

## 2<sup>nd</sup> Year Expectations

- What are your expectations of the coming year?
- What are you hoping to receive from iServe Africa?
- What are your aims for yourself?

### *Aims*

- To test further a likely gifting for long term full-time gospel ministry.
- Increased training intensity and depth.
- To take things up to the next level – especially in the practice of Faithful Bible Teaching and servant leadership.
- Moving the emphasis from simply receiving mentoring towards practicing and modelling mentoring and apprenticeship towards others.

### *Training*

- At the placement – make the most of mentors and ministry experiences.
- Our expectations will be much higher for second years. We'll expect the apprentice to **model** apprenticeship to the first year apprentices in all aspects including placement commitment and fulfilment of objectives, devotional lifestyle (Bible study, prayer, fasting, journaling etc), Scripture work, study, partnership development, communications, budgeting, accountability and general organization among others.
- Apprentices will be asked to conduct a more extensive and in-depth **research project** (3000-3500 words). A staff member will sit down with each 2nd year apprentice at the beginning of their year to discuss where their passions lie, what might be the most valuable area to investigate in relation to their own personal growth, and to agree a research timeline.
- Apprentices will receive a new, more stretching and personally tailored **reading** list.
- For apprentices within Kenya there will be an enhanced training curriculum consisting of full training days (Wednesdays) plus some parallel sessions at MTC.
- Apprentices will also be asked to take a leadership role at MTC (e.g. organising logistics, introducing sessions, mentoring 1st year apprentices, facilitating small groups, leading or teaching a session where appropriate, preaching a model exposition).
- For apprentices in Nairobi – regular mentoring from iSA staff.
- For apprentices in Kenya but not in Nairobi – a) sermons they are working on can be emailed to the office and receive feedback; b) we will explore distance learning options such as the Moore College course.
- **Partnership Development** – as discipleship – taking up to next level – 20,000 per month of support to yield maximum of 15,000 stipend.

# Office 201

## Belonging to a staff team

- Ephesians 6:5-9; 1 Timothy 5:1-2; 6:1-2; 1 Peter 2:13-17; 5:1-5 – What do we learn about relating to one another? What are the personal challenges?
- Loyalty
  - Cf. millennial generation, postmodern culture, self-actualisation
  - “Emmanuel first” – the church or organisation that you are part of has the first call on your time. E.g. a university or school wants me to come and speak but only if it does not take my time and energies away from my home organisation.
  - Pushing the organisation agenda not using organisation as a platform for my agenda.
  - Owning the decision made in a meeting even when you felt strongly it should have gone another way, even if the meeting was badly chaired, you weren’t listened to and someone pushed through their agenda. As a member of the organisation the decision is now my decision, I will own it and defend it and push it.
  - No grumbling or divisiveness. (cf. the Israelites in the Wilderness)
  - While I’m in the organisation I’m fully in, fully behind everything. Only where there is a very major gospel issue (most issues are not gospel issues) and you feel you can no longer be in sympathy with the overall direction of the ministry do you consider leaving. Even once I have left I should be very careful not to speak ill of former employer/organisation.
- Respect for authority and seniority
  - Submissive attitude
  - Especially in verbal and written communication
  - Asking and requesting with gentleness and respect
- Learning office culture
  - Dress
  - Address, communication, relating
  - Time, punctuality, arriving, leaving office
- Learning office procedures
  - Leave – requested not demanded
  - Concerns / complaints / disciplinary
- Communication and relationships
  - There will be conflict, work it through with grace to deeper relationships
  - Keep talking, keep pinging, keep asking questions, keep the channels open
  - Everything in love
- Meetings
  - What different sorts of meetings have you experienced?
  - What challenges have you experienced in participating in meetings?
  - Brainstorming meetings – no wrong answers, hold back criticism
  - Timing – advance, during
  - Venue – advance notice, preparation, vary
  - Agenda – having one, in advance, realistic, `not just reusing old or ignoring
  - Resolution? Conclusions? Action?
  - Numbers? Dynamics
  - Authority dynamics / background meetings / lobbying
  - Taking minutes

- accurate record that everyone present can agree
- ask chair beforehand what level of minutes – all discussion or just conclusions
- As chair
  - Avoid taking sides or pushing your position, may sometimes contribute but must not dominate, role is to guide through agenda objectively
  - Responsible for timing, avoid long summing up of discussions, keep the pace up, finish on time
  - See further below
- As contributor
  - Don't dominate discussion
  - But also be bold and make sure you contribute even if think will be ignored
  - Be gracious – make suggestions, 'maybe', 'perhaps', 'and another perspective...'
  - With controversial ideas just float them
  - If ignored/overruled in a badly chaired meeting, forgive the brother, keep contributing graciously
  - Keep perspective, have discernment, most issues are not gospel issues but issues of wisdom
  - Always be positive and constructive and own the final decision (loyalty)

## How to chair a meeting

1. 1 Corinthians 12: We need one another
  - a. Cultivate a culture where there is no hierarchical power-play but rather a recognition of our unity in union with Christ and a sense of being on the same side
  - b. Ensure that the contribution of every part of the body is valued, and particularly the 'weaker parts' recognised as indispensable
  - c. Recognise the importance of different gifts within the team and let them play to their strengths – e.g. the analyser for finding the problems, the innovator/visionary for coming up with blue sky ideas, the encourager for keeping us all motivated
2. 1 Corinthians 13: We need to do (and say) everything in love
  - a. If I have great reports or great analysis or great comments but not love then I am a clanging gong
  - b. If the discussion and decisions and action points are not motivated by love then they are worthless
  - c. Cultivate a culture of loving discourse and loving organisational drive
  - d. Ensure there is no interruption of speakers, no rudeness, no point scoring, no forceful insisting on a personal agenda
3. 1 Corinthians 14: We need to build up (not puff up but build up)
  - a. Understanding is important – ensure everyone understands what is being said at every point, discourage jargon or vague waffle or vernacular, introduce and summarise sections
  - b. Preparation is important – esp. all the contributions that need to be brought
  - c. Discernment is important – corporate weighing of ideas
  - d. Order is important – timing, people not interrupting one another
4. 1 Corinthians 15: We need the gospel front and centre
  - a. Let the gospel be our North Star as an organisation and the test of all our decisions

- b. Let the gospel rule our conduct and manner towards one another in the meeting
- c. Let the gospel motivate us towards hard work (v10)
- d. Let the gospel motivate us towards actually getting things done (v58)
- e. This might mean:
  - i. Organise a relevant introductory devotion
  - ii. Remind of the gospel when the heat of discussion rises too high
  - iii. Remind of the gospel when the discussion strays into irrelevance, irreverence or confusion and when we are trying to judge the merits of ideas
  - iv. Pray gospel-shaped prayers before (in preparation), at the beginning, middle and end

### **Practical Resources on Chairing:**

- [Four Meeting Practices that Distinguish Top Leadership Teams](#)
- [Tips for chairing meetings \(KSL\)](#)
- [How to chair a meeting \(ILM\)](#)