in the world. When we do not contribute our gifts the whole ministry can suffer.

**Facilitate:** As you show slide 14 about Grace Endowments and Grace Gifts, read through these three scriptures and talk about the two aspects of competencies.

#### **Romans 12:3-8 NRSV:**

For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.

#### **Ephesians 4:11-12 NRSV:**

And his gifts were that some should be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ...

#### **Corinthians 12: 4-7 NRSV:**

Now there are varieties of gifts, but the same Spirit; and there are varieties of services, but the same Lord; and there are varieties of activities, but it is the same God who activates all of them in everyone. To each is given the manifestation of the Spirit for the common good.



**Principle:** Effective leaders have a passion for what they do. They have a zeal for life that is contagious. People show this in different ways. Introverts share their passion through quiet determination while extraverts encourage everyone to get on board. Matthew 6:21 says, "For where your treasure is, there your heart will be also." Our passion is closely linked to our heart's desire and what we hope for in the future.

**Facilitate:** Play the "Spirit of Faith" video found on slide 16. After watching it ask the following:

- What does it mean to have a passionate lifestyle?
- What is the difference between a rider and a biker?
- How does being on a journey inform a person's passion?

Go to slide 17 and have people in groups of two or three answer the question, "What is your passion?" Bring the group back together to share ideas about the importance of being passionate about their call.

Go to slide 18 and tell the group that this is the first of the questions in their PVI around the topic of competencies. Before the next session each person needs to answer "Identify your Passion."



**Principle:** As stated above in the Romans, Ephesians, and I Corinthians passages, the use and understanding of spiritual gifts is fundamental to a person's effectiveness in ministry. Many people have been burned out because they operated outside of their spiritual gifts. Many congregations have been damaged because a leader is doing something in an area where he or she is not gifted.

In the past, people were seen as interchangeable parts. Like workers putting together a car in a factory, all you needed to do was train someone to attach the steering wheel. As long as a person was strong enough, anyone could do it. In today's car factories training is combined with a person's ability to discern what is going on. Anyone in the line can stop the process if something is seen to be wrong. Each person has a part to play in the process of producing the best car possible.

In the church world, there was a time when pastors were seen as interchangeable parts. As long as he or she went to seminary, any pastor could serve any church. The major qualifier for change was experience and time served. Now there is a realization that no two churches are the same. As a result, effective pastoral leadership is greatly enhanced when a match is made between the spiritual gifts and competencies of the pastor and the context of the congregation. The same is true of leadership positions in congregations. At one time the strategy of the nominations process was to call people on the phone until someone said yes. Now, congregations who take spiritual gifts seriously closely match spiritual gifts with leadership roles in congregational life.

**Facilitate:** After talking about the importance of spiritual gifts, encourage participants to do a spiritual gift inventory before the next session. There are many tests available. Here is an online tool based on Dan Dick's book, *Equipped for Every Good Work*.

<http://archives.umc.org/interior.asp?ptid=1&mid=2268>

Another area of inquiry to explore is spiritual type. Not only do people have spiritual gifts, they also operate out of a spiritual type. Their spiritual type informs the way a person best connects with God and shares his or her faith.

Congregations tend to operate out of the spiritual type of the pastoral leader. Congregations that desire to connect to a wider diversity of spiritual types need to expand the experiences offered.

For example, a quiet, reflective worship experience will tend to attract Mystics, while an upbeat, high energy experience will attract Lovers (see terms below). Go to [www.methodx.net](http://www.methodx.net) where you will find the Spiritual

Types Test. You may invite people to take this survey before the next session. Developed by the Upper Room, this site offers a simple survey that sorts people into four spiritual types:

**Sage:** A person who is characterized by thinking or head spirituality.

**Prophet:** A person who experiences God best through serving others.

**Lover:** A person whose spirituality flows primarily from the heart or emotions.

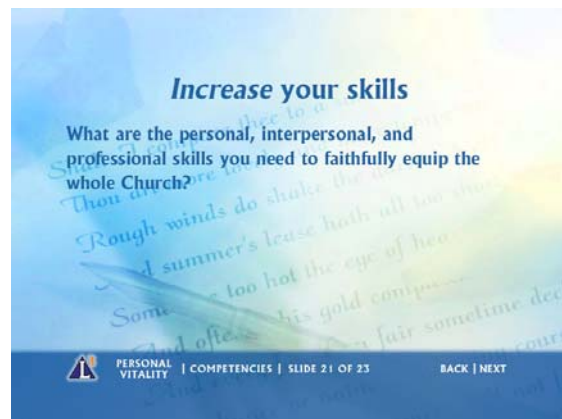
**Mystic:** A person who best connects with God through peace, harmony, and inner silence.



**Principle:** It is not enough to know your spiritual gifts and spiritual type. The body of Christ depends on your willingness to use them for service. These four questions are designed to help your Incubator members carefully consider how they are using what God has given to them. Notice the third question related to, "How do you train and empower others to serve?" It is not enough to simply do our own thing. We are called to take it to a deeper level by empowering others.

**Facilitate:** Have your Incubator look over the four questions on slide 20. Encourage members to reflect on the implications of these questions related to the effectiveness of a ministry.

- If people use their gifts, what impact will that have?
- If people do not know their gifts, how can they use them?
- How does the development of your gifts impact others?



**Principle:** Leaders are learners. One characteristic you see in great leaders is they are always learning. This may take place through reading or attending seminars and classes. It also takes place by asking questions and talking to those who are doing something better than is already being done. It even means having a willingness to risk and learn from apparent failures.

**Facilitate:** Have your group read the question on slide 21 related to increasing your skills and ask the group, "In what ways are you actively learning?"



**Facilitate:** Refer to page 31 in the *L<sup>3</sup> Leadership Incubator Guidebook* where participants can write down the answers to these questions. Also refer them to the website related to spiritual gifts and spiritual types if you would like them to use those tools. If your group does not have computer access, provide them with a spiritual gifts inventory. Look on the resource page for suggestions.

If you are reading a book, remind the members of your Incubator to continue to do so. Tell them they will have time to share their answers about their Competencies with each other during the Reflection time at the next session.

Also encourage your group to pray for each other before the next session. Close with prayer.