

ELDERSHIP TRAINING

Facilitators Guidebook



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INTRODUCTION

This booklet is intended for use with a series of short videos dealing with eldership. Each video is approximately 10-minutes long and is designed to provoke thought and further reflection. While the videos can be viewed by individuals, we feel they will have maximum benefit if they are screened within a group setting. In that case, this may be facilitated by a lead elder, an 'elder that directs' or apostolic gift that can facilitate a discussion. Each page of this booklet provides a brief overview of the key concept of the video, followed by personal reflective questions that can be used for self-examination, then several suggested questions to promote group discussion. Needless to say, a facilitator may wish to use all, some, or none of these questions. Finally, there is space provided for each individual to make personal notes.

We hope you enjoy the videos and that they prove helpful in further equipping you to lead your congregations.



SESSION OVERVIEW

Session 1: Christlike in Character

Session 2: Faithfulness & Fruitfulness

Session 3: Canals & Swamps

Session 4: Self-Esteem

Session 5: No Pressure

Session 6: Rejecting Jesus

Session 7: A Unity that God Loves

Session 8: Preaching

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Session 10: Shepherds Stink Like Sheep

Session 11: Those Who Make Vision Reality

Session 12: Delegation, Duplication & Abdication

Session 13: Are These All the Sons You have?

Session 14: Eldering in an Apostolic Household

Session 15: With Great Power Comes Great
Responsibility

CHRISTLIKE IN CHARACTER

SESSION 1

OVERVIEW

We should know that there are character qualifications for elders. We should regularly audit ourselves against the biblical list, and the principles it represents. It too can be helpful to look at these qualities through a modern lens.

PERSONAL REFLECTION

- Do the qualifications found in 1 Timothy 3 and Titus 1 describe me?
- What is my greatest weakness from that list?
- What can I do to work on that weakness?
- When was the last time I asked for somebody else to audit my character?
- Can I say with conviction, "Imitate me as I imitate Christ"?
- Do I know my weaknesses and default settings?

GROUP DISCUSSION POINTS

- How open are we to speak into each other's lives?
- How real, open and accountable are we with each other?
- Do we regularly audit ourselves and each other?
- Do non-elders feel free to speak into our lives, as elders?
- Have we disqualified others unfairly or set the bar too high for others?

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FAITHFULNESS & FRUITFULNESS

SESSION 2

OVERVIEW

Faithfulness and fruitfulness are inextricably linked. If we are faithful, we will be fruitful.

PERSONAL REFLECTION

- Am I faithful to what God is calling me to do, personally?
- Is there an area of my life where I need to be more faithful?
- What is the evidence of faithfulness and fruitfulness in my life?
- Am I doing only what the Father tells me to do?

GROUP DISCUSSION POINTS

- Are we being faithful as a team?
- Are we seeing fruitfulness in our congregation and lives?
- Are there areas where we can see a lack of fruitfulness? Why might that be?
- Are we investing in faithful/reliable people or focusing on problem people?
- Where may we need to adjust?

CANALS & SWAMPS

SESSION 3

OVERVIEW

Each of us has our own defaults and biases. We need to recognize what these are so that we can compensate for them in order to represent Jesus well. Scripture can help bring us into balance, if we apply it correctly.

PERSONAL REFLECTION

- What are my personal defaults?
- Do I use Scripture to reinforce my position or do I allow it to correct me?
- Am I teachable?
- Do I tend toward canals or swamps?
- How do I make sure I follow the river?

GROUP DISCUSSION POINTS

- Is there a diversity of perspectives within the team?
- Are we imbalanced one way or another?
- What are the 'banks' of the river that must be observed?
- How easily do we follow the flow of the river? Do we readily change direction?
- How do we lead people forward as we navigate the river?

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SELF-ESTEEM

SESSION 4

OVERVIEW

How do we see ourselves? Do we think more highly of ourselves than we ought? Is our identity truly in Christ or is it placed in our function as an elder.

PERSONAL REFLECTION

- Do I find my identity in my function as an elder?
- Do I value my own contribution, gifting or opinion too highly?
- How much do I seek and value the perspective of others?
- Do I seek man's approval in an unhealthy manner?
- What is my idea of true humility?

GROUP DISCUSSION POINTS

- How can we learn to see ourselves as we really are?
- How honest can we be with each other?
- How do we facilitate healthy conversations about our strengths and weaknesses?
- Does each member of the team feel valued and know where they fit in the team?
- Is humility a hallmark of the team, with no competition or jostling for position?

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NO PRESSURE

SESSION 5

OVERVIEW

There has been much confusion about the role of elders wives; what is expected of wives and what can and should they be doing in the life of the church?

Disclaimer: As with any area of our lives, we need to maintain a healthy balance. The purpose of this video is not to see any person doing less than Jesus asks them to do. Our aim is to see all of our elder's wives understand that they play an invaluable part within the team and have a responsibility to exercise whatever gifts and calling the Lord has for them. Life should be lived in obedience to Christ, not the expectations of man nor the imagined obligations of the non-existent office of 'elder's wife'.

PERSONAL REFLECTION

- What has God called myself and my wife to as a couple?
- What are my individual gifts? What does the Lord require of me?
- How can I as a husband lead and protect my wife well?
- How can I as a wife support my husband well?
- Do our wives feel like they are valued within the team?
- What gifts and callings do our wives carry and how can we create space for them to walk in these?
- Am I walking in faith and obedience to the Lord or living to please people?
- What does it mean for me to be a part of this eldership team?

GROUP DISCUSSION POINTS

- What are the expectations of the wives on this team; given the team dynamics, different gifts, and different capacities?
- Does our language help or hinder the understanding of our different roles?
- How can we ensure that our wives are looked after well, feel part of the team, function in their personal gifting and play their role as 'older' women in the life of the church?
- Do the elders wives feel they have a role to play and have a voice on the team?

REJECTING JESUS

SESSION 6

OVERVIEW

The parable of the tenants tells a scary story. In this parable Jesus speaks of how a tenant kills the son of a land owner in an attempt to keep the inheritance for themselves. Today, it is quite possible for church leaders to reject what Jesus is saying because they fear losing their position of power. We need to recognize that Jesus is the head, and that we need to submit to Him - whatever the cost.

PERSONAL REFLECTION

- What is my understanding of my function and role as an elder?
- Am I willing to submit to apostolic authority?
- Would I be willing to step aside if asked?
- How willing am I to change responsibility etc. if asked?
- Am I truly submitted to my leaders?

GROUP DISCUSSION POINTS

- What is our responsibility for leading a congregation within an apostolic field?
- Is apostolic authority invited? How well do we receive Ephesians 4 gifts?
- What do we do if we see things differently or disagree?
- How do we ensure that we hear and respond to the message brought to us?
- How willing would we be to move geographically, change responsibility, hand over leadership or start/end full time employment as requested?

A UNITY THAT GOD LOVES

SESSION 7

OVERVIEW

Unity brings blessing – if it is Godly unity! We find true, Godly unity when we each focus on, are found in, and follow Christ.

PERSONAL REFLECTION

- Am I united with Christ?
- Am I united with the team, both in my congregation and the wider church?
- Am I of one heart, mind and purpose with my local eldership team, as well as the wider team?
- How do I guard the unity of the saints?
- Like David's men said to him, can I say, "I am for you," to my leaders?

GROUP DISCUSSION POINTS

- How united are we as a team?
- How united are we, as a team, with the wider Joshua Generation Church eldership and Four12 apostolic team?
- If we need a greater degree of unity, how do we go about achieving that?
- What are the greatest threats to our unity?
- Can we remain diverse as a team and still remain united?

PREACHING

SESSION 8

OVERVIEW

Preaching is just one of the many tools we have to lead and shape people. Preaching is really only effective when its content is made concrete in community. We must make the most of our preaching opportunities and work together with our leaders to make it as effective as possible.

PERSONAL REFLECTION

- How well do I preach?
- What can I do to improve?
- Am I happy if I don't get many opportunities to preach or lead?

GROUP DISCUSSION POINTS

- How good is our preaching as a team?
- Who among us are the preachers and teachers?
- How do we decide what should be preached?
- Are we making the most of our one opportunity per week to cast vision, lead, etc?
- Where are we taking people and what are we hoping to achieve through our preaching?
- Are we preaching the full counsel of God, or only parts of it?
- Are we effectively communicating to both believers and unbelievers?
- Are we providing clear opportunities to respond to the message?

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HEALTHY CONGREGATIONS

SESSION 9

OVERVIEW

It is important that we know what a healthy church looks like. It is equally important to have an accurate perception of our own congregations. Regular audits and outside perspectives are essential to ensure true health in our local congregations.

PERSONAL REFLECTION

- What is 'the more' in my life?
- How 'healthy' am I?
- What is my role in building a healthy church?
- What would the church look like if everybody imitated me?
- How easily do I receive correction, criticism and even praise?

GROUP DISCUSSION POINTS

- How healthy is our local congregation?
- When last were we as a team and congregation audited?
- What adjustments do we need to make?
- Are we seeing each of the things mentioned in Acts 2:42-47?
- Are we effectively raising leaders?
- Are we seeing signs of the power of the Spirit in our meetings and in the lives of those we lead?
- Are we leading well as a team?

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SHEPHERDS STINK LIKE SHEEP

SESSION 10

OVERVIEW

Scripture describes elders as shepherds. We need to be faithful in looking after the sheep God has entrusted to us. This requires living among and spending time with the sheep.

PERSONAL REFLECTION

- Am I a faithful shepherd in light of Ezekiel 34?
- Do I know the state of the sheep?
- Do I spend time with and give myself to the sheep?
- When did you last 'touch' each of the sheep you are responsible for?

GROUP DISCUSSION POINTS

- Is each person in our local congregation being looked after and shepherded?
- Do we know the state of every sheep in our care?
- Is our shepherding effective?
- Are we, as a team, meeting the requirements detailed in Ezekiel 34?

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THOSE WHO MAKE VISION REALITY

SESSION 11

OVERVIEW

Deacons are essential to a healthy church. We need to have the right understanding of the role of a deacon in the church and partner with them effectively.

PERSONAL REFLECTION

- Am I encouraging and training the deacons regularly?
- Do I communicate clearly with the deacons?
- Do I value the deacons and recognize their high calling?
- Do I delegate responsibilities to deacons?

GROUP DISCUSSION POINTS

- How well do the elders and deacons partner together?
- Do we truly trust the deacons to fulfill important roles within the life of the church?
- Do we understand the role of deacons within the congregation?
- Are we putting ungodly restrictions or limitations on the deacons?
- Do the deacons feel a freedom to serve Jesus according to their gifting etc?

DELEGATION, DUPLICATION & ABDICATION

SESSION 12

OVERVIEW

The ability to delegate is essential. We need to entrust responsibility to others rather than trying to do everything. There are, among us, people who are extremely gifted; we need to recognize this and allow people to serve in the way they have been called and gifted by Christ.

PERSONAL REFLECTION

- Do I find it easy to delegate?
- Am I able to let go and entrust work and tasks to others?
- Am I able to recognize the gifts in people?
- What are the obstacles to me delegating?

GROUP DISCUSSION POINTS

- Do we delegate effectively to the right people?
- Are we seeing a priesthood of all believers?
- When is it reasonable to take risks with people?
- Are we training and equipping people effectively so they can help us effectively?
- Do we continue to trust people if they fail or do things badly the first time?

ARE THESE ALL THE SONS YOU HAVE?

SESSION 13

OVERVIEW

It is imperative that we are consistently recognizing, equipping and releasing new leaders. Leaders may not always be easy to lead but we need to be able to lead strong people and release them into all that God has for them.

PERSONAL REFLECTION

- Am I discipling potential leaders?
- Do I see the potential in those I lead?
- How do I identify leaders?
- How do I help people walk into their calling?
- Do I disqualify people too readily?

GROUP DISCUSSION POINTS

- What are the present and future leadership needs in our local congregation?
- Who are our future elders, deacons, and leaders?
- When is it appropriate to take risks with these people?
- How well are we discipling, training and equipping future leaders?
- Are we spending enough of our resources on the faithful and reliable among us?
- Have we become reliant on systems and principles, or are we Spirit led?

ELDERING IN AN APOSTOLIC HOUSEHOLD

SESSION 14

OVERVIEW

We are incredibly privileged to be part of an apostolic household. Elders should work in partnership with the apostolic in order to build a healthy church.

PERSONAL REFLECTION

- Do I value apostolic input?
- Am I truly submitted to and truly united with the apostolic team?
- Do I find myself in the 'slipstream' of the apostolic?
- Do I value going on outreach, giving apostolically etc.?

GROUP DISCUSSION POINTS

- How well do we partner with Ephesians 4 gifts?
- How often do we invite in apostolic gifts to help, audit and add what we are lacking to our local congregations?
- Do we submit gladly to apostolic perspective?
- Do we value the apostolic and communicate this to the people with our words and actions?
- How do we help the saints see the value of being part of Four12?

WITH GREAT POWER COMES GREAT RESPONSIBILITY

SESSION 15

OVERVIEW

Authority and responsibility are inseparable. Elders will be held responsible for how they have led the sheep - which is an awesome responsibility! We have been delegated authority by Jesus to lead the people, and therefore need to understand both the authority that we carry, and the responsibilities that we have.

PERSONAL REFLECTION

- How do I understand the authority that I carry?
- What are my responsibilities?
- How accountable am I?
- How submissive am I?
- Do I live what I preach?

GROUP DISCUSSION POINTS

- How do we keep each other safe and healthy?
- Are we mutually submissive, accountable, and teachable as a team?
- How approachable are we?
- Can both sheep, deacons and other elders speak into our lives?
- How do we handle disagreements and conflict within the team?

