

# Tentmakers Leaders Training

(Sponsored by *the W.R. & Floy Sauey Family Foundation*)

A 40-day training experience with 2-3 years of application and coaching while serving as tent-makers, Daniel or LINC leaders

## Objectives and Growth Outcomes

### Course Objectives:

1. Grow as Christ-centered People
2. Develop Leadership Skills
  - Relational Skills
  - Communication Skills
  - Motivational Skills
  - Management Skills
  - Entrepreneurial Skills
  - Creative Thinking and Decision Making Skills
  - People-building and Ministry Skills
  - Jesus-following Skills
  - Learning and Thinking Skills
  - Worldview Discernment Skills
  - Wisdom-seeking and Sharing Skills
  - Citizenship Skills
3. Understand and develop the Qualities of a Leader
  - Vision
  - Initiative
  - Servant Heart
  - Awareness
  - Integrity
  - Faith
  - Vitality
4. Develop a comprehensive written Personal Life Management Plan, which includes focus on:
  - Fitness
  - Life-long Learning
  - Finance
  - Marriage
  - Vocation



## **Areas where Knowledge and Growth should result for the participants:**

It is presupposed that all tent-makers, Daniel or LINC leaders come to the 40-day training with some background and experience in areas of the course objectives. This naturally varies from person to person. For example, some will have little experience speaking to groups, while others will have a great deal. Some will have little management knowledge or experience while others will come with years of practice. The 40-day training seeks to build on what each participant brings to the training, so growth is proportional to each individual's starting place. Due to the non-linear, integrated and cumulative nature of the training, progress toward the specific objectives will vary over the forty days, but all areas noted below should show significant impact over the course of the training. The course is designed to launch three years of service as a tent-maker, Daniel or LINC leader during which time there will be continuing study and application with collaboration with other tent-maker leaders, coaching and reflection. Growth and development will take place throughout the three years and will be most evident at the conclusion of this time period.

### **Growing as Christ-centered People**

- Start, re-establish or continue to set aside daily time and longer times, periodically, to develop one's walk with Jesus and establish life dreams, goals and plans in response to His leading, so that one's life and vocation flow from who one is in Christ and His guidance.
- Overcome obstacles in one's personal life
- Establish appropriate goals and plans
- Focus on one's identity in Christ
- Write and regularly review Christ-centered affirmations (statements of faith about the kind of person God wants one to be)
- Develop a group of people to support, encourage, and hold one accountable.

### **Relational Skills:**

- More intentional about initiating conversations in all settings
- Listen more in conversations with genuine interest
- More often ask questions of others and let them talk
- Affirm others more consistently, which means looking for their good qualities and telling them what they see
- Involve others in more meaningful conversations that include problems or challenges the person is facing, goals and dreams they have and/or achievements they feel good about
- Understand that the heart of ministry is relationships so programs and activities are better structured to be a platform for people to build relationships
- Build better relationships with those one manages because they see that good management is difficult without good relationships
- Initiate prayer with others more easily and naturally

### **Communication Skills:**

- Tell stories that illustrate a point in a more clear and succinct manner with focused beginnings and definite endings
- Give a devotional talk in four minutes with two stories and a scripture verse that make the same point

- Train others to give a devotional talk as above
- Utilize the development of goals, Position Results Descriptions (PRDs), and plans of action to enhance communication and common understanding
- Begin to arrange conversations in response to understanding that people move through specific attitudes whenever introduced to a new idea or concept and in making a decision for action
- Arrange the components of a talk to move people through negative attitudes and toward positive attitudes: ultimately to take action
- Communicate vision by clearly stating mission, goals, and plans

#### **Motivational Skills:**

- Increase the desire of others to participate by listening better to their ideas and situations
- Motivate others by encouraging their ideas and creative thinking
- Move people to action by providing a clear vision, plans, and delegations
- Begin to motivate and communicate with people by paying attention to their current attitude overcoming the negative and helping them move toward positive action
- Motivate others to get involved by discovering their ideas and dreams, then matching them to areas or goals within their ministry or organization
- Encourage and build others by providing follow-up, accountability and evaluation of delegations

#### **Management Skills:**

- Allow more time for oneself and others to think through and plan what could or should be done, assessing the current situation and what appropriate steps need to be taken to move from the current situation toward what could or should be.
- Begin or be more likely to write down plans
- Analyze and diagram current and ideal organizational structures for clarity, priorities and decision-making
- Listen to and study people to make better delegations
- Give delegations by describing results to be achieved rather than tasks to be done
- Develop or refine a mission statement for the ministry or organization one leads
- Ensure that written Position Results Descriptions (PRDs) with desired results, key result areas and measurable performance standards are in place for each staff member and volunteer
- Train others in giving and receiving a good delegation and writing PRDs
- Develop a PRD for one's position, and begin to use it for communications with governing committees and constituents to coalesce expectations
- Develop specific goal statements that answer what, why and when
- Develop plans of action for each goal that states who, where, how, and is accompanied by a timeline
- Begin to shape the goals and plans for action with reference to what constituents have expressed as their interests, problems or ideas of what could or should be
- Have a greater sense of satisfaction and balance about how to manage one's time by scheduling blocks of time for activities and by implementing other time management keys and tools
- Set up processes to monitor what's going on so delegations stay on track and people succeed
- Exercise positive accountability when things don't go right so that people grow
- Develop and implement an overall plan for evaluation of group and individual efforts that will be positive, improve programs and help people grow

### **Entrepreneurial Skills:**

- Articulate the qualities and skills necessary for effective entrepreneurship
- Formulate a ministry/business plan based on Biblical principles and market research
- Practice and be able to teach sound personal financial management principles

### **Creative Thinking and Decision-making Skills:**

- Utilize steps of creative thinking for individual and group problem-solving
- Incorporate creative thinking into developing plans of action
- Utilize the combined knowledge of a group for creative thinking when problem-solving
- Make personal and group decisions by identifying and ranking the criteria that lead to a solution rather than by debating the solutions

### **People-building and Coaching Skills**

- Begin to think about the overall strategy of one's work and ministry so one and others can identify where they fit and be encouraged by the big picture
- Train others to build relationships, affirm one another, think creatively, set good goals, develop plans of action, plan one's time, use the decision-making process, have a regular time with the Lord, tell clear succinct stories, etc.
- Do more presentations in the workshop format where skills or attitudes are developed through participant involvement
- Organize, lead, and disciple a group of high school or college-aged students who desire to know and follow Jesus Christ
- Become qualified to serve as a Tentmakers Instructor with the capability to deliver Tentmakers Training Courses (this requires specific application and coaching, provided during the three years)

### **Jesus-following skills**

- Be able to teach an overview of the basic precepts and leadership principles of Jesus Christ and how they compare and contrast with those of other great leaders from history
- Practice and be able to teach five or more of the spiritual disciplines
- Lead and conduct oneself with excellent manners
- Develop and practice healthy fitness and diet habits to maintain the body as the "temple of the Holy Spirit"

### **Learning and Thinking Skills**

- Understand and be able to teach the basic elements of grammar so that ideas may be clearly expressed in writing
- Understand and apply sound principles of reasoning and logic and be able to recognize fuzzy or faulty reasoning
- Develop the ability to debate issues of truth respectfully, clearly and compellingly
- Understand and teach what a classical liberal arts education is, why such an education is important, and how it can be achieved

- Develop the ability to ask the necessary questions to help others think more clearly, develop a desire to discern truth, and discover fallacies in one's own and other's thinking
- Study the Bible regularly with effective study skills
- Organize and lead study and discussion groups
- Begin to develop a passion for "*Abe Lincoln type*," life-long learning which includes the study of the great books and classics

### **Worldview Discernment Skills**

- Articulate the distinctive worldview of Jesus Christ
- Defend the Bible as the authoritative and inspired Holy Word of God
- Articulate the elements of the Christ-centered faith, based on the two testaments of the Bible, the three major creeds, the four major Church councils, as taught during the first five centuries
- Compare and contrast the elements of the Christian faith with the major prevailing historical and contemporary worldviews

### **Wisdom-seeking and Mentoring Skills**

- Gain the ability to build relationships with elders (people of wisdom) to (better learn to) gain and share wisdom
- Maintain a journal to record reflections on gaining wisdom through reading, case-studies, observation and dialogue
- Beginning to recognize one's ability to share wisdom with others

### **Citizenship Skills**

- Articulate the founding principles and values for the American Republic and its Biblical origins as it was envisioned by the signers of the Declaration of Independence and the U.S. Constitution
- Articulate the elements of the free-market system, its Biblical foundation and why freedom and the free-market system cannot be separated
- Articulate the system of education that produced the American founders
- Beginning to practice and articulate the responsibilities of good citizenship

### **Qualities of a Leader**

- Understand and further develop oneself as a person with Vision, Initiative, A Servant Heart, Awareness, Integrity, Faith, and Vitality
- Have renewed enthusiasm and confidence for one's life and job
- See one's role as a leader is more to encourage, enlist, and train others to lead than to provide total leadership by oneself

### **Written Life Plan**

- Develop a Written Life Plan for one's personal life and activities. This involves writing down and organizing documents in notebooks entitled the Ministry Management Plan and the Personal Management Plan. Each notebook has sections labeled: (1) Overview, (2) As Is, (3) Could Be (or Vision/Goals), (4) Plans of Action (Journey)
- Include sections for Life-long learning, Fitness, Finance, Marriage and Vocation