



# wake up, rise in strength

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TRAINING FOR WOMEN LEADERS



A program of activities and teaching to equip Christian women to understand their calling to be leaders

# GOALS

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Improve Biblical understanding of women in leadership



Develop practical leadership skills



Encourage participants to understand cultural roles for women and men



# INTRODUCTION

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This training material has been written by women and men with many years' experience in equipping Christians for leadership in ministry. These resources will help you train others in biblical leadership and practical skills in leading.

*There are additional Facilitator's Notes at [www.worldea.org/training4women](http://www.worldea.org/training4women)*

There is a suggested time for each session but in practice the times will vary depending on the size of the group and the confidence they have in participating.

You will need a white board or flipchart, paper and pens for group work, and AV equipment. Each participant needs a notebook. Look out for any activities that need extra resources.

Adapt the sessions according to the time you have and the interests of participants, but please don't miss out on exploring all aspects of the teaching.

If you only have time for a one-day program, we recommend you use the sessions marked with an asterix\*.

We also encourage you to use the prayer exercises as they are vital!

*The title of this teaching series is taken from Deborah's song in Judges Ch5.*

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## DAY ONE

# How do I see myself? How does God see me?



### SESSION 1:

Exploring who we are in different contexts\*



**TIME:** 2 hours

Facilitator introduces her/himself and the goals for the training (see introduction).



### ACTIVITY 1: Who are you?

**WHOLE GROUP ACTIVITY:** Write on board: *Who are you?*

Everyone writes down 3 words to describe themselves.

Ask some people to share answers (they will probably give their roles in life).

**We are more than our roles or our jobs.**

### INDIVIDUALLY:

- How would you describe 'you' in 2 sentences?
- How would friends describe you?
- What are your best characteristics/qualities?
- What are your expectations for this time together?
- What do you hope God will show you over the next 3 days?
- Share with another person.

Facilitator asks for some feedback on the 3 questions.

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**NOTE TO FACILITATOR:** This opening exercise will let you see how easily/confidently the women share. Try to draw out the quieter women.

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**PRAY** about some of the things shared and ask God to guide the sessions ahead.





## ACTIVITY 2: Exploring the way we lead





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**NOTE TO FACILITATOR:** Our leadership may change depending on context. Sometimes we are not aware that we are even leading.

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**RESOURCES NEEDED:** 16 LARGE CARDS WITH THE WORDS FOR ACTIVITY 2B WRITTEN OUT.

### A. IN THE FAMILY:

-  Ask how we may lead differently as a wife, daughter, mother.
-  Are there unwritten rules about the things we should do or not do?
-  In your family life, are girls and boys treated differently?
-  Is that a good thing? Ask for some examples.

### ROLE PLAY: *A Cultural Dilemma*

Ask for volunteers to act out a family scene (role play).



**IDEA 1:** A family with 5 children. The oldest son, aged 12, is sick and there is not enough money for treatment, and school fees for all the children. The siblings are girls aged 13, 11 and 7, plus a boy aged 2.

**Roles:** mum, dad, son, daughter, mother-in-law, etc (depending on size of group).

Role play a discussion about the choices to be made.



**IDEA 2:** A family with 2 children, a boy aged 11 and a girl aged 14. The husband is a traditional Muslim whilst the wife is a secret believer. Arguments are starting between the children. The girl feels she is treated differently and has to do all the household chores.

**Roles:** mum, dad, son, daughter, mother-in-law, etc (depending on size of group).

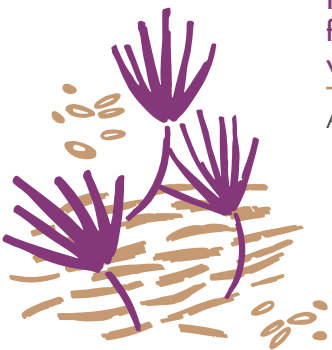
Role play a discussion of the issues.

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**NOTE TO FACILITATOR:** Choose one of the ideas. Ask for volunteers out the front so that everyone can react to the situation. Try to choose people who will be happy to discuss this in front of others.

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Ask the mother to start the discussion. Others watching can comment at the end.



## B. AT WORK:

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**NOTE TO FACILITATOR: Be aware that not everybody will work but may still have opinions.**

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Ask if the women lead in a work context. If women do not work outside the home, ask them how they would act talking to a government official, a policeman or a doctor.

Look at the words about leadership on the cards. Which ones do you think apply to you and other women in a work situation/dealing with officials (list may need adapting in different languages):

Ask the women to physically make 2 lists: words that apply to them, words that do not. They can discuss choices and move cards as a result of the discussion if they want.

**Bold**

**Assertive**

**Strong**

**Listening**

**Decisive**

**Caring**

**Brave**

**Honest**

**Approachable**

**Accountable**

**Careful**

**Encouraging**

**Goal oriented**

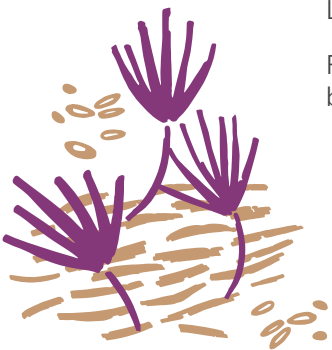
**Knowledgeable**

**Strong**

**Supportive**

Lead discussion with this question: Are some of these words more '*masculine*'?

For example: Men can be aggressive, but women can't? Women can be caring, but men can't? Men can be bold but women can't?






### C. IN THE CHURCH:

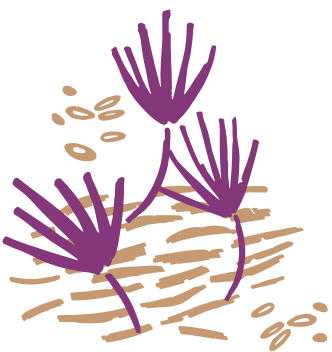
Form small groups of 3 or 4 people to discuss the questions on PowerPoint:

**Do you see yourself as a leader? How do you know? If there are men in the room, does that change the roles and expectations?**



### REFLECTION:

-  What do you think God is saying to you? Do you feel that God is calling you to do things differently to the male leaders? Or are you expected to be different because you are a woman?
-  What have we learnt so far about our leadership/styles, about our roles as women?
-  Ask the women to write a journal entry – How would you introduce yourself now?





## SESSION 2:

How does God see women?\*



TIME: 2 hours



## ACTIVITY 1: Women who lead

### IN SMALL GROUPS:

Think about women you know in leadership roles. Answer the questions that are on the PowerPoint slide.

*What are they like? Do you like them? What do you feel when you are with them? What do you admire about their leadership? Are there things they handle badly on occasions?*

Together make a list of things we admire in women leaders.



## ACTIVITY 2: Biblical models

### WHOLE GROUP ACTIVITY:

Think of the women in the Bible that you hear about in sermons/preaches/talks. Who are they? Write up the names. What characteristics are stressed about these women?

 Have you ever heard teaching using the examples of Deborah, Hannah, Shiphrah and Puah, Miriam, Sarah, Mary the mother of Jesus?

Facilitator can gauge and use responses appropriately.

Why do think this is so when there are 188 named women in the Bible and many more significant un-named women?

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**NOTE TO FACILITATOR:** Some answers may be – male teachers tend to use male examples in their teaching, women in the Bible are often seen as needing help rather than giving help, the type of leadership we see in women eg Naomi has been overlooked but we see the more obvious leadership of men eg Boaz, Bible teachers fail to see just how many examples of women of faith there are, the Church has had gender bias.

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### ACTIVITY 3: How does Jesus see women?

Start with an example all-together, with the participants giving their insights drawn out by facilitator e.g. woman at the well.

In groups, look at 1 or 2 examples of how Jesus treated women.

List should be displayed on PowerPoint.

Adulterous woman, woman at well, Jesus' mother, Mary of Magdela, mother of James and John, Peter's mother-in-law, woman with bleeding.

-  How did he speak to them?
-  How did he treat them?
-  What did he expect of them?
-  What changed?

Groups report back (15 mins).

Facilitator draws out any extra points during feedback.

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**NOTE TO FACILITATOR:** By his teaching and actions, Jesus affirmed the worth and value of women. The example of Jesus is especially important – he is God and if we know Jesus, we know God the Father. Jesus is the Word – giving life – so his words and actions show us how we should talk and act.

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**SEE FACILITATOR'S NOTES** on nine women who encountered Jesus.

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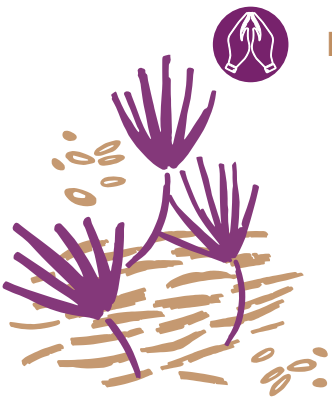
### SHARING TIME

SUGGESTED QUESTIONS FOR PERSONAL REFLECTION OR IN PAIRS:

-  What have we learnt that is surprising? Challenging? How does that fit with your experiences? What has Jesus said to you? How does he treat you?



**PRAY** for women who need healing and who feel released to something new.





### SESSION 3:

## Church, Kingdom and Culture



**TIME:** 1 hour

Facilitator explains Kingdom, Church and culture, to show why the church can sometimes be a poor reflection of Jesus.

Ask the group to give examples of what our culture tells us about women and girls, e.g. girls should be pretty and soft, girls do not need as much education as boys, it is better to have sons than daughters.

**WHAT IS CHURCH?** Ask everyone to draw picture of what you think church is. Draw a picture of what church means to you.

Feedback and display all pictures on a wall.

**WHAT IS CHURCH?** Use drama activity.

In small groups, think about what church is and what church does. Can you create a picture or tableau of 'church' using each person in your group. Think of the fact that church is meant to be a body, to serve God and each other and to look out.

Groups have 10 minutes to prepare then each group performs its tableau.

🌿 Try to come up with a definition of church.

### WHAT IS THE KINGDOM OF GOD?

When we talk about the Kingdom of God, what is that? How is it different to the Church?

**Get feedback:** Write up the ideas.

**Draw two circles:** a small one for the Church inside a bigger one for the Kingdom.

Refer to Matthew 13 which describes several ways to see the Kingdom of God – as seed sown in a field, as a mustard seed, as hidden treasure and as a net.

Ask for ideas about the meaning of these parables.



Write up the following ideas so each point is understood:

### THE KINGDOM OF GOD IS:

The rule and reign of God.  
Already here, but not yet in its fullness.  
Is bigger than the church.  
What Jesus brought in and taught about.  
What we are to seek first and pray for.

### THE CHURCH:

Is made up of subjects of the Kingdom.  
Is an embassy of the Kingdom.  
Proclaims and demonstrates the Kingdom.  
Lives out the ethics of the Kingdom.

**'Kingdom' is our aim:** In the Lord's Prayer, we say, "Your Kingdom come, your will be done, on earth as it is in heaven."

Discuss what the women see in their church that reflects the 'culture' of the Kingdom of God?

What conflicts with God's values?

What can we do about it?

Note down ideas and attitudes, e.g. we can't do anything, we need to change the attitudes of men, teach positive attitudes in my family, teach on the issues in small groups, pray, confront bad attitudes.



### ACTIVITY 1:

#### WHOLE GROUP ACTIVITY:

Facilitator explains that we are going to look at Jesus' interactions with women compared with what we see in our workplaces, communities and churches.

How does Jesus' behaviour compare with the way women are treated in different cultures and perhaps in the church, today?

Ask them what they think. Explain cultural mindsets if necessary.



Can you think of any jokes/sayings about women in your culture that treat them as inferior? E.g. mother-in-law jokes, jokes about women drivers, an old wives' tale, boys who cry are 'girls',

What about other cultures?

Can our faith sometimes reflect our cultural values rather than Jesus' values?

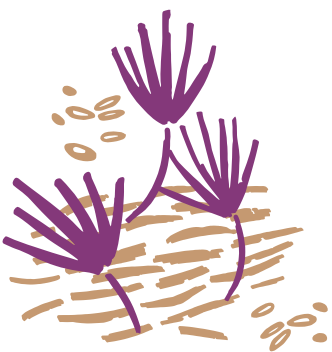
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**NOTE TO FACILITATOR:** Church sometimes responds to attitudes and behaviour in society e.g. alcohol – there was a big movement in 19th century Britain and America to stop drunkenness; some churches respond to secular music or dancing especially rock music by telling young people not to be involved; churches might reflect or reject cultural attitudes to girls' clothing, e.g. head covering, trousers, short skirts.

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**Discussion in small groups:**

- 🌿 All cultures have good and bad – when does culture need to be changed to be in line with God's values?
- 🌿 How do we treat girls in our families? How do we bring up our children? Are our attitudes in line with God's?





#### SESSION 4:

What about the tricky Bible passages about women?\*



TIME: 2 hours

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**NOTE TO FACILITATOR:** Please explain clearly that we want to establish and affirm the truth of the Bible. It is the Word of God; it is our authority for life. It is set and written and translated within a culture and so we need to interpret ideas in that light.

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If we do not start from a scriptural base in our opinions about gender equality, and the place of boys and girls in our world, we let social norms rule our responses. We let our 'feelings' about what is acceptable or right are part of the way we see things but we always stand on the rock of faith- God is eternal and his plans for us are better than man-made rules.



#### ACTIVITY 1:

So what does the Bible say about gender roles and how has it got so controversial?

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SEE FACILITATOR'S NOTES on Genesis 1, 2 and 3.

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Teaching to whole group on scriptures from Genesis using the PowerPoint slides.

Facilitator explains that the relationship of mutuality, partnership, and equality portrayed in Genesis 1:1-3:7 is now sadly marred by sin.

But these statements are not creation mandates – Jesus came to show a better way and to restore relationships between God and humans and between male and females.

'The Genesis Curse' of Chapter 3 can be seen in women who have unhealthy reliance on men and endure painful sexual relationships, as well as fear/guilt over having children.

Shame (shame of being exposed, wanting to cover up) and fear (fear leading to lies and blame) are the drivers of the Fall.



God has good identity and purpose for us. In the Bible this is seen in a person being given a new name and a new role in God's Kingdom.

We all have an inheritance!



**PRAY:** If appropriate and the Spirit is leading, pray about women who feel insignificant or ashamed of their position and life.



## ACTIVITY 2:

### EARLY CHURCH PRACTICES

Small group work looking at six different passages:

**Acts 1:12-14**

**Acts 2:1,17-18**

**Galatians 3:28**

**Acts 16:13-15**

**Acts 18:1-3;19-20**

**1 Corinthians 7:1-5**

**RESOURCES NEEDED:** A5 CARDS (APPROX. 20X15CMS), ABOUT 10 FOR EACH GROUP, AND FELT PENS.

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**SEE FACILITATOR'S NOTES on each passage.**

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Depending on the size of the meeting, each small group looks at one or 2 passages, and answers the following questions:

Each group needs a set of A5 cards and a felt tip pen.

Write answers to the questions on PowerPoint:

- 1 What is being said about women in this text? Write each point on a different card (we will come back to these points later).

*E.g. Men and women received the Holy Spirit; in Christ there is neither male nor female.*

- 2 What does each point tell us about women's roles?
- 3 What do you think about it? Do you agree/disagree and why?



Agree a time for group work. Then have time of feedback and discussion.

Summarise what we have learnt.

Ask the women to write down the key things they have learnt about women and attitudes to women seen in the actions of Jesus and the early church.

There is a richness and equality in these passages. So why are 3 or 4 verses picked out to justify some Christian teaching – that women should stay silent and should not be leaders?

There are 2 aspects – headship and authority in marriage, authority to teach and lead in the church.

These two areas are often merged to affirm that women have a different role to men and that women are not permitted to have authority over men.

**RESOURCES NEEDED:** EXTRA A5 CARDS AND FELT TIP PENS.

Look at passages together on the PowerPoint:

Wives submit to your husbands:

**Colossians 3:18**

**Ephesians 5:22**

Women should be quiet and should not teach or have authority over men in church:

**I Timothy 2:9-15**

What is each passage saying about how women should behave?

E.g. wives submit to husbands

What do we need to understand about the position of women in the culture?

We are going to write each point on a card. Bluetack or pin them up in one column.



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**SEE FACILITATOR'S NOTES for excellent discussion of these key passages.**

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Then put up the other cards from the earlier discussion (Activity 2).

Look at each point from these passages and the other passages we looked at before.

If group is small, ask them to get up and stick the cards on the wall under the headings below: Column 1 – Column 2.

Can they agree on where the cards go?

**Column 1**

Cultural values

**Column 2**

Kingdom values

If it is a large group, go through each card together eg vote on where it goes.

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**NOTE TO FACILITATOR: Point out that questioning the meaning of a particular scripture and putting it into context is NOT questioning the authority of scripture. It is seeking to understand why there are differences.**

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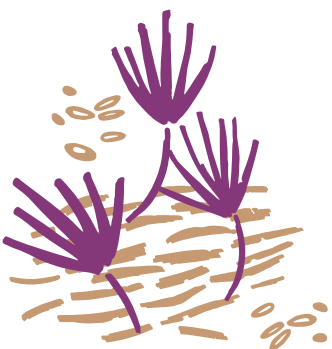
Watch the videos on Paul's teaching available at [www.worlddea.org/womenandthechurch](http://www.worlddea.org/womenandthechurch)

If we can't agree, is it so important?

It is only important if it damages someone's identity in God ie damages self-esteem or prevents a woman fulfilling God's purpose in her life.



**PRAY** as led by the Spirit about any doubts, questions, anger.







## SESSION 5: Reflection









**TIME:** 1 hour

Use the story of Mary and Martha (Luke 10:38-42).

Read the passage on the PowerPoint.

**Let's go over what Mary and Martha were like:**

-  What was Jesus saying?
-  What do you think about this passage? (E.g. Hospitality in your culture.)
-  How do I respond to the women's heart attitudes? (We're called to serve, and to learn, but do we feel resentment? Anger?)
-  What have I learnt about God?
-  What I learnt from the Bible?
-  What have I learnt about me?

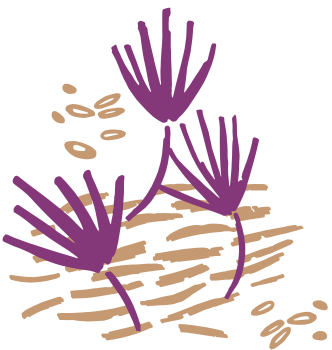
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**SEE FACILITATOR'S NOTES on this passage.**

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**PRAY** for each other in groups.



## DAY TWO

# Leadership



### SESSION 1:

Different styles of leadership



**TIME:** 90 minutes



### ACTIVITY 1: Introduction

Ask women which areas of leadership they are involved in, or would like to be involved in.

#### Brainstorm together or in small groups:

- What makes a good leader? (skills/character/knowledge)
- Give an example of a woman or man who leads really well at school, in the church, in politics.
- We all want to be good leaders but what about the opposite? What does bad leadership look like?
- Write down things to avoid/that detract from good leadership

Discuss some of the ideas in the whole group.



### ACTIVITY 2: Different Styles of Leadership

There are many different types of leaders all with their individual styles. If we look in the places we work and in our churches, we will see many different ways in which people lead.

In pairs, can you think of different styles you may encounter? For example, you may have a leader who takes all the decisions alone and delegates work to others. What other styles of leadership have you come across?

Facilitator should elicit their examples on white board.



### SMALL GROUP ACTIVITY IN GROUPS OF 4:

- 🌿 What do you think about the different styles on the board? What are the advantages and disadvantages?
- 🌿 Which style comes more naturally to you? What is the positive side of this? What do you need to be aware of?

In your notebook reflect on:

- 🌿 Which type of leader would you find it easier to work with? Which type of leader do you personally respond best to?
- 🌿 Which type of leader would you like to be?
- 🌿 What kind of team do you need to build around you?

Facilitator brings group back together.

What have we learnt?

- 🌿 A good leader will demonstrate a variety of leadership styles
- 🌿 Understanding each other's natural style helps
- 🌿 We are all different but all valuable and highly important
- 🌿 Jesus is our example in all areas. Looking at how he led the disciples – what can we learn about leading well?





## SESSION 2: Biblical Leaders



**TIME:** 90 minutes

**RESOURCES NEEDED:** A5 CARDS (ABOUT 6 PER GROUP) AND FELT-TIP PENS. TWO SIGNS SAYING *CHARACTER AND INTEGRITY*, AND *KNOWLEDGE AND SKILLS*. BLU TAK OR PINS TO PUT CARDS ON THE WALL.

Ask the whole group for names and examples of biblical leaders and make a list of their characteristics on a flip chart - good and bad.

Look at flip sides of strengths and weaknesses.

### Possible examples:

**Jesus** authority, wise, kind, could see people's motives, sacrificial

**Peter** audacious, impulsive

**Esther** reading the culture, favour of the King

**Deborah and Barak** unafraid

**Naomi** leading when weak

**Moses** clearly called but reluctant, fearful

Facilitator reminds the group that Christian leadership is both a calling and a gift not simply a position that we occupy.

🌿 In groups, brainstorm the qualities you need to be able to lead well.

🌿 Write each point on card.

Then ask the group to separate the cards into two lists:

### Character and Integrity or Knowledge and Skills

**For example:** Character/integrity: persevering, honest

Knowledge/skills: can do spreadsheets, understands how to run a meeting

Is one list more important than the other?



Are some situations, some types of people, harder to deal with because we are women?

Do we sometimes respond in a 'female' way – with tears, not being in control of our emotions?

**Discuss things that come up, e.g.**

- 🌿 Passive/aggressive responses/tears
- 🌿 Manipulation
- 🌿 Lack of confidence/anxiety
- 🌿 Emotions (our emotions lie to us!)
- 🌿 Need for training



**PRAY** this is how we want to be – Lord help us to grow in our strengths and to have your courage.





### SESSION 3:

The leader you want to be\*



**TIME:** 90 minutes

#### What holds us back?

**RESOURCES NEEDED:** A ROLL OF TOILET PAPER (OR 2) AND EXTRA PIECES OF NOTEPAPER, E.G. POST-IT NOTES; SELLOTAPE OR STAPLER.



#### ACTIVITY:

Facilitator calls up someone willing to be bound by a roll of toilet paper.

What are things binding us/holding us back?

People come forward and write issues on post it notes or paper – staple or tape to toilet paper.

Read out the responses and draw ideas together as needed.







Ask volunteer what it feels like to be bound.

Ask her if she is happy to stay bound for the next 10 minutes!

Read Luke 13:10-17 from PowerPoint.

Facilitator uses PowerPoint slides to go through what we learn from the passage:

The crippled woman is bound physically, she must look down and can't look up into a person's face. She has 18 years of suffering but through all that she must have come to the synagogue regularly.

-  She is bound mentally and emotionally.
-  Fear of rejection – Shame, Guilt, Anxiety, Negative thinking, Sadness.
-  She also has spiritual bondage.
-  Feelings of unworthiness.
-  Cannot approach God.
-  Bound by spirit of fear, guilt and rejection.



### The woman encountered Jesus

As you look at each new idea, unwrap some of the volunteer's toilet paper binding.

Jesus saw her – noticed, stopped, she was not forgotten.

He called her – has time to call her as an individual, makes her special.

He touched her – not afraid to be close to her, reaches out.

He set her free – daughter of Abraham ie she will be saved, she will inherit.

Who benefits? The woman, all the people were delighted.








**PRAY** about overcoming things that bind us.

*"Lord we pray for breakthrough from the things that bind us."*

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**NOTE TO FACILITATOR: You could use the following passages to pray encouragement into the lives of the participants:**

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-  God promises to be your light in the darkness and your strength (Psalm 27:1).
-  God reminds you not to be dismayed, because He will help you and hold you (Isaiah 41:10).
-  God tells you to be of good courage because He will never leave nor forsake you (Deuteronomy 31:6).
-  God exhorts you to be strong and courageous (Joshua 1:6).
-  God delivers you from your troubles, doubts and fears so that you may taste and see His goodness (Psalm 34:4-8).

*With thanks to Susan Chan, from Malaysia, for permission to use teaching ideas on Luke 13:10-17.*





## SESSION 4:

# What am I like?



**TIME:** 2 hours

When God created each one of us, he gave us special gifts and talents, different abilities and personalities. We are uniquely made and all have something incredible to offer to others as we are made in the very image of God.

Facilitator writes up definitions: 'Personality' is the combination of characteristics or qualities that form an individual's distinctive character.

'Character' is the mental and moral qualities distinctive to an individual.

So we might describe somebody's personality as dreamy, reserved, action-oriented.

To describe somebody's character we might use words like honest, sloppy, hard-working, quick-tempered.

How might these attributes influence the way you carry out tasks?

### WHOLE GROUP ACTIVITY

How would you describe the following people:

 Lady Diana

 President Donald Trump

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**NOTE TO FACILITATOR: Please choose other examples if these are inappropriate.**

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In pairs, tell your partner what your husband/daughter/best friend is like. Describe their personality and character. What makes them special? How do you think this affects the way they work, and relate to others?





Have a time for feedback.





Divide into groups.

Imagine you and your team are looking to appoint a new church/youth leader/house church leader:



-  What kind of person would you be interested in appointing?
-  What would you be looking for in terms of character and personality?
-  What about skills and knowledge?
-  What questions would you ask at an interview to explore the candidate's personality and qualities?

Feedback on the interview questions that would be useful.



### PERSONAL REFLECTION IN JOURNAL:

Take 10 minutes to write down your response to this session.

-  What have you learnt about your own attitudes?
-  What new things do you appreciate about other people?

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**NOTE TO FACILITATOR: Be aware that everything we discuss depends on Jesus. Jesus can transform our personalities, develop our natural abilities and give us new spiritual gifts.**

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James Bryan Smith in his book, *The Good and Beautiful Community*, points out (on p229) that we are "holy yet broken, broken yet holy." He reminds us that it says in Romans 3:23 "all have sinned and fall short of the glory of God."



**PRAY** in groups about personality and skills.

Thank God that we are all different and can appreciate each other.

Thank God that we can work together in teams.

We are sorry when we fail to appreciate other people's skills and personalities.



## DAY THREE

# Practical Leadership Skills



### SESSION 1:

Different styles of leadership\*



TIME: 90 minutes



### ACTIVITY 1: How to express opinions positively

AS A WHOLE GROUP, discuss the following questions:

What kind of language do you use to express your opinions?

What would be considered rude?

How could you express your opinions more strongly (assertively)?

IN THE WHOLE GROUP, talk about the following situations and ask the women to say how they might express their opinion in each situation. Look at the examples on the PowerPoint:

- 1 In a meeting of the church elders, how would you feel about expressing your opinions?

Would you be (the words may have to be adapted depending on the first language of the group):

**respectful and polite**

**cautious about disagreeing**

**express opinions openly**

**willing to speak strongly**

**willing to submit**

**would stay silent**

- 2 In a community discussion with other women about the local hospital, how would you feel about expressing your opinions?



## ACTIVITY 2: Role Play

Ask the group if they have suggestions of any situations they've had to deal with where they need to express their views. Role play that situation OR use the ideas below.

- 1** You are the leader of a group/team at church. A lady comes to you and tells you that her husband is beating her and that she wants to divorce him.

You arrange to meet with her and her husband. Would you invite anybody else to the meeting?

Imagine the first meeting. Give different roles/personalities to others.

How do you reach a resolution?

Act out scenario.
- 2** You have just found out that one of the men who leads a small group in your church is having a sexual relationship with one of the women you are mentoring.

What do you do? Who would you call to the meeting?

Assign roles and roleplay the meeting.
- 3** There has been a lot of jealousy in the church recently. A woman who is a new Christian who has come from a very difficult home background has joined the church and is getting a lot of support from the leaders. One of the other ladies is very jealous as she too has problems and feels that she is not getting enough attention and help. She feels alone and left out. As the leader, you need to talk to both women and help them restore their relationship. Assign roles and hold the meeting.



## ACTIVITY 3: What we have learnt

- 1** What things are important to remember when we deal with difficult situations and hurt people?

Write up the responses.

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**NOTE TO FACILITATOR:** Draw out that Jesus was full of truth and full of grace (compassion and mercy/love), not one at the expense of the other.

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**SEE FACILITATOR'S NOTES on Genesis 27 and Matthew 20.**

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- ② How do we as leaders resist the temptation to base leadership decisions purely on our own desires/ambitions?

Look together at Genesis 27 – re-tell the story of Rebekka, using the PowerPoint summary.

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**NOTE TO FACILITATOR: Mothers want the best for their children but that should be not at the expense of justice and compassion.**

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### IN SMALL GROUPS

Look at Matthew 20:20-28 and read the story of Zebedee's wife.

- 🌿 What do you notice about her motives and actions?
- 🌿 How does Jesus respond in Matthew 20:16?
- 🌿 What heart and character issues are important in a leader?

Feedback and share findings.

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**SEE FACILITATOR'S NOTES on Rebekka and Zebedee's wife.**

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## ACTIVITY 4: Leading by Serving

Facilitator draws out idea of being servant hearted using 3Cs on PowerPoint.

### Be compassionate

Agape love, that is sensitive to the needs of others; our hearts should be centred on others not on our own status; Jesus' heart is touched by the naïve selfishness of the woman and her sons.

Note that the sons are not seen as individuals (James and John) – they are acting together – we need to be aware that people will gang up on us.

"Through love, serve one another." – Galatians 5:13



### **Be cleansed**

We have to be prepared to have a clean heart, not following the world's sense of leadership/recognition/status.

Jesus deals with the wounds/rifts caused by the brothers' selfishness (was it the mother or the sons who started this whole thing?) He calls the whole group of disciples together and addresses the resentment felt by the other 10.

As leaders, if we don't deal with our own discouragements, anger, disappointments, we cannot have the heart of a leader.

James and John were called the Sons of Thunder – there must have been a reason for such a name. It could have encompassed good and bad qualities. They needed to examine themselves and see their ambition honestly before they could be true leaders. Jesus helped them to do this.

As leaders we need to examine ourselves and help our team to examine themselves.

### **Be consecrated**

We need complete commitment – to be servants, slaves!

Leadership in the Kingdom is NOT about the world's ways.

Psalm 86:11 "Teach me your way, Lord, that I may rely on your faithfulness. Give me an undivided heart, that I may fear your name."



**PRAY** silently using the questions on the PowerPoint:

Do we need to develop compassion? Often seen as a feminine quality, but we can pretend to care when we do not!

What do we need to be cleansed of?

What do we rely on, other than God?

Ask three or four people to pray for the whole group.

If appropriate in your context, commit to be consecrated – dedicated, set apart, often seen in laying on of hands, anointing with oil.





## SESSION 2:

How do we build team/get people to follow us?



**TIME:** 1 hour



### ACTIVITY 1: Play game of 'Simon Says'

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**NOTE TO FACILITATOR:** If you do not know *Simon Says*, you will find an explanation of this simple children's game online.

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Facilitator points out that the game relies on doing what we are told by a bossy Simon. Sometimes we see leaders as people who order others to do things.



### ACTIVITY 2: Another game

Teams of 4 people. Only allowed to have a certain number of feet/hands on the floor.

Start with 11 body points on the floor, then 7, then reduce to 5, then 3.

Facilitator points out it is up to the groups to work out ways of co-operating and listening to the ideas of others.

Did the group work better if there was a leader who told everyone what to do?



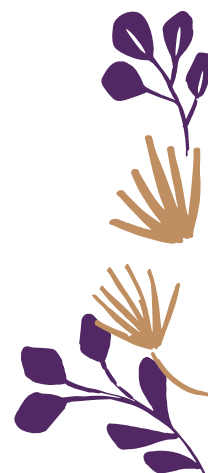
### ACTIVITY 3: Helium rod or duct tape game

These are both deceptively simple activities.

**RESOURCES NEEDED:** FOR HELIUM ROD OR STICK GAME, SEE [www.youtube.com/watch?v=O1nycryLEbE](http://www.youtube.com/watch?v=O1nycryLEbE) OR DUCT TAPE GAME, SEE [www.youtube.com/watch?v=C4Q\\_s0\\_txrQ](http://www.youtube.com/watch?v=C4Q_s0_txrQ)

Ask women to form small groups of 6-8.

Aim is to all support the weight of the rod or tape with your index finger.



You have to lower the rod or tape to the ground without anyone losing contact with the rod and you must keep the rod perfectly horizontal (it must not tip).

If you falter, you must start again.

It sounds simple but ...

Discuss as a whole group:

- ❖ What skills did your group need for the activities to work?
- ❖ Did anyone emerge as a leader?
- ❖ How did they manage people?
- ❖ Did everyone recognise them as leader?
- ❖ What skills were needed? (E.g. persuade, use humour, give clear instructions.)
- ❖ How did you feel personally?

When it's not a game, are there other skills we need as leaders? How do you earn respect?

Whole group contributes ideas. eg listening, managing other people's skills, mentoring talent.





### SESSION 3: Bible truths\*



**TIME:** 90 minutes



### ACTIVITY 1: Women leading men

Whole group looks at images on PowerPoint of Princess Diana, President Trump, Gandhi, Mother Teresa, Beyonce, IS leader, Kim Jong-un, Nelson Mandela, Beatles, Hitler, Angela Merkel, Malala Yousafzai, President Mubarek, Mohammed V1 (Morocco).

You can choose images depending on your group.

What makes us follow certain people? Would we want to follow these people? Why, why not?

That's people in the public eye, now let's consider leadership in the home.

If you have an extended family, e.g. a mother-in-law living with you, how does the leadership dynamic work?

Look at example of Sarai and Hagar in Genesis 16.

Read the story on PowerPoint.

**WHOLE GROUP DISCUSSION** of behaviour of Sarai, Abram and Hagar:

How do the women behave towards each other? Why did they behave that way? What do you think of their behaviour?

Point out that women need to support other women, and let go of abusiveness.

How did Abraham respond? What do you think of his response?

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**SEE FACILITATOR'S NOTES** on this topic.

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## ACTIVITY 2: In your church context, do women ever lead men?

What skills would be needed when women are leading men? Do you think we need extra or special skills?

### WHOLE GROUP DISCUSSION

Go through ideas on PowerPoint:

- ❖ Don't get aggressive or bullying
- ❖ Be assertive
- ❖ Be direct
- ❖ Be prayerful
- ❖ Show respect but also know that God has called you
- ❖ Don't be afraid to be a nurturer
- ❖ Don't try to be like a man
- ❖ Respond with a balance of reason and emotion
- ❖ Choose not to be offended
- ❖ Know that sometimes you may 'lose'

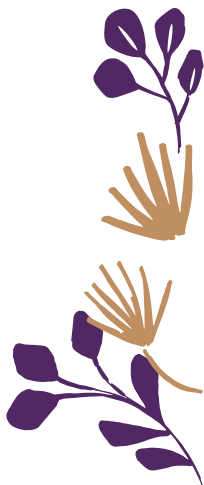


### REFLECTION

What are the new things that have struck you today?

What skills do you want to develop to be a better leader?

Share your ideas with a partner and pray for each other.





## SESSION 4:

What qualifies us for leadership in God's Kingdom?\*



**TIME:** 90 minutes



## ACTIVITY 1:

Let's look at Mary and Martha in John 11:1-44, after their brother Lazarus had died.

Facilitator leads discussion on Martha and Mary.

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**SEE FACILITATOR'S NOTES on the faith and actions of Martha and Mary.**

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We need to learn new ways of looking at our relationship with Jesus:

- ✿ Sense of self worth
- ✿ Value and identity in the Lord enables us to break free of norms



## ACTIVITY 2:

**RESOURCES NEEDED:** Worksheet for all participants OR whole group activity using words on cards that they arrange into 3 columns.

Look at the words below? Do you know what they mean? Arrange them under the following columns:

CHARACTER	SKILLS/KNOWLEDGE	PERSONALITY
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Single-minded	Accountable	Good at their job	Resilient	
Supportive	Trusted	Authoritative	Open-hearted	Confident
Demonstrates care for others	Self-controlled	Trusting		
Delegates well	Values rest	Helpful	Respected	Respects others
Has good boundaries	Unafraid of change	Organised	Self-Aware	
Good insight into people	Doesn't bear a grudge	Can motivate others		
Unselfish	Considerate	Grateful	Good computer skills	Joyful
Doesn't hold a grudge	Forgiving	Intuitive	Good with people	
Un-offendable heart	Godly	Upright/Righteous		
Willing to invest time in others	Has Integrity	Flexible	Strong	
Can speak 3 languages	Dynamic	Servant-hearted	Likeable	



Making it personal:

Each participant looks at the list and decides:

- ✿ What am I good at? What are my strengths?
- ✿ What areas do I need to develop and how can I do that?



## REFLECTION

Ask everyone to create action points on the areas you want to develop. Share with a partner and pray for each other.





## FINAL SESSION: Looking forward\*



**TIME:** 90 minutes



## PERSONAL REFLECTION

Questions on PowerPoint for personal reflection and sharing:

- What am I taking away?
- What has God shown me personally?
- How will this impact my ministry?
- What about things I can't change in the short-term, e.g. power structures. How can God help me?

Ask everyone to write a short letter to God about their experience over the last 3 days.

If people feel comfortable reading their letter to others, have time for sharing.



## COMMUNION AND PRAYER

Use this time to pray for people who want to *Rise in Strength*.

Does anyone have prophetic words?

