

TAKE THE LEAD  
**leading  
with e's**  
LEADER'S GUIDE

# introduction

Welcome to *Take the Lead: Leading with E's*. Focusing on the heart of leadership, *Take the Lead* is a training resource to start your teenagers on their Christian leadership journey. The fourth in the series, “Leading with E’s” is the next step in training for older teens that have a leadership role.

This **Leader’s Guide** works in tandem with a **Participant’s Workbook**. Together these resources are designed to instruct young leaders in some basic leadership principles.

In this course there are four sessions:

- » Leading with **Enthusiasm**
- » Leading with **Excellence**
- » Leading with **Empathy**
- » Leading with **Encouragement**

Even though the sessions in this Leader’s Guide are written like a script, feel free to personalise the content. You’ll be more effective that way!

The **Leader’s Guide** contains outlines for each session including things like activities, videos and questions. Everything you need for each session is detailed at the beginning of each outline. There is also an optional extra Bible reading guide at the end of each session that you can either incorporate into the session or photocopy to give out to the young people to do the readings during the week. Each session takes around 30 minutes depending on how much time you give to discussion/activities. You could either do all four sessions as a leadership training day or you could do it as part of a leader’s meeting/home group and do one session each time you meet.

I hope you and your group will find this material helpful as you seek to release their leadership potential!

*Dion Fasi, AYM Youth Ministry Consultant, Auckland*

## MORE IN THE ‘TAKE THE LEAD’ SERIES:

LEADERS HAVE I’S: Leaders Have Influence, Integrity, Initiative, Imagination  
LEADERS CAN C: Leaders Can Collaborate, Connect, Coordinate & Celebrate  
LEADERS NEED TO P: Leaders need to Pray, Prepare, Persevere & Play

Created by Dion Fasi for Anglican Youth Ministries (Auckland), February 2017  
Graphic Design by Charlie Baker (Two Sparrows Design)

*You’re welcome to copy and modify this material. You may not use it for commercial purposes.  
You must attribute the original work and author, Dion Fasi & Anglican Youth Ministries.*

# preparing for the course

- » **Print the Participant’s Workbooks** - these are located on a disc at the back of this Leaders Guide.  
*Note: Throughout the sessions there are several words in **ORANGE CAPITAL LETTERS**. These words are the answers for the ‘fill-in-the-blanks’ sections found in the workbook. If you would prefer to provide full notes (rather than filling in the blanks) there is an alternative workbook provided on the CD.*
  
- » **Download & embed the videos into the supplied Powerpoint file** (also located on the disc). The videos for this session are available on the “Anglican Youth Ministries” YouTube Channel, in the “Leading With E’s” playlist.  
*You can find our YouTube channel by clicking on the link on our website: [aym.org.nz](http://aym.org.nz). For instructions on embedding videos, see [aym.org.nz/embeddingvideos](http://aym.org.nz/embeddingvideos)*
  
- » **Decide how you want to use or incorporate the Bible readings.** You could use them as an introduction to your teaching session, or as readings for your young leaders to do during the week after your session, or as examples of the attribute you’re teaching, and/or part of your prayer time together.
  
- » **Pray that God will use the course to grow the gift of leadership around you.**
  
- » **You may wish to plan ways to draw your church’s attention to the course,** and its participants e.g. through photos, testimonies, a presentation of certificates at the end of the course.

# 1

## leading with enthusiasm

### What you need for this session:

- » Projector and laptop with speakers
- » Workbooks and pens

### SLIDE 2

### SLIDE 3: PLAY VIDEO CLIP “Excited Train Guy”

It’s obvious that the man in this video loves trains!

### SLIDE 4

Enthusiasm can be defined as great **EXCITEMENT** for, or interest in, a subject or cause. Other words for enthusiasm are zeal, passion, energy, eagerness, and fervour.



Why do you think it might be important to lead with enthusiasm?

### SLIDE 5

If we want to lead people towards a certain cause or goal, then we need to be excited about it ourselves. If leaders aren’t enthusiastic then they shouldn’t expect their group to be. While it’s natural that we may not feel 100% passionate about every aspect of our ministry all the time, if everything is a chore and we rarely feel excited about it then we may need to ask ourselves whether this role is right for us. This is because passion is the **FUEL** of our ministry - it gives us the energy to work hard. When we lack passion, we may still work out of a sense of duty or self-sacrifice, but if we stay in that place for too long we will become more and more frustrated and weary, which will have a negative impact on the rest of the group.

Because in youth ministry the results are not always **IMMEDIATE** or obvious, sometimes it can be hard to **REMAIN** enthusiastic. Often youth leaders begin term 1 full of enthusiasm, but when the rubber hits the road and we experience things like waning numbers, difficult kids, busy timetables, and personal problems we might not be so excited.



#### WORKBOOK QUESTION:

*What things do you find bring down your enthusiasm levels the most?*

### SLIDE 6

Here are a couple of tips on how we can be more enthusiastic leaders:

- » **FOCUS** on the right things. We should remember and focus on what we love about what we do, and the reasons we got involved in the first place. This can both grow and guard our passion. (See the following sessions from previous 'Take the Lead' workshops 'Leaders Have Imagination', 'Leaders Need to Persevere' and 'Leaders Can Celebrate').
- » **EXTERNALIZE** your enthusiasm. Some personality types find it easy to be outwardly enthusiastic and bubbly. Others can be excited on the inside yet don't naturally show it on the outside. If that is you then you will need to practice externalizing your enthusiasm. Passion and zeal should be on the inside first, but if no one around you can see it then you're not going to stir others up as much.

### SLIDE 7: PLAY VIDEO CLIP

"Enthusiastic Football Interview"

Many of us here in NZ don't care about American gridiron, especially a high school game. So if the guy in this video had stood there and delivered a standard answer in a monotone voice we would have stopped listening one sentence in. However because of his enthusiasm, many of us listened to every word. Suddenly gridiron seemed fun. And even more than gridiron, suddenly life seemed fun and our dreams seemed possible. He inspired, challenged and encouraged us, but the majority of it was not through what he was saying, but how he was saying it. His enthusiasm was infectious.

### SLIDE 8

We may not all be able to do an epic speech like this guy, but we do need to **COMMUNICATE** and **EXPRESS** our enthusiasm to those we are leading.



**What are some ways you can show your enthusiasm on the outside?**



## SLIDE 9

One way we can express our enthusiasm is to practice the **LANGUAGE** of enthusiasm by adding superlatives to our speech. For example instead of saying something was “good”, try saying it was “great!” Instead of saying “I liked the way you did that”, say “I loved the way you did that!” Use words like ‘awesome’, ‘amazing’, ‘fantastic’ and ‘wonderful’. It may feel like you’re exaggerating things if you’re not used to doing this, but think of it instead as giving people a magnifying glass so they can see the goodness that they may not be seeing.



**Replace or add to the following statements to make them more enthusiastic.**

- » I want to see people in my youth group get to know God better.
- » The Bible is a good way to find out more about God.
- » My favourite food is KFC.
- » I went to the beach yesterday and had a nice time sitting in the sun and swimming in the warm water.
- » I am looking forward to going to church tonight.
- » Since I was a kid I’ve been hoping that one day I can go to Disneyland.
- » I felt the presence of the Holy Spirit today.

## SLIDE 10

Leading with enthusiasm will add **STRENGTH** to your cause, as people are **ATTRACTED** to passion. They are looking for something worth giving themselves to, and so if they can see that you’re excited about this than they will be more likely to look it into for themselves.

## SLIDE 11

***Better to be an enthusiastic beginner  
than a passionless professional.***

# bible readings: enthusiasm

## **ROMANS 12:11**

*What does it look like to be lacking in zeal/enthusiasm?*

*If you are lacking in enthusiasm, how can you get more of it?*

*Ask God to help you be more passionate about the things he is passionate about.*

## **2 CORINTHIANS 9:7**

In this verse Paul encourages the Corinthian believers to give generously of their finances but to do it cheerfully and not just out of compulsion. This is good advice that we can apply to any opportunity to serve God - not doing it because we should but with joy and enthusiasm in response to the freedom God has given us.

*Think about the different things you do for God - are there any that you think you do out of obedience but your heart is not really in it?*

## **2 SAMUEL 6:12-15**

David danced with all his might in worship of God.

*What would it look like for you to be more enthusiastic in your praise of God? Try doing that by yourself with God and see how it feels. Then the next step might be to do it at church on Sunday!*

## **NEHEMIAH 2:17-20**

In this passage Nehemiah experienced opposition to his enthusiasm. Sometimes we will experience the same when we get passionate about something. Nehemiah responded with more enthusiasm!

*Spend some time praying for the things you're passionate about.*

# 2

## leading with excellence

### What you need for this session:

- » Projector and laptop
- » Workbooks and pens
- » Materials to build a tower with (see activity below) e.g. children's blocks, wine gums and toothpicks, marshmallows and uncooked spaghetti noodles (dry)

### SLIDE 12



What do you think it means to lead with excellence?



Split the group into two teams. Each team will be given some materials to see how tall a tower they can build. However give the teams a different set of materials so that it is not a fair competition, e.g. give one team a set of children's blocks, and the other team a bag of wine gums and a bag of toothpicks. Alternatively you could give both teams the same type of materials but give one a much greater quantity than the other (tell them this so they know it's not a fair competition). Give them a set amount of time to build their towers.

In this activity your teams were given a different set of materials to build with. This meant that from the start one team had potential to build a taller tower. This is because leading with excellence is not about being the best, but about doing the best that you can with what you have.

### SLIDE 13

Excellence isn't about reaching **PERFECTION**, it's about reaching your **POTENTIAL**. By this definition, someone who works really hard to achieve a C grade because that's the best they can do, shows more excellence than someone who cruises along to get a B when if they had worked hard they could have gotten an A. Excellence is about being a good **STEWARD** of the **ROLES** and **RESOURCES** you have been given. Excellence doesn't aim for 'good enough', instead it strives for greatness. It is constantly seeking to grow and improve.





#### WORKBOOK QUESTION:

*Which of these do you think you do?*

- » *I strive to learn from my mistakes.*
- » *I'm not content with giving less than what I'm capable of giving.*
- » *I hate to leave tasks unfinished.*
- » *I try to leave things in better condition than they were when I arrived.*
- » *I am always seeking to improve.*

### SLIDE 14

Excellence is often an expression of the **VALUE** we place on others.



#### WORKBOOK QUESTION:

*Imagine that your favourite music artist or actor rang you out of the blue and said they were coming to your house for dinner. What would you do?*

### SLIDE 15

If someone important was coming to visit, many of us would make sure the house was tidy and we would put on our best clothes and our best behaviour. Why? Because we value them and we want to give them a good experience in their time with us.

### SLIDE 16

As Christians, pursuing excellence can be a form of **WORSHIP**, as we seek to **HONOUR** God in gratitude for what he has given us. It's not that we need to earn his love or approval, but knowing that we are loved and approved by him should give us a reason to want to glorify him in all that we do.

As leaders, excellence is also a form of **SERVING** others, as we seek to honour them by giving our best. It communicates to them that they are important to us.



**Do you think your church and/or youth group is pursuing excellence? What makes you think it is or isn't?**



#### WORKBOOK QUESTION:

*Think about the roles and responsibilities you have at youth group. What would change if you were to really give it your best?*

## SLIDE 17

One of the things that work against excellence is **OVER-COMMITMENT**. When we have too many responsibilities we can find that we don't have the time or energy to give our best. Sometimes this is just the reality of life and so we need to remember that it's about doing the best we can with the resources we have. However at other times we will need to evaluate our commitments and let go of some things, so that we can concentrate on doing a few things to the best of our ability instead of trying to do heaps with our resources spread thin.

## SLIDE 18

*God gave us his best... we shouldn't give him any less.*

# bible readings: excellence

## **GENESIS 4:1-7**

Abel brought the firstborn of his livestock as a gift to God, whereas Cain brought some of his crops 'after some time'. It seems like maybe he gave God his leftovers rather than the best of his first fruits.

*In what areas do you think you act more like Cain and in what areas do you act more like Abel?*

## **MATTHEW 5:14-16**

The Greek word in this verse used to describe our works/deeds as 'good', is 'kalos'. Kalos can be translated as 'excellent, well done, or beautiful'. As we do things with excellence it helps shine God's light into the darkness of the world!

*Spend some time praying that God will help you to be the light of the world he has called you to be.*

## **COLOSSIANS 3:23-24**

Sometimes we can aim for excellence in those things that seem to directly serve God, but when it comes to things like schoolwork, housework, and secular employment we think that it doesn't matter whether we give our best or not.

*Make it your goal today to do your chores and secular responsibilities as if it was of eternal value to God...because it might just be.*

## **1 CORINTHIANS 9:24-27**

Here Paul compares serving God to an athlete training for a competition.

*Think of an area of youth ministry that you would like to get better at. What could you do/where could you go/who could you talk to, in order to improve in this?*

# 3

## leading with empathy

### What you need for this session:

- » Projector and laptop
- » Workbooks and pens
- » Small note-sized pieces of paper

### SLIDE 19

### SLIDE 20

Empathy is the ability to **IDENTIFY** with and **UNDERSTAND** another's situation or feelings.



**Why might empathy be an important characteristic for Christian leaders to have?**

### SLIDE 21

When leaders lack empathy they can end up hurting people as they don't **RECOGNIZE** or **ACKNOWLEDGE** their struggles. People can then feel **UNAPPRECIATED** and stepped on.

Empathy is about understanding people before trying to help or challenge them. Instead of looking down on others and **ASSUMING** what they need, empathetic leaders seek to come alongside people and discover what's going on in and around them.

The foundation of understanding is **LISTENING**. Unfortunately this is one skill that many leaders lack. Leaders who don't listen well will alienate and discourage those they are leading.

### SLIDE 22: PLAY VIDEO CLIP "It's Not The Nail"

Often people just want someone to listen to them rather than try and fix things or give them advice.



**Do you know anyone that is a good listener? What makes a good listener? What makes a bad listener?**

Here are some tips when it comes to listening:

- » Maintain good eye contact (but don't stare).
- » Give regular cues to indicate that you're listening, e.g. head nods, "mmm"s and "yep"s.
- » When someone is talking to you, don't start thinking about what you're going to say next until they've finished. Concentrate instead on hearing and understanding what they are saying. Try summarizing back to them what they've just told you, e.g. "Okay, so what I'm hearing is that you're struggling at home and you feel like God doesn't care."
- » Be careful that your body language doesn't communicate a lack of interest. Things like folding your arms, fidgeting, stretching or checking your cell phone can all give negative messages to the person talking to you.



Give each person a piece of card with a circle drawn on it, and a marker. Get them to think about a personal question and tell them to turn the circle into an 'emoji' by drawing a facial expression and any other details they choose based on how they feel about it. Come up with a question based on what would work with your group, but here are some potential ones:

- » *What was last year like for you?*
- » *What sums up your relationship with God at the moment?*
- » *How do people at school (or work) see me?*
- » *How was your weekend?*
- » *How do you feel about the future?*

Now get them into pairs and explain what they will be doing: they will take turns having one be the speaker and one be the listener. The speaker will show the listener their 'emoji' and explain it to them. The listener may ask questions to get them to elaborate or explain more but they shouldn't say anything else. The listener should pay special attention to any mention of what the person felt or experienced. When the speaker has finished, the listener will repeat back to them what they have heard. Then swap roles and do it again with the first speaker now being the listener.



**WORKBOOK QUESTION:**

*Was there anything you found difficult about that activity?*

SLIDE 23

*Pity looks down. Empathy kneels down.*

# bible readings: empathy

## JOHN 11:32-35

Here we see Jesus deeply moved and weeping with compassion for Mary as she grieved for her dead brother. This is a remarkable display of empathy, especially as if you carry on and read the rest of the story you see that Jesus knew Lazarus was about to be raised from the dead!

*Be encouraged that whatever you are struggling with at this moment, the Lord cares about you and is moved with compassion for you.*

## ROMANS 12:15

Empathy is about sharing in other people's experiences.

*Where around you do you see rejoicing, and where do you see mourning? It could be people you know or it could be people you are aware of through others or from the news.*

*Spend some time praying for other people both giving thanks for their joys and asking the Lord to comfort them in their struggles.*

## JAMES 1:19

The foundation of empathy is listening.

*Make it your goal today to focus on listening to people and finding out what they are thinking and feeling.*

## MATTHEW 7:12

This is known by many as the 'Golden Rule': to do unto others as you would have them do to you. This requires you to put yourself in other people's shoes and thinking what you would really appreciate if you were in their situation.

*Think about the people around you and do something for someone that will hopefully communicate to them that you care about them and are with them in whatever they're going through.*



# 4

## leading with encouragement

What you need for this session:

- » Projector and laptop
- » Workbooks and pens

### SLIDE 24



Get them to split up into pairs. Each pair will play each other in a best-out-of-3 game of Paper, Scissors, Rock. The winner will go on to play another winner, while the loser will become the winner's cheerleader - ie they must cheer as loudly as they can for the person who beat them as that person challenges their next opponent. The winner of that challenge will then go on to challenge another winner while the loser and their cheerleader now join in cheering for that person. Keep going in a round robin. That means with a group of 12 in the final round you will have 5 people cheering for each contestant.



For those of you who won at least one game, how did it feel to have someone cheering for you? For those of you who became cheerleaders, how did it feel to be cheering for someone?



**WORKBOOK QUESTIONS:**

*What's the most encouraging thing anyone's ever said to you?*

*Who is the most encouraging person you know?*

### SLIDE 25

As leaders we want to see people **THRIVE** and released into their gifts so they can be all they were created to be. One of the main tools we have in this is encouragement. Many people struggle with **FEARS** and **INSECURITIES**, which often play over and over in their heads. Our job is to speak the opposite, building them up and replacing those negative voices with positive ones. We are cheerleaders, supporting and encouraging people.

Being an encourager doesn't mean you can never **CHALLENGE** or **CONFRONT** anyone. But it does mean that you always want the best for people and seek to build them up. It means you are always looking to point out the best in people and you occasionally challenge them because you know they're better than that.

Encouragement builds up an emotional bank account in other people, which puts you in a position where you can ‘afford’ to challenge them. Criticism and condemnation on the other hand can put you in overdraft - you will need to encourage and affirm in order to ‘buy back’ their trust.

Encouragement **STRENGTHENS** our relationships - people love to be around positive people.



**What stops us from leading with encouragement?**

## SLIDE 26

Sometimes it is because we don’t want people to become **ARROGANT**. Many have commented that in New Zealand we have ‘Tall Poppy Syndrome’ where we don’t like to see people get too popular/famous/successful and so feel the need to ‘cut them down to size’ and ‘bring them back to earth’. However they may not be arrogant at all, and instead it may be that we are simply **JEALOUS** of them, and don’t like seeing them do better than us.

Sometimes we withhold encouragement because we feel **DISCOURAGED** ourselves. It can be hard to be encouraging of others if we aren’t feeling good about ourselves. It’s therefore important that leaders also find people/ places/ways to receive encouragement themselves.



**WORKBOOK QUESTION:**

*Where/from who/in what ways can you find the encouragement that you need as leader?*

Some ideas for making sure you get encouraged:

- » Find someone who will be prepared to mentor you.
- » Find some prayer partners who will regularly pray for you and with you.
- » God is the biggest encourager. Make sure you spend time with him that isn’t focused on praying for your ministry or preparing to lead a Bible study, but is instead for you to receive strength, joy and peace for yourself.
- » Keep a journal where you record both the things you pray for and any testimonies and answers to prayer. That way you will be able to look back on what God has done in the past and be encouraged for both the present and the future.
- » Find resources that encourage you and go to them often. It may be a particular author, blog, band, conference or friend that seems to always encourage you.

However, even with these things a lot of people still struggle to receive encouragement. A couple of reasons why:

- » We don’t want to be arrogant. So we **DEFLECT** any compliments - “it was all God”, “nah I’m not as good as you” etc.
- » We don’t **BELIEVE** it. We are often so focused on our **FAULTS** that we find it hard to accept that people might think good things about us.



**Words of Affirmation:** Have each person write their name on a blank piece of paper and then pass it to their left. Each person will then write something to encourage that person (eg what they like about them, a Scripture or prophetic word, a list of skills and attributes they see in them). Pass it again to your left and repeat until each person has written something for every other person and has received their own piece of paper back to read all the words of affirmation.

*An alternative is to do this verbally instead of written - take turns for each person to be told by the rest of the group what they admire/appreciate about them. This is more personal as it allows for eye contact, body language and tone of voice, but the downside is that aren't given something concrete for them to be able to read again and again.*

## SLIDE 27

***Do whatever builds people up.  
Criticism rarely does, but encouragement really does.***

# bible readings: encouragement

## **1 SAMUEL 30:1-6**

That sounds like a bad day! But David's response to the terrible situation he found himself was to 'strengthen himself in the Lord'. It doesn't say how he did that though...

*...In what ways do you connect with God's strength/encouragement?*

## **ACTS 9:26-27**

Saul (later known as Paul) had been the main persecutor of the Christians, until one day he had encounter with the risen Jesus on the road to Damascus. However he was so feared that when he arrived in Jerusalem wanting to join the church as a Christian, they viewed him with suspicion. There was one man by the name of Barnabas which means 'Son of Encouragement' that welcomed him in. He would go on to mentor and then serve Saul/Paul as an apostle to the Gentiles.

*Who could you be a 'Son/Daughter of Encouragement' to today? Spend some time praying for them and ask the Lord to show you how you could help them discover their purpose and calling as a disciple of Jesus.*

## **PROVERBS 18:21**


*Make it your goal today to be someone who only speaks words of life and encouragement to the people you interact with.*

## **2 TIMOTHY 1:2**

Timothy was a young leader who Paul mentored and encouraged.

*Who do you have in your life who encourages you? Spend some time praying for them and giving thanks to God for putting them in your life. You might also like to text/message/call/visit them to thank them personally.*





**Do you want to turn the leadership potential you see in your teenagers into reality?**

**Are you keen to help your existing young leaders grow and mature in their leadership roles?**

**Are you looking for leadership training that is straightforward, grounded in scripture, adaptable, and fun?**

Focusing on the heart of leadership, *Take the Lead* is a training resource to start your teenagers on their Christian leadership journey. The fourth in the series, "Leading with E's" is the next step in training for older teens that have a leadership role.

In this resource we focus on four E's that we need to lead with: Enthusiasm, Excellence, Empathy and Encouragement. The course contains a mix of discussion questions, games, workbook activities, PowerPoint slides, bible readings and video clips. All you need to run your own leadership training!

**aym**

## **EQUIPPING ANGLICAN CHURCHES TO MINISTER TO TEENAGERS**

Anglican Youth Ministries (AYM) facilitates youth ministry in the Anglican Diocese of Auckland. We offer parishes support, training and resources, as well as combined youth group events and camps.

To find out more about how we can support youth ministry in your church, contact us on 09 302 7261 or [admin@aym.org.nz](mailto:admin@aym.org.nz)

**[aym.org.nz](http://aym.org.nz)**