

Staff And Leadership Training

"You are the salt of the earth; but if the salt loses its flavor, how shall it be seasoned? It is then good for nothing but to be thrown out and trampled underfoot by men."
Matthew 5:13

I believe that your decision and commitment to be here is powerful because we know that God has a great plan and purpose for your life. If you will submit yourself to His plan, the plan He has been cooking up since before the world was formed, you will ultimately be blessed beyond your wildest dreams.

Jeremiah 29:11

*For I know **the plans I have for you,**" says the LORD. "They are **plans for good and not for disaster, to give you a future and a hope.** (NLT)*

Deuteronomy 30:19-20

*Today I have given you the choice between life and death, between blessings and curses. I call on heaven and earth to witness the choice you make. **Oh, that you would choose life, that you and your descendants might live!** ²⁰**Choose to love the LORD your God and to obey him and commit yourself to him, for he is your life.** (NLT)*

Aligning yourself with God's plan is the wisest choice a FREE individual can ever make. We respect that you have made the time and the investment to be here; that was the first step. Now the work begins.

Learning to work! Work can be fun, but it is work nonetheless. I encourage you to get the most out of our SALT meetings by applying yourself to the work at hand with all the passion and focus you can muster. Ultimately, two relatively similar people can get vastly different results from this opportunity according to their resolve and attitude.

SALT has Two Main Objectives

1. Cognitive Expansion

In other words, you are going to learn a lot of relevant information. The operative word here being 'relevant'.

This information is something that we actually need to know. SALT is Leadership training information, so it can be applied to other areas of your life as well. It is important that you approach SALT with a clear understanding of how important it is for you to know the information.

If someone is digging a post-hole with a shovel, the information they need to know in order to achieve the goal is quite limited. However, the larger the task, the more power is required to achieve it and consequently the more vital the information becomes.

Imagine that the person digging the hole is now suddenly operating a 200 tonne frontend loader in an open cut mine. If he is dropped into that scenario equipped only with the 'post-hole' shovel knowledge, RUN AND HIDE!

How would you feel if you found out the guy about to perform brain surgery on you didn't pay attention in class? He is a trial and error type of guy!

How would you feel if you glanced into the cockpit as you were boarding your flight to see the pilot reading a book entitled 'An Idiot's Guide to Take off and Landing'?

We have more than an expectation that people know certain things to be involved in certain fields. It is morally reprehensible and literally illegal to be negligent when what you are doing can impact upon the safety and wellbeing of others!

The Church of Jesus Christ is the most powerful force on the planet with the most important mission on the planet. It would be complete folly and very presumptuous for anyone to 'wing it' or 'fly by the seat of their pants' in such an eternal field.

Please work hard to learn and apply what we shall learn in the SALT sessions. Live literally depend on it!

2. Spiritual Transference

Information is never enough on its own. There must always be revelation in the heart of any individual who wants grow in the things of God. Understanding God's leadership is an activity that only happens in the presence of God. This is why we will take time every time we meet to spend time in prayer.

In the story of Moses' great leadership of the nation of Israel, we see how information must be elevated to revelation before it can effectively be applied in leadership.

Exodus 18:13-24

And so it was, on the next day, that Moses sat to judge the people; and the people stood before Moses from morning until evening. ¹⁴So when Moses' father-in-law saw all that he did for the people, he said, "What is this thing that you are doing for the people? Why do you alone sit, and all the people stand before you from morning until evening?"

¹⁵And Moses said to his father-in-law, "Because the people come to me to inquire of God. ¹⁶When they have a difficulty, they come to me, and I judge between one and another; and I make known the statutes of God and His laws."

¹⁷So Moses' father-in-law said to him, "The thing that you do is not good. ¹⁸Both you and these people who are with you will surely wear yourselves out. For this thing is too much for you; you are not able to perform it by yourself. ¹⁹Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. ²⁰And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. ²¹Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. ²²And let them judge the people at all times. Then it will be that every great matter they shall bring to you, but every small matter they themselves shall judge. So it will be easier for you, for they will bear the burden with you. ²³If you do this thing, and God so commands you, then you will be able to endure, and all this people will also go to their place in peace."

²⁴So Moses heeded the voice of his father-in-law and did all that he had said

This is a wise management structure of delegated authority. People were obviously given the clear information of leadership, however the revelation is still apparently missing as we read of the problems Moses runs into down the track.

Numbers 11:10-17

*Moses also was displeased. ¹¹So Moses said to the LORD, "Why have You afflicted Your servant? And why have I not found favor in Your sight, that You have laid **the burden of all these people on me?** ¹²Did I conceive all these people? **Did I beget them, that You should say to me, 'Carry them in your bosom, as a guardian carries a nursing child,'** to the land which You swore to their fathers? ¹³Where am I to get meat to give to all these people? For they weep all over me, saying, 'Give us meat, that we may eat.' ¹⁴I am not able to bear all these people alone, because the burden is too heavy for me. ¹⁵If You treat me like this, please kill me here and now—if I have found favor in Your sight—and do not let me see my wretchedness!"*

*¹⁶So the LORD said to Moses: "Gather to Me seventy men of the elders of Israel, whom you know to be the elders of the people and officers over them; bring them to the tabernacle of meeting, that they may stand there with you. ¹⁷Then I will come down and talk with you there. **I will take of the Spirit that is upon you and will put the same upon them; and they shall bear the burden of the people with you, that you may not bear it yourself alone.***

Moses had a genuine and authentic love for these people. He could not separate himself from their concern because he carried the heart of God for them. He was obviously the only one with this genuine burden.

True leaders in God's house have a palpable sense of ownership for the people that are under their care. This kind of heart is not about convenience or personal agenda. It is born of a supernatural encounter with God. Although many people in churches have a leadership title bestowed upon them by man, this kind of ownership spirit is very rare, it is God's heart.

God's best answer for the church is always multiplication of the spirit of a servant-hearted, God-ordained leader.

David was a 'man after god's own heart' and long before God ordained him king, he proved a sense of courageous ownership when caring for his father's sheep. He wouldn't run and hide when the sheep were threatened. He was willing to put his life on the line for them and on more than one occasion he did. When he finally became king, he led the nation of Israel in the same manner, after God's own heart.

Matthew 9:36-38

*But when He saw the multitudes, **He was moved with compassion for them, because they were** [□] **weary and scattered, like sheep having no shepherd.** ³⁷ Then He said to His disciples, **"The harvest truly is plentiful, but the laborers are few.** ³⁸ **Therefore pray the Lord of the harvest to send out laborers into His harvest."***

God's People need servant-hearted leadership, not just simply those who have a job description and a badge, but those who have had an encounter with God and felt His calling, His commission, his heart and His passion.

From these passages of scripture we understand that:

- a) Godly leadership-training requires a spiritual encounter with God to be complete.
- b) When God appoints leadership in a house, He expects those who serve in that house to catch and carry the unique spirit of the specific leader of that house.

With this in mind, set your expectation and faith to touch the heart of God and pick up the very spirit of what God is doing in Eastside and the spirit of leadership he has appointed.

Every SALT meeting we'll be spending time in prayer asking God to begin the supernatural side of leadership development.

SALT Expectations

As a leadership and personal development course we have a few simple expectations for this and our general ministry involvement. These are basic leadership requirements for anyone serving at Eastside.

1. Be Happy to be Here!

Getting in the right 'headspace' is a leadership prerequisite. Every leader has emotional challenges in their life just like the rest of the population. Leaders in fact have more, as they are always helping others deal with their problems as well as having to deal with their own.

One of the first great abilities a leader **MUST** possess is what we will call 'Soul Control'. This starts with being able to get into a positive frame of mind and get on with the job at hand with a genuine smile and a great attitude.

Most great leaders appear on the surface to have trouble free lives. It almost looks as though they are immune to the problems of mortals. The reality is that they simply learned how to take charge of their own soul in order to get up and bless others.

Leaders inspire others, encourage others, love others, serve others and build others. They don't dump their worries, fears and weaknesses on others.

Close confidants are privy to the struggles of a leader and can provide great support. However, most leaders know how to strengthen themselves in the Lord first in times of struggle.

1 Peter 5: 6-7 ***Cast all your cares on Him because He cares for you.***"

Great leaders learn early on to 'cast their cares upon Jesus'. They unload their worries, burdens, fears, hurts, anger, disappointments, etc. at the foot of the Cross in the privacy of their prayer space and come out to the world shining with genuine faith, confidence and joy.

This does not mean that we expect people to suffer in silence or just fake their way through life, pretending that everything is okay. You are never isolated without support. We care for every individual and we will be there to help in any way we can as a church. However, SALT is not the time for pastoral care and counseling. It is leadership work time. Whilst you are here you will be treated like a leader who is on the job. You are expected to be on deck, looking your best, ready to bless others with a smile on your face and a spring in your step!

2. Be on Time!

Proverbs 18:9 – “*One who is slack in his work is **brother to one who destroys***”

Lateness is often just plain old-fashioned slackness and in any other enterprise, if people are late they are put on notice, if they keep being late they are dismissed!

Service to the Lord ought to be at a much higher standard of excellence than secular employment. It is appalling that people would make a commitment to help and then turn up late. This is the very opposite of helping; this is hurting.

To be late for service in God’s house is on the same level as ‘destroying’ His house. It is unacceptable.

How can any mature Christian who manages to hold down a job by consistently being on time for work (with temporal rewards and consequences) fool themselves into thinking that it is somehow okay to be late in their service to the Lord in His local church (with eternal rewards and consequences)?

Unforeseen emergencies are inevitable and sometimes even the most reliable individual is forced to be late beyond their control. In these rare instances, it is appropriate to apply the same courtesy shown to secular employment.

- Phone as soon as you know that you will be late for a commitment.
- Explain what has happened.
- Most importantly, apologise for letting down the team!

When we are late, we hurt the church whether we mean it not. We make the job of those who are relying on us more difficult and ultimately make it harder for the church to fulfill its vision. It is actually far better not to volunteer your services in any area than to be unreliable and late.

3. Show Honour

It is important that we observe a principle that in many circles is been forgotten, and that is rendering honour to one another. It is essential that at all times the highest level of honour should be displayed in the way we communicate with one another.

- Honour does not require agreement
- Honour does require decorum and good manners