

The 'Source: Leadership One day training event

Plan of the Day

Opening Worship (45 minutes to 1 hour)

Gathering music/songs to sing while people are gathering or music playing from a CD or a band

Greeting – welcome people to The 'Source.

- Restroom location
- What lunch plans are
- Introduce leaders for the day
- Have each workshop leader tell a bit about the workshops they are facilitating so people can begin to plan what 2 workshops to attend

Call to Worship (can be read in unison, as “one” and “all”; “left” and “right,” etc.)

Come!

Come to the Fountain of Hope!

Come!

Come to the River of Grace!

Come!

Come to the Stream of Love!

Come!

Come to the Source of Life! Come and worship our God!

Song: Recommended: *Come, now is the Time to Worship*

Scripture and Meditation

Isaiah 40:27-31

Basic theme of meditation: Sometimes we get discouraged in our work and ministry and think we are not making a difference. Or, we get burned out and think that God's not even paying attention to us, let alone the young people! This scripture tells us if we find our strength in God, we will be sustained.

The person doing the meditation might share a personal story in which life and ministry were difficult and the person was at the end of their rope, when an unexpected glimpse of God/hope/life came their way.

Response to the Word

After meditation, say to the participants, “Think about a time in your life when someone unexpectedly helped lead you to a different path, or helped you move from a place of despair to hope. Take the next twenty to twenty-five minutes to reflect and express your thoughts of gratitude for the different ways people have modeled leadership for you.”

Experiential Worship stations (instrumental music should be played quietly in the background – either by live musician or CD)

- Paint your vision of hope for young people as they lead in possibly unexpected ways in our community and world today
- Stay in your seat and create something out of Playdoh and/or pipe cleaners that embodies the essence of real leadership from your perspective
- Stay in your seat and write on paper people some of the qualities you have seen and experienced in someone who modeled leadership for you
- Light a candle or two in honor or memory of someone(s) who mentored you in the ways of leadership. Thank God for them and what they gave to you.
- Create a finger labyrinth to guide your prayer time for self and others as you internalize what ways God is calling you to lead.

(When there is about 5 minutes left in the “response to the Word” time, go to each of the prayer stations and quietly let people know there is about 5 minutes remaining and that the prayer stations will be out all day if people would like to go to one during a break or lunch.)

Prayers of the Community and Lord’s Prayer

After prayers, if there is time, let people take a break. Point out to them where they can get snacks.

After the BREAK:

Plenary (2 hours)

Intro into today's topic of Leadership & Management and movie clip from, *Office Space*

Welcome! Today we have gathered to participate in the life-changing, soul-shaping work of God in the lives of young people. Sometimes that means we have to take time ourselves to refresh our souls and rejuvenate our spirits as we grow in our own leadership skills. The focus for our time together is leadership. Leadership is all around us. And, we as the church must understand that leadership development can begin at any age. We must not assume that one must be a certain age to be a leader. We also acknowledge today that leadership can be a complex, multi-faceted concept and so there are many places to begin.

During our two hours together this morning, we want to look at some basics of leadership and how it differs from management. We'll spend time in personal reflection on how we show up as leaders or managers. We'll look at how God used the people of the Bible to be managers and leaders. And finally, we sort through the contexts in which we work and how our leadership with young people can be life-transforming.

Let's begin with a clip from the movie *Office Space*. [use movie only if you have permission]

The movie is set in a corporate work place. The main character is arriving at work and encounters a problem regarding paperwork. In the scene, the main character has several examples of what one

might consider leadership and what might be considered management. [play movie – 3 minute clip – on DVD from 3:46-6:48 min]

After seeing the opening clip of *Office Space*. Have people discuss in their table groups:

- What did you see in this clip about Leadership?
- What was effective?
- What wasn't?

After conversation, say “Most of us seem to agree that this clip shows some ways to be an unhealthy or ineffective leader. We will now dive more deeply into leadership to help us better understand how we can be effective leaders who make a difference in the lives of the young people with whom we work.”

PLENARY, possible intro to Leadership & Management before the Power Point and script

Sometimes we get asked the question, “How do we keep kids in the church once they are out of high school? It seems once they graduate youth group, they graduate church.” Regardless of the location of the church, the size of the youth group, or the denomination of the church, my answer is the same. We must put into place an intentional plan of forming healthy relationships in our churches between youth and Authentic Christian adults. I have heard it said that the number one reason young people stay involved in church is that they developed significant relationships with at least three adult leaders in their church other than their parents when they were teenagers.

Leadership is a hot topic today, and probably has been for a long time. I was in the book store the other day, and there is a huge section on leadership. Leadership development, business leadership, must have's for the leader, and there was even a shelf devoted to church leadership. In Christian book stores the Church Leadership section has its own aisle. The explanation for the abundance of books on leadership is simple. People are buying them. The demand is there. The desire to learn about leadership and for leaders to increase their skills and knowledge crosses religious lines, cultural lines, and vocational lines.

Personally, I am glad that the church embraces the need for books, training, and programs on leadership. I have read many of these books myself. I have attended leadership development courses (both Christian as well as business oriented) that have taught me many new skills and concepts that have helped me become a better leader. Having dynamic, visionary leaders in the church is absolutely essential to helping people grow into disciples of Jesus. Especially in terms of young people. Leaders have the power to transform the lives of both those sitting in the pews on Sunday morning, and in turn the communities in which we live, reaching even “to the ends of the earth” as Jesus told his disciples. In his book, *Courageous Leadership*, Bill Hybels tells of sitting in a restaurant after a horrible week and being weighed down feeling defeated and lonely. Sitting alone sipping on a stale cup of coffee, he had this revelation that inspired him and still motivates him today to continue to develop church leaders, “The local church is the hope of the world and its future rests primarily in the hands of its leaders.”

Because the local church is the hope of the world, it is important that for those of us who are entrusted as leaders in the church to develop ourselves as leaders and to truly embody the principals of leadership in our relationships in our work and ministry, but most importantly in our daily lives. John Wesley taught of “going on to perfection.” This being a grace-led spiritual growth that Christians are to actively accept and pursue. Christian perfection is the “purity of intention, dedicating all the life to God.”

To help his congregation remember this, John Wesley taught them to recite this simple poem.

*Do all the good you can,
to all the people you can,
at all the times you can,
in all the ways you can,
by all the means you can,
as long as ever you can.* (John Wesley)

Just as our faith is a journey, so is our pursuit of being a leader. There is no clear marker that can be reached that says you have reached successful leadership. Evolving and improving as a leader is an ongoing mission. A journey all of us here today are all called to take. So we are to actively work on our skills and knowledge as leaders. But we are also, to seek Christian perfection in our spiritual life “enabling us to walk as Christ walked.” (John Wesley.) So today, let’s journey together in growing as leaders.

There are many thoughts on what leadership means. Just look at the many quotes around the room today. There are many styles and many aspects to leadership. Best selling author John Maxwell says “Leadership is influence – nothing more, nothing less.” And there is some validity to that. Influence is part of leadership. We plan to make it a little more complicated than that today.

In order to really get into the meat of what leadership is, I first want us to look for a moment at the difference between leadership and management. These two words are sometimes used interchangeably, when in fact, they are two very distinct things.

** Hand out and power point*

We are going to walk through this hand out together to look at some ways leaders and managers differ. But please keep in mind that this list is not all-inclusive and also does not apply 100% across the board for every person and in every situation. It will give us a starting point for today and hopefully spark some thoughts and conversation about how these principals may apply to your ministry.

** Go through the handout and power point with the group.*

Management itself is not a bad thing. It is in fact a very important piece of being a leader. But it is not leadership. Management is an external quality. It is moving things and people around in order to meet a goal. It is measurable and definable. Leadership on the other hand is internal. Peter Drucker said “management is doing things right; leadership is doing the right things.” And if we are to “do the right things” our spiritual growth becomes a key aspect of our leadership.

Let’s remember many aspects of management are important to ministry. Today, we want to dig deeper inside ourselves; past the limitations of management and into the internal aspects of leadership.

“You cannot manage (people) into battle. You manage things; you lead people.”
-- Grace Hopper - Admiral US Navy.

Today, if you are stuck in the kiddie pool of managing your ministry, (maximizing the output of the organization through administrative implementation) let me invite you to swim into deeper waters. If you have come today and you are in the deeper waters of leading, but you feel burned out, ill-equipped, tired, alone or like you are about to drown, let us pour into you new energy. Let us encourage and affirm you.

Most of all, let us all embrace the huge responsibility God has entrusted to us. Mark Tittley said, “Students need more than efficient managers and exciting teachers. They need godly leaders.” After all, if we’re honest, management is a career. Leadership is a calling. And my guess is that no one was led here today because of a career. You are here because you have a calling.

Thank you for leading young people. Thank you for coming today to be a part of this experience. Our hope today is that something you hear or see, or someone you meet will encourage, strengthen, enlighten, or energize you as you follow this call. May we always embrace the calling God has put on our hearts to “feed his sheep” and “make disciples of all nations.”

* *Buffalo Wild Wings Commercial*

INDIVIDUAL QUESTIONS FOR REFLECTION

- * How might that commercial look different if the boss was a leader instead of a manager?
- * Where in your ministry do you need to dive deeper into leadership?
- * What are some things you need to do specifically to grow as a leader?

Leadership and Management in the Bible

As people called United Methodists, we are called to use Scripture as we make decisions and seek guidance. Scripture can also be a helpful place to find models of leadership and even management. I’m sure we all have biblical role models who defeated great armies or perhaps more subtle ways of leading. This next exercise is designed to help you think about some popular biblical leaders and what the situation might have been like if they would have chosen to lead instead of manage or vice versa.

Assign each table or group a person in the Bible from the scripture list. Give each group 15 minutes to read all or some of the passages about the person and discuss the questions below.

Small Group Time

Looking at the Biblical figure your small group is assigned, discuss the following questions:

1. Was he/she a leader or a manager?
2. Did she/he do some of both? If so, when was the person a leader? When a manager? Did she/he lead and manage appropriately?
3. What could have possibly happened differently if the person led at a moment when she/he managed, or managed at a moment when he/she led?

AFTER small groups have reported out, close this section with:

Looking more deeply at leadership is something we don’t always get as much opportunity to do in our ministries. So, we would like you to reflect some today: Look at and think about yourself as a leader – a leader who sees herself or himself as a catalyst for transformative discipleship in the spaces and places of your life and ministry and in the lives of young people. We invite you to envision yourself as a person who works so that the right things can emerge along side things getting done right.

Now we are going to move into a time where we discuss how important context can be when we think about the environments in which we lead. But first, we have another video clip for you from a great leader in our time, Shrek. [use movie only if you have permission]. In this clip, Shrek and Donkey have set off to save the princess and are discussing the different layers of Ogres.

[play movie –clip beginning from 26:55-28:13]

As Shrek has so articulately named, there are many layers to the context in which we work with young people. Often times, there are many things going on at the same time in the lives of young people. Let's take some time and explore how these layers impact our leadership.

The Landscape for Young People's Ministry

At the end of this short presentation, you can ask people to name the context/landscape of the ministry in their areas and regions. What seem to be similarities across the country?

Becoming an effective leader of young people's ministry today requires a significant understanding of the landscape upon which we do that ministry.

We live in a world where the rate of change is ever increasing, as is the amount of information available to us and the young people with whom we seek to be in ministry. Even within the area of young people's ministry, there is an explosion of books and resources. Some of these are useful and provide important, groundbreaking information; others are interesting, and allow us something to react to as we are shaped as leaders in ministry with today's young people. Still other sources provide distractions from our calling and tasks, with very little to support our efforts or needs as leaders. Let's look at some vital areas of influence in light of what it means to be the kind of leader we've talked about this morning.

Changing World

Our world is changing. We live in a world that has been flattened, where information is instantaneous via television and internet. In this world, email, IMs, sms, VOIP, sim cards, and cell phones connect us to people across the classroom and across the world. Young people can simultaneously watch a video, call a friend, text another, and surf the web. As convergence continues, implications for ministry will continue to emerge. What does it mean for your next retreat that cell service is now available at the retreat center, wi-fi allows continuous connection, and video is being produced with independence and abandon? The implications can both be positive and negative, and innovative leadership will be required to assure that the vibrations of the spirit are not overwhelmed by communication waves. And, what would it mean for you to have a concurrent retreat connected with another group around the corner or around the world? We have possibilities never available to us before and it will take the wisdom of thoughtful leaders to translate these possibilities into meaningful ministry.

Changing Paradigms

As we make the shift from modernism to a post modern way of thinking the paradigms that have shaped us and our ministries will need to change also. The collapse of hierarchy and rise of teams and groups for accomplishing work, the movement from static structure to flexible; ever-changing/organic groups working on short term tasks seeking long term results; the move from authority-centered organizations to people-centered ones – these will all influence how we lead in ministry in the coming years, and also in the coming days! We will need to find new ways, and sometimes new people, to move us into this future of collaboration, where wisdom – and theology - arises from those involved rather than an expert who provides a perfect plan. Ministry in this realm will be messier. It will be difficult to dot the "I"s and cross the "T"s because we may not know there are "I"s and "T"s until we are in the midst of a ministry experience. Indeed, the "real" meaning of an event or experience will be

in the process of that event or experience itself. We will learn as much from discovering the process together as through the content of the experience. Being a leader in a post-modern world will mean that we may not even be the guide for the process, but we are on a journey together with leaders – of differing ages – all seeking to experience God’s spiritual presence and leading along the way. I’m excited that a number of you are also participating in the Living Waters portion of this event. It will become more and more important for us to open our lives to God’s spiritual leading in this process of emerging ministry. If we are not attuned to the One who calls us, we run the risk of wandering in the wilderness instead of the Holy land.

Changing People

We are learning more and more about young people through research and study. We know that a young person’s brain is developing rapidly during early adolescence – more so than any other time since the first five years of life. We know that the electrical connections made during that time will set patterns for how these young people think for the remainder of their lives. We know that in some ways, adolescence is expanding in age and that the area of the brain that controls reasoning as it relates to decisions and consequences is not fully formed until somewhere in the mid-twenties.

We know that freedom in relation to church involvement and other decisions is being transferred at an earlier age to many of our youth. We know that cultural norms for what is acceptable for young people and what is not are continuing to morph. Young people control the largest amount of money for consumer spending influencing everything from where the family goes out to eat to what kind of car their parents drive...in some cases, even where the family buys their home.

Because of the diversity of communities, more available travel experiences and exposure to people with significant cultural, religious, and interpersonal diversity, the sense of “one true way” is replaced by “choose your own way.”

Can we find new ways to lead in ministry that allows young people to discover for themselves who God is and how God can be the presence that permeates all of this? Can we trust that Jesus’ love is evident in how we do ministry in such a pervasive way that all who are a part of our ministry experiences know the presence that can only come from Christ – something they discover, not something we try to force? Can we trust God enough to believe that in surrendering ourselves we become a vessel for a knowledge that will be evident, powerful, and life-changing for all who join us on the journey? These are the questions we will need to answer if we are to lead effectively in the current landscape.

III. CLOSING WORSHIP

Songs of gathering and praise

Words of summary about the day and gathering to be sent forth

Meditation and Scripture for Closing Worship *(can utilize this meditation or Moses in the Wilderness, or one of your own)*

Doug Fields was known to ask people, “The time will come when you are going to be the most powerful person in the room. The question is: ‘What are you going to do with that power?’

What are you going to do with that power? Are you going to use it to be self-serving? Or will you use that power to serve others, lift them up, and empower them to be leaders?

Jesus was always the most powerful person in the room. Wherever he went, he was the most powerful person in the room. Most people did not recognize this. Pilate didn't. When Jesus came into his presence Pilate said

JOHN 19 "'Where do you come from?" he asked Jesus, but Jesus gave him no answer. ¹⁰"Do you refuse to speak to me?" Pilate said. "Don't you realize I have power either to free you or to crucify you?" ¹¹Jesus answered, "You would have no power over me if it were not given to you from above.

Jesus allowed the jeering and the mocking. At the same time, he was fully aware of his power and authority.

MATTHEW 26 Then the men stepped forward, seized Jesus and arrested him. ⁵¹With that, one of Jesus' companions reached for his sword, drew it out and struck the servant of the high priest, cutting off his ear. ⁵²"Put your sword back in its place," Jesus said to him, "for all who draw the sword will die by the sword. ⁵³Do you think I cannot call on my Father, and he will at once put at my disposal more than twelve legions of angels? ⁵⁴But how then would the Scriptures be fulfilled that say it must happen in this way?"

Are you fully aware of the power and authority God has granted you in working with young people?

Whether the group you oversee is called employees, associates, co-workers, teammates or anything else, what they are looking for is someone in whom they can place their trust. Someone they know is working for the greater good - for them and for the organization. They're looking for someone not only that they can - but that they *want* to - follow.

These young people have put their trust in you. May you live a life honoring that trust. May you be a leader that is worthy of that trust.

There will come a time when you are the most powerful person in the room. That is without question. The question is, what are you going to do with that power?

The answer I keep coming back to for me, is that I want to use the power and influence I have to be a leader who seeks God's guidance; I want to point to the God of the scriptures. I want to share with young people that God is there for them and tells them to not be afraid, but to trust in him to provide. I want to be a leader who uses my positional and spiritual power to walk alongside young people through the wilderness and the oases, while pointing to a God who walks with them as well.

The time will come when you are, when I am, the most powerful person in the room. The question is, what will we do with this power?

Meditation and Scripture choice B, revamp and put the 2 together

CLOSING

(can use this one, the Moses in the wilderness one, or one of your own)

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The time will come when you are, when I am, the most powerful person in the room. As leaders and as managers, we have power. The question is, what will we do with this power?

Communion (instrumental music playing softly) and personal reflection

On a note card respond to any or all of the following questions to take home with yourself as a reminder of how you want to grow as a Christian leader among young people:

- Name for yourself one thing you will do differently as a leader beginning today.

- What is your commitment as a leader as you leave here?
- Where will you lead and where will you manage?

Benediction
