

GROUP LEADER WINTER TRAINING

JANUARY 2021



“The Importance of Emotionally Healthy Leadership for Leaders”



The 10 Top Symptoms of Emotionally Unhealthy Leadership

1. Using God to run from God
2. Ignoring anger, sadness, and fear
3. Dying to the wrong things
4. Denying the impact of the past on the present
5. Dividing life into "secular" and "sacred" compartments
6. Doing *for* God instead of being *with* God
7. Spiritualizing away conflict
8. Covering over brokenness, weakness, and failure
9. Living without limits
10. Judging other people's spiritual journeys



Our Need is “Transformative Change”

- Encounter Jesus
- Attend to our deep change
- Serve others out of emotionally healthy spirituality



Steps to Transformative Change and Emotionally Healthy Spirituality

1. Identify our unhealthy symptoms.
2. Pursue peace and reconciliation with our close relationships.
3. Going Back in Order to Go Forward with a tool like the Genegram.
4. Wrestle with God to grow spiritually.
5. Grow into an Emotionally Healthy Spirituality with spiritual formation practices.



St. Benedict's "Ladder of Humility"

- Fear of God and mindfulness of Him
- Doing God's will (not our own or other people's)
- Willingness to subject ourselves to the direction of others
- Patience to accept the difficulty of others
- Radical honesty to others about our weaknesses/faults
- Deep awareness of being "chief of all sinners"
- Speaking less
- Transformed into the Love of God



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What You Need to Know about Blackbaud, Our New Church Management System

- Blackbaud is going to help us shepherd the flock by allowing us to:
 - see if particular kinds of groups last longer, engage people more consistently, etc.
 - see how much of our congregation is actively involved in group life at Grace
 - reach out to all folks not currently in a group to invite them to join a group
 - communicate easily with all people in groups



How Blackbaud Will Help You as Leaders

- Blackbaud will help our small-group leaders care for their groups by allowing you to:
 - quickly and easily e-mail or text all members of your group
 - update your group's calendar, and have members automatically receive those updates in their calendars
 - see if any members have missed several gatherings in a row, and may need a call or e-mail to check in



How We Hope Leaders Will Use Blackbaud

- Make sure your group lists are up to date.
- Take attendance each time your group meets.
 - It's super easy, and can be done from an app on your phone, or from a web browser on your phone, tablet, or computer.
 - But you can also choose someone else in your group who can serve the group by being the attendance taker (just let your Campus Admin know who this is).
 - Why? We simply want to have good, accurate data on participation in group life.
- For now, only two things to do:
 - Decide who in your group will be the attendance taker.
 - Watch for an e-mail in the next few weeks about how to get started in Blackbaud.



Lent 2021

- Lent begins Ash Wednesday Feb. 17th
 - First Sunday of series will be Feb. 21st. (6-week series)
- Working Title: *FASTFORWARD*: Learning to Practice the Way of Jesus
- Purpose of Series - To invite and challenge people into the practice of prayer and fasting as a way of growing in our faith and joining Jesus on his mission in the world. With fasting as a foundational practice, we will look at associated practices Jesus himself taught and modelled (i.e., the way of Jesus).
- People will be invited to "practice" fasting by:
 - giving up something each week; e.g., food, beverage, social media, shopping, etc.
 - adding something to the season: e.g., reading through Luke



Lent 2021

- The invitation for Groups –
 - All-church invitation to participate in Lent, including existing ongoing groups and launching new short-term groups for those currently not in a group.
- Lent Study Guides will be posted at www.grace.org/studyguide and there will be a link from www.grace.org/groupleaders



Common Defense Mechanisms

- Denial (or selective forgetting). We refuse to acknowledge some painful aspect of reality externally or internally.
- Minimizing. We admit something is wrong, but in such a way that it appears less serious than it actually is."
- Blaming others. We deny responsibility for our behavior and project it "out there" upon another.
- Blaming yourself - Inwardly take on the fault.
- Rationalizing We offer excuses, justifications, alibis to provide an inaccurate explanation of what is going on.
- Intellectualizing. We give analysis, theories, and generalities, to avoid personal awareness and difficult feelings:
- Distracting - We change the subject or engage in humor to avoid threading topics.
- Becoming Hostile. We get angry or irritable when referencing is made to certain subjects.

