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Leadership 105

Lesson 8 Homework: Read pages 249-256 Answer and respond to “What Now?”

I believe that creating a healthy system of shepherding is a vital component of establishing a healthy and engaged ministry. I believe that starting with a small group of no more than 6 would probably work out best. I would go over the expectations and core values with them and make sure they have an understanding of the journey they are about to begin. After, I would take them through the different scenarios that they may encounter in ministry. Nothing hands on yet as they would not be rooted, grounded and prepared. I believe some have the false sense that being involved in ministry is glamorous but that isn’t the case at all. Next I would take them through a restoration class. My wife and I teach a restoration class called Breaking Free, which was gifted to us from the pastor who developed the curriculum and instructed us to make it our own, to allow them to let God clear any debris or false mindsets that could be or are hindering their growth and development. Once this is complete I would begin to set the P.A.C.E. with these 5 new leaders and model for them what prayer looks like, what it means to be available, I would show them a model of contacting people, and try to show them the example of following Jesus. After I have taken them through the training classes and established the P.A.C.E. with them, I would then have them shadow me in another group setting as an example of the “How To.” This would almost be the equivalent of a lab after the lecture. Give them the opportunity to apply what they have learned. I would meet with these leaders not only as a group of trainees, but I would also meet with them individually. As a group I would allot more time, probably 1 ½-2 hours a week. Individually I would allot at least an hour a week. As the newly trained leaders gained confidence and courage I would then allow them to “have at it,” or lead their own group with myself being an observer to offer feedback and support. Once I saw they were ready for takeoff I would then have them recruit and train 5 new leaders under their care. I would be involved heavily at the beginning of the process with the restoration class but then slowly get out of the way so they could then impart to those leaders and equip them in the same manner I did for them. I would continue to touch base with the new group leaders and groups until the newer recruits had been trained and launched out to start their own small groups. This frees up the original 5 I had trained up to help me visit the different groups every week so that all of the visitations don’t fall on me. In this same manner the recruits of the recruits can then launch their trainees and become part of my shepherding and visitation team. The cycle would continue to repeat itself so that as there’s growth there are also the laborers to tend to the growth without anyone person carrying too much of the load and experiencing ministry burn out.