

LEADERSHIP TEAM TRAINING

TRAINING LEADERSHIP TEAMS FOR MISSIONS



EMPOWER

DISCIPLES TO
MAKE DISCIPLES



EVERY NATION
CHURCH • STELLENBOSCH



LEADERSHIP TEAM

Training for Leadership Teams in a Missions Context

HISTORY AND VISION

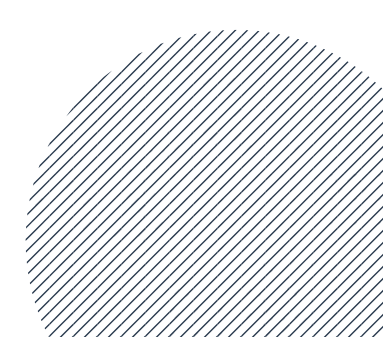
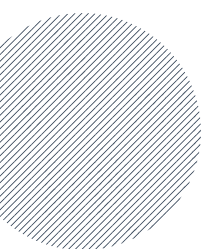
I God's Heart for the vulnerable

17 For the Lord your God is God of gods and Lord of lords, the great, the mighty, and the awesome God, who is not partial and takes no bribe. 18 He executes justice for the fatherless and the widow, and loves the sojourner, giving him food and clothing. 19 Love the sojourner, therefore, for you were sojourners in the land of Egypt. - Deuteronomy 10:17 - 19.

In this section of Deuteronomy, Moses is encouraging the Israelites to put away sin and grow in holiness. However, the way God encourages us towards holiness is to show us who and what he loves. The message is clear: when we understand who and what God loves, we will know who and what to love. So, as God describes his great and amazing power, his dominion and rulership over all things, we see a deeply compassionate heart for the vulnerable. God has in himself enormous power and enormous care - two qualities we do not often encounter in one person. We can be encouraged that the King of kings himself will descend from heaven to feed the immigrant and give him something to drink. However, not only does God's heart for the vulnerable encourage us to draw close to those who are suffering and in need, it also helps us to understand how God wants to accomplish His mission.

II Social Responsibility and Mission

14 "You are the light of the world. A city set on a hill cannot be hidden. 15 Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. 16 In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven. - Matthew 5:14 - 16.



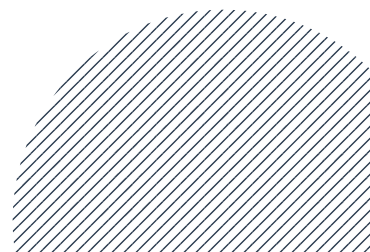
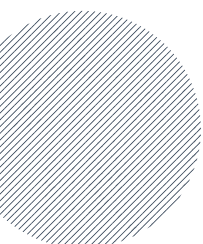


Part of the economy of God is for the gospel to be preached through our self-sacrificial love. This does not replace using words in our evangelism, but it must certainly be present if we want to be effective at extending the Kingdom. Jesus' reasoning is this: if we do "good works", love people well and pour ourselves out for the vulnerable, people will see the way we live and give glory to God. This is why social responsibility is so instrumental to missions. When Paul received his call to become a missionary, he went to Jerusalem to meet James and Peter who were leading the church there. After they recognised Paul's apostleship, they charged him with the following: "Only, they asked us to remember the poor, the very thing I was eager to do." (Galatians 2:10). Even as Paul started his ministry to the gentiles, he was reminded to serve the vulnerable. We should, therefore, charge one another to "remember the poor" to which we should respond that it is the "very thing [we] are eager to do."

III Making disciples, Raising leaders

18 And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 19 Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." - Matthew 28:18 - 20.

As a church, we are committed to honouring God by establishing Christ-centered, Spirit-empowered, socially responsible churches and campus ministries. Each of these words were chosen to reflect an important aspect of discipleship. Therefore, if we want to see people transformed into the image of Christ we should create opportunities for people to catch a heart for the vulnerable and for missions. This is why local outreach is such an integral part of the discipleship journey. We get to lovingly serve our community and share the gospel.





IV History of Local Outreaches

The first local outreach started in 2003.

- The local outreaches started from the fruitfulness of a weekly tutoring ministry in Jamestown and Cloetesville that was started by students.
- The local outreach was first considered an “Academic Mission” and was called “Winter School” and “Summer School.”
- The heart of the academic mission was to use academics as a way to reach students with the gospel.

Around 2013, the program shifted to less of an academic programme.

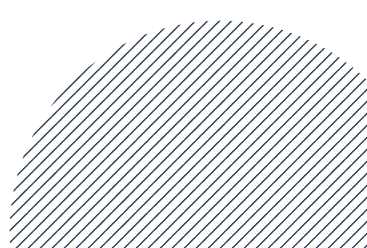
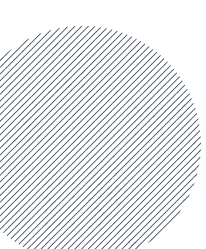
- Before 2013, the academic mission aimed to create spaces to share the gospel and disciple kids.
- After 2013, the mission shifted. The entire program became a children’s ministry that shared the gospel through various Bible stories and kid’s activities.
- This period is also when the mission to Devon Valley started which had weekly engagements with the kids throughout the term through the following programs:
 - Koningskinders - after school discipleship program
 - After school sports program.

Around 2016, owing to various circumstances, the Cloetesville mission was suspended indefinitely.

From 2020 to 2021, Covid restrictions prevented any sort of meaningful engagement with the community, and all operations were suspended. December 2021 saw our first local outreach to the community since lockdown ended and focussed on serving the broader Stellenbosch community.

- Lingering Covid restrictions prevented teams from staying in schools as the nation slowly released restrictions.
- In order to start rebuilding local outreaches, teams would search for organisations such as Green Door, the Old Age home and other similar institutions to serve and engage.
- 2024 and onwards: local outreaches have seen the benefit of being rooted in a community and serving them. This is why we are resuming operations back in Devon Valley primary as well as staying in Calling Academy.

Through our local outreaches in the community we have chosen primarily to partner with Every Nation Stellenbosch social responsibility projects for sustainability and continued ministry even once the mission is over.





OVERVIEW OF OUR MISSIONS PHILOSOPHY

BLESS

- Normally an NGO affiliated with ENStb social responsibility projects for sustainability and continued ministry
- Bless by serving the community through the NGO's Programmes, or
- Bless by serving the NGO in everyday tasks
- E.g. **Bridges of Hope, Calling Academy, Devon Valley Primary School, Lesotho.**

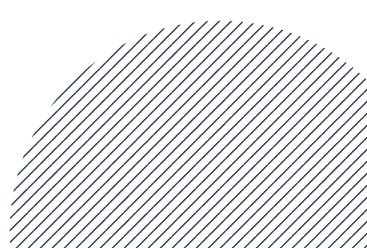
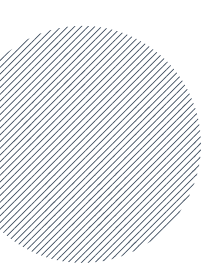
- Helping an Every Nation to **establish** leaders.
- E.g. hosting a Victory Training

- Helping an Every Nation to **equip** leaders.
- E.g. hosting a connect group leaders' training
- **Zithulele 2024**

BUILD

- Helping an Every Nation to **engage** community.
- E.g. doing campus or community evangelism
- **Turkey 2023**

- Helping an Every Nation to **empower** leaders.
- E.g. organisational training
- **Uganda 2024**



EVERY NATION
CHURCH · STELLENBOSCH



BIBLICAL LEADERSHIP

I Two types of leadership

Jesus divided leadership into two distinctive types, kingdom leadership and worldly (gentile) leadership. While both types will speak about 'leadership,' at the core there are two different philosophies of leadership that are in opposition to each other. We should be careful that we don't fall into using the world's definition of leadership.

24 When the ten heard about this, they were indignant with the two brothers. 25 Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. 26 Not so with you. Instead, whoever wants to become great among you must be your servant, 27 and whoever wants to be first must be your slave— 28 just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Matt 20:24-28 (NIV)

Jesus contrasts a way of leading that is all about perks and dominating others with a way that is founded on serving. Jesus' life is the best example of genuine leadership. In his own words, he came to serve.

"I can summarize the essence of biblical leadership in one sentence, six words: It is to lead like Jesus." - Crawford Loritts

When Jesus defined leadership to his disciples, he put it this way:

You know that those who are considered rulers of the Gentiles lord it over them, and their great ones exercise authority over them. But it shall not be so among you. But whoever would be great among you must be your servant (diakonos), and whoever would be first among you must be slave (doulos) of all. For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many.

Mark 10:42-45

In Jesus' day, most people would have completed the sentence this way: "Leadership is authority." That's how the Romans did it. And that's how many Jews in Jesus' day thought about leadership (including his own disciples). To them, leadership was all about getting people to serve you.



EVERY NATION
CHURCH · STELLENBOSCH



Jesus claimed the exact opposite:

- The greatest is the servant of all, and the highest leader is the lowest servant.

He argued that leadership is all about serving others. In fact, Jesus said that whoever wants to lead well needs to think and act like a servant.

- “Leadership is not a position of authority but a responsibility to serve.”

This is what he told James and John when they asked him if they could sit at his right and left hand in heaven (Mark 10:35–37). They were looking for position and authority, and Jesus was trying to tell them that they had missed the point.

II Loving People

Leadership is about people and our fundamental approach to people is love. If we think we are called to lead people but not love people we are making a fundamental error. Leading people is essentially about loving people.

- You will never be a leader that others love to follow if you aren’t a leader who truly loves people. Some leaders will make you think that they are really important. But the best leaders will make you know that you are important.

“You can IMPRESS people at a distance but you can only IMPACT them close up. Followers don’t want their leaders ‘stuff,’ they want their leader’s heart.” John Maxwell

From the foundation of loving people, we must then develop people skills. If our motivation is not love, the skills we learn can be used manipulatively, so we must have the right motivation. However, as many leaders have discovered, a sincere, loving heart still needs to be expressed with good people skills.


- Most chief executives of major companies, when asked what one single characteristic is most needed by those in leadership positions, replied, “The ability to work with people.”

“There is no-one who works better under a spirit of criticism than a spirit of approval.” John Maxwell

There are many important people skills, but the three that we will focus on are

1. Listening
2. Speaking to the treasure
3. Celebrating someone else’s success.





People Skill #1 – Listening

My dear brothers, take note of this: Everyone should be QUICK TO LISTEN, slow to speak...
James 1:19

Thus, we listen and let others do the talking. There is a reason we have 2 ears and 1 mouth!
“Too many strong personalities are compulsive talkers.” J. Oswald Sanders

Listening is what builds trust.

Real listening is rare, but tremendously powerful. It’s actually a gift that we give to people.
A good listener focuses completely on the other person, giving that person undivided attention.

Listening skills do not come naturally for most of us.

They need to be learned, and we all have room for improvement. Here are some key listening skills that we can develop:

- Focus. Give undivided attention to the person who is talking, without letting your mind drift. This is a habit to be learned. The more we practice it, the better we will become at it!
- Summarize. Mirror back to people what they are saying.
- Invite. When a person talks a bit about a topic and then stops, ask for more. Unfortunately many of us see these gaps as an opportunity to finally say what we have wanted to say all along.
- Unpack. Exhaust the speaker’s resources before sharing any of your own ideas or solutions.
- Clarify. Sometimes we are quick to think we understand but aren’t really on the same page. Check your assumptions by asking, “Here’s what I’m hearing you say...”

People skill #2 – Speaking to the treasure

And if you extract the precious from the worthless, You will become My spokesman.. Jer 15:19 (NAS)

- Leaders have to speak to the treasure in people and remind them of God’s promises and good plans. Basically people are encouraged by affirming their identity and destiny – making them feel special and treasured, and being convinced that God will use their lives greatly in the future.
- We discourage people when we only focus on the negative, we use harsh tones, we correct too many things at once, or we use shame and anger to make our point.
- Rather we need to focus on whatever is good about a person and speak to it (Phil 4:8, 1 Thess 5:21). Speaking to the treasure is simply encouraging a person by highlighting their worth, their admirable qualities, or blessed future.





Here is a logical progression you may want to follow in speaking to the treasure in a person:
Their value > a word picture > their good qualities > their future > a promise > a Scripture.

People skill #3 – Celebrating someone else's success

“The true test of relationships is not only how loyal we are when friends fail, but how thrilled we are when they succeed.” John Maxwell

“If you help enough people the party never stops.” John Maxwell

- Plenty friends commiserate with failure but few celebrate success. A true friend is someone who can celebrate your success with you even though they may not be enjoying success.

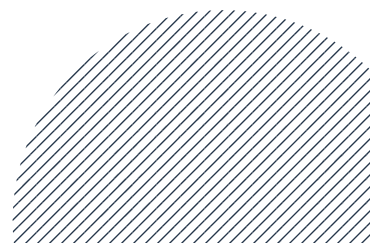
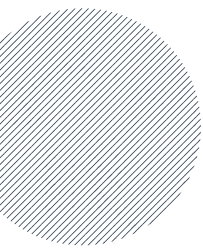
TEAM EXPECTATIONS AND ROLES

a) Team Leader Role

- Take final authority of serving the team and decision making.
- Connect with community leaders the outreach will be interacting with (take relevant leaders along)
- Raise up 2IC and other leaders that are underneath your leadership.
- Lead team in organization beforehand both spiritually and practically
- Communicate meetings
- Oversee that the other department leaders under you are doing their jobs
- Pastorally oversee the team on the outreach team.
- Communicate the vision
- Ask Rossouw or Marion if you are unsure about anything.

b) Second in Command

- Choose a leadership team with oversight
- Connect with community leaders the outreach will be interacting with. (take relevant leaders along)
- Raise up 2IC and other leaders that are underneath your leadership.
- Support oversight in leading team in organization beforehand both spiritually and practically
- Oversee that the other department leaders under you are doing their jobs
- Pastorally oversee the team on outreach.





c) Administration

- Start a Whatsapp group for the team.
- Communicate all meetings and other information to the larger team.
- Serve the leadership team in an administration capacity (i.e. printing).
- Be the admin liaison between the team and the church staff.
- Serve your oversight in an administration capacity.

d) Logistics

- You are responsible for the keys of the school on the outreach
- You are in charge of safety of the team on the outreach
- You are in charge of making sure there are medical kits on the outreach.
- You are to organise a guard to patrol the school's premises at night, for the safety of the team and their vehicles outside.
- Organise carpooling for the team on the outreach. This includes any carpooling that needs to happen between the school where we'll be staying and the locations we'll be visiting.

e) Prayer Coordinator

- You are responsible for coordinating prayer and intercession before and during the outreach
- It is your responsibility to lead the team in prayer times as you meet leading up to the outreach
- You need to communicate with your oversight and plan the bigger outreach team weekly prayer meetings in the mornings before the outreach
- You need to work closely with the oversight and the program person giving direction to the team and the program.
- You need to prepare the prayer space for prophetic words etc and have a 'prayer strategy' for on the outreach.
- Create and post daily updates to a prayer whatsapp group for friends and family.
- You are to take the lead during team devotional time, i.e. facilitating prayer, team devotional structure, sharing testimonies, facilitating team worship moments, etc.

f) Finances

- Ensure that all members of the team pay before the outreach starts
- Prepare a budget with the leadership team
- Keep record of all transactions
- Provide a financial report post outreach
- Any purchase or transaction for the outreach team must be approved by the oversight and finance person.





g) Media (NOT AN OFFICIAL LEADERSHIP POSITION)

- Take photos and videos of key moments before and during the outreach.
- Co-ordinate with the Church's social media manager to post updates on social media, after the outreach.
- Ensure all media gets uploaded to the church's google drive
- Create a feedback summary video (No more than 2mins) for post-outreach feedback.

h) Worship

- Lead the team in worship on the outreach
- Coordinate with Cayley for a church-wide worship night on the outreach
- Recruit a worship team in consultation with Cayley from among the members on the outreach team.
- Organize all sound and music equipment for the outreach. Do this together with the logistics person who could help you with transport thereof, etc.

i) Kid's Program

- Plan how to effectively reach and minister to the kids we will be engaging on the outreach.
- Plan lessons for the kids age groups the team will be ministering to.
- Work in close contact with Laura Pearce to plan lessons.
- Determine how the team will operate in different areas and in which capacities at the kids' location.

j) Food

- Responsible for planning the menu (consider availability of food at the destination)
- Arrange the shopping and meal prep teams on mission.
- Ensure there is a suitable kitchen with amenities.
- Work with the agreed upon budget.
- Arrange finances from Marietjie.



EVERY NATION
CHURCH · STELLENBOSCH



SCENARIOS

These scenarios are events that have taken place on Outreach before. These scenarios represent principles more than the “How to’s” of dealing with situations. We are in faith that these do not happen, but we want to prepare you in case such an event occurs.

Break-in (car or facility)

Inform your team beforehand to take anything valuable out of their cars and leave nothing in plain sight in their rooms. Where possible, encourage your team to avoid bringing anything valuable to the Outreach.

- It is important to find out what was stolen.
- Let the group know that there was a break-in and that everything is alright.
- Find the security guard and find out what happened.
- Ask the campsite to check the video footage. (Where applicable)
- Contact Shaun to let him know.
- Go to the police station and make a case.
- Make sure that the team is alright and have individual chats if you have to.

Someone is always late

For this scenario, it is important to look at the culture that you as leaders are creating. You create the culture by what you communicate and how you model it yourself.

- Communicate expectations before the outreach starts and explain why it is important to be on time.
- Give it a few days to see if it is a pattern.
- Speak to the person individually and ask why he/she has been coming late.
- Remind them of the importance of being on time.
- If the person seems to ignore the conversations already had, speak to Rossouw and ask him to intervene.



Boy and girl spending alone time in a bedroom or in secluded spaces

As a general rule, we expect that girls do not go to the boy's room and vice versa. The reason for this is because it is a personal space and to protect the team from possible inappropriate behavior. (Read how the team reacts to individuals engaged or dating, and react accordingly)

- When starting the outreach, communicate the rules to the team and the why.
- As someone from the leadership team, have a conversation with them and remind them of the rules and the why behind it.
- If nothing happened and they understand there is no need to press the topic further.
- If something happened: speak to boy and girl separately.
- If they were caught by a leader, the team doesn't have to know. (Protect them)
- If the team already knows, and you see that it's causing awkwardness or shame, speak to the team, without the individuals present and remind them of the importance of Honour.
- Depending on the severity, and you are not sure. Contact Rossouw.

Someone doesn't want to listen to leadership.

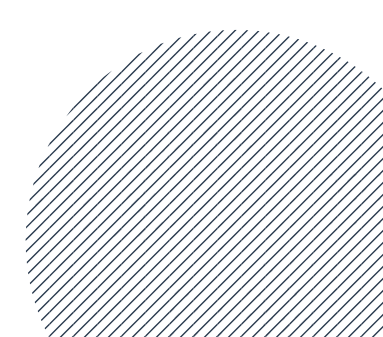
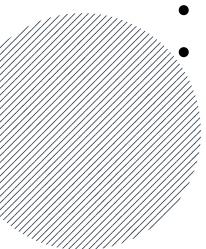
This is a more serious scenario. The leaders are set in place for a reason and the team should follow


- Oversights should speak to the person about submitting to authority.
- Ask the person what his problem is.
- Let him know that the whole leadership team is leading and he is following.
- If he really wants to contribute, give him a space to share his ideas, but you don't have to use it.
- Give him space where he feels part of the team.
- If he is disrupting the team or after the chats he still doesn't want to listen, contact Rossouw.

Car crash

This situation is very serious and will require crisis management. Contacting Rossouw is VERY IMPORTANT and non-negotiable.

- Call an ambulance immediately (0861084124).
- Make sure that nothing in or around the car is burning.
- If the car is burning, get the people out of the car (a couple of meters away from the car), if not; leave them there until the ambulance arrives. (You can hurt someone while moving them)
- Phone the fire department in case of fire (0218088888).
- Call the police (0218095015).



- 
- Contact Rossouw
 - Send any team members that are not needed at the scene back to the campsite.
 - Make sure that the team is alright.
 - If someone needs to go to the hospital, make sure that a leader goes with them.
 - Get their medical aid details.
 - Take care of your team and keep on checking in on them.
 - At the campsite, have a leader explain the situation to the team and do not let anyone go there except someone with first aid training or one of the oversights.
 - If a large portion of the team was affected, stop the program and focus on the wellbeing of the team and help the team with anything they need.

Manifesting

This is nothing to be scared of. We need to expect it rather than fear it. Jesus has already overcome the world.

- Depending on what happens, if the person is acting out, it would be best to remove the person. If it is a mild reaction, in a worship setting, ignore the person and go to the person afterward.
- 2-3 leaders stay with the person and other leaders take the team away.
- Casting out a demon spirit is something that is freeing to the person who is receiving the deliverance.
- Firstly get the person to calm down and to look and listen to you. (if a spirit is resisting, command it to stop doing so)
- Speak to the person what they experienced and pray for the person and whatever it is to leave the person alone. Have the person proclaim and confess Jesus.
- If further intervention is needed, contact Rossouw and discuss it with him.
- Make sure that the team is alright.
- Explain to the team what happened and be ready to answer any questions.
- Contact Rossouw
- Afterward, transition the person back into the group and make sure that no one speaks about this outside of the outreach.
- Make sure that the team handles the person the same as before.
- Keep an eye on the person and check-in with your team. Explain to them what happened and the victory we have in Christ. (Encourage the team not to be fearful but to praise God instead that He does not leave us the way we are.)



EVERY NATION
CHURCH · STELLENBOSCH





CONTACT DETAILS

Every Nation Stellenbosch

Office: 021 882 9007 info@enstb.co.za

Daleen Tait 079 894 9975 daleen@enstb.co.za

Rossouw Erwee 082 316 5870 rossouw@enstb.co.za

Stellenbosch Municipal services

Police 021-8095000, 021-8095003

Ambulance (ER24) 021 809 6500, 086 108 4124

Stellenbosch Medi Clinic 021 861 2000

Stellenbosch Provincial Hospital 021 808 6100

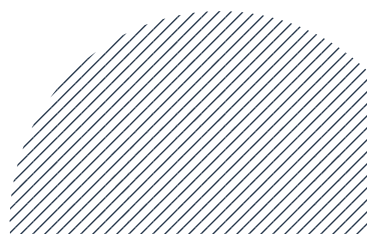
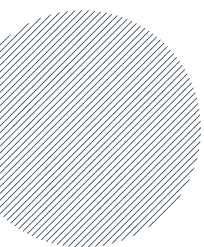
Stellenbosch Towing Services 082 739 2345 / 021 883 8626



EVERY NATION
CHURCH · STELLENBOSCH

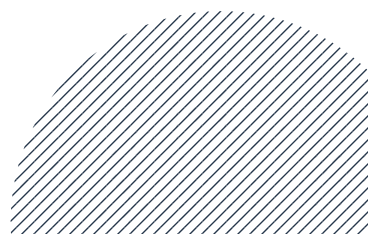
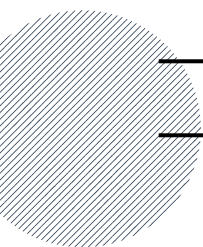


A stylized world map in light gray. A dark blue rectangle is positioned over the Americas, covering North and South America.

[illegible]

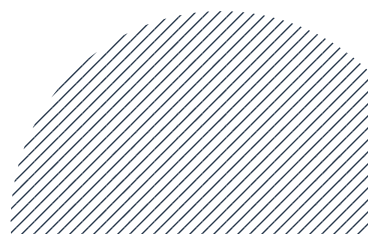
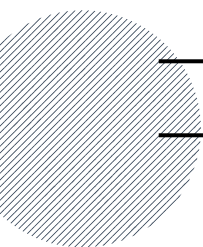


A series of 20 horizontal lines for writing, spanning the width of the page.





A series of 20 horizontal lines for writing, spanning the width of the page.





A series of 20 horizontal lines for writing, spanning the width of the page.

