

Session 6

Shepherding: Leading by Serving

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Leading a Disciples of Jesus Group

There are certain things we must do as leaders to be effective.

Six Do's of Leadership

1. **Acknowledge all contributions.** Never refuse an answer or put someone down for being wrong.
2. **Encourage the beginner or shy member by asking direct simple questions.** Give special encouragement to these persons. Give everyone a chance. Some people love to talk; others are reticent.
3. **Welcome pauses.** Minutes of silence and quiet often are followed by times of deep sharing.
4. **Focus on spiritual growth and action.**
5. **Be flexible.** While staying on the format and within the time schedule are important. Don't let form override the moving of the Holy Spirit.
6. **Learn to listen.** Listening to people is one of the highest compliments that you can pay them.

We must listen attentively. Using our eyes we must look at the person. We should not glance off because he/she does not seem' eager to respond. We should be observant of what people say and use their statements to formulate other questions. It was said that president Kennedy made you think that he had nothing else to do except ask you questions and listen with extraordinary concentration to a person's answer. One knew that, for the time being, he had blotted out both the past and the future.

We must be prepared to wait for an answer. Waiting demonstrates our real interest and concern. We should give the person time to think. We may want to restate the question. We should also be attentive to second thoughts. Often a person will think of more to say on an issue or be able to clarify his/her position after he/she makes his/her first statement. It is common for people to think of what they should have said. If we sense this, we must be alert enough to come back for more information. "Do you have any more thoughts on that?" or "Would you like to add anything else?"

Who can Lead a Disciples of Jesus Group?

A Disciples of Jesus Group functions as a small neighborhood church. The group leader, functions as Shepherd. The group leader is under the authority of the pastor of the parish, and helps multiply the pastor in the parish by ministering in Jesus' name in all the ways that he is gifted by the Holy Spirit. This can be a great help to Priests and Pastors. Our Pastors have thousands of people in their parishes, to whom they are the chief Pastor or the chief Shepherd. That's an impossible job, but the pastor can have a lot of help from his lay ministers.

It's important to realize that many laymen and women are Fathers and Mothers of families, this qualifies them in many ways to Shepherd, pastor and minister in Jesus name in the power of the Holy Spirit to really be of assistance to the parish Pastor and Priest. It's important also to note that the lay Shepherd should defer to the priests and the pastor when he has any questions or problems that he or she needs help with. Every question and problem that they come across, helps them to be equipped to be a better leader (shepherd) of a disciples of Jesus group.

The responsibilities of a Servant Leader are to lead worship, pray, teach, evangelize, and make disciples, shepherd, and empower and equip disciples in their group in the Holy Spirit. They also help to rise up future leaders, shepherds of new groups. A Servant Leader does not need an abundance of skills, if this were the case none of us could probably minister.

A Servant Leader must have the following attributes and characteristics of Jesus:

1. A Love for Souls

If evangelization is not the priority of the leader's life, the group will become just another good fellowship group.

2. A Consistent Walk with God

This does not have as much to do with where the leader is at as it does with the direction in which he/she is moving. The leader needs to be one step ahead to lead somebody, always remembering that those under his/her care will become like him/her (Luke 6:40).

- a. Living in Faith in Jesus, the Father, and the Holy Spirit
- b. Living in Love of Jesus, the church, and the people who attend his or her group.

- c. Living in Evangelization with a heart to help people to fall in love with Jesus.
- d. Living in discipleship of Jesus.
- e. Living in the Word of God, the Scriptures.
- f. Living in Prayer, Praise, Meditation and Contemplation.
- g. Living in obedience, be willing to submit and follow the direction of spiritual authority. The key issue of submission is not just trusting the authority, but trusting God, who appointed the authority. Lone 'anger's cannot be delegated spiritual authority.

3. Freed up Lifestyle

Servant Leaders must be willing to drop out of certain activities, both spiritual and secular so that he or she can be free to be a leader of a DOJ group in service to those around him or her. If we seriously seek to serve and reach out to those around us, leadership will cost us time and energy. Most people will have to get uncluttered, before leading a Disciple of Jesus Group.

4. Called and Chosen by God

A Servant Leader is literally a missionary to his or her neighborhood. The cost will be high, the growth may be slow. Without God's call, one will give up and quit. But if Jesus has led us and we have a heart for evangelization and discipleship and disciple making. We can assume that Jesus wants us to be a disciple group leader. There is nothing more exciting, challenging and frustrating, then ministering in love in Jesus' name, through relationships with people. This is taking up your cross following Jesus and laying down your life for your brothers and sisters.

5. Tested in Ministry Service

Testing can come by being an assistant leader or experiencing some other ministry, e.g., CCD. The Scriptures warn us against entrusting spiritual authority to those who are untested.

6. Leadership Training

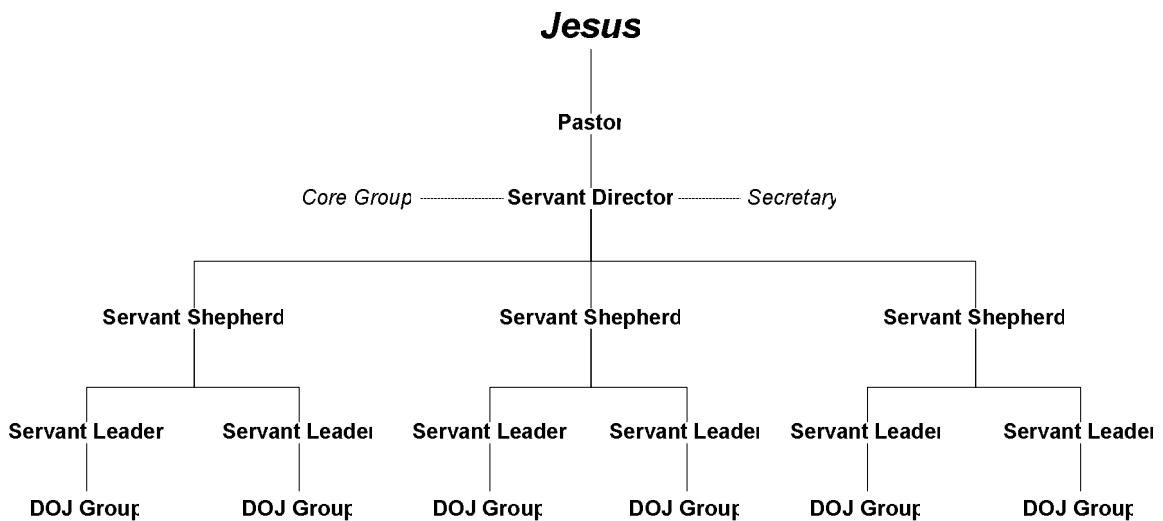
Disciples should attend the Discipleship/Leadership Training course often. No one will be allowed to lead a group without taking the discipleship/leadership training course and being commissioned.

7. Tithing

Servant Leaders are encouraged to tithe to the parish church. A measure of your love and faithfulness to Jesus is your investment of the treasure that God has given you. Jesus said where your treasure is there your heart will be also (Matthew 6:21). Leaders are entrusted with a tremendous amount of spiritual responsibility.

8. A Team Spirit

There must be unity in the under girding principles of the ministry although there can be flexibility in methods used. Like an army, a team must be united in purpose and action. Having the team spirit also means the willingness to submit and follow the direction of spiritual authority. The key issue of submission is not just trusting the authority but trusting God who appointed the authority. Independent lone rangers cannot be delegated spiritual authority. The Disciples of Jesus Group structure looks like this:



Servant Leader's Responsibilities

Servant Leaders must be willing to assume the following responsibilities:

1. Lead the Disciples of Jesus Group meeting.
2. Meet with Servant Shepherd on a regular basis (attend all Leaders' Meetings, Core Group Meetings, General Assemblies, etc.)

All Servant Leaders are to meet with Servant Shepherd on a regular basis. This provides the forum to share victories, pray for our struggles, and receive on going training and affirmation. This Leaders' Meeting is inspiration to remain unified in direction and free from discouragement.

3. Pastor and shepherd the group members of their group and help them grow in their discipleship of Jesus.
4. Contact visitors to the group meeting, and also any new members of the parish and the disciple group area.
5. Develop a discipleship relationship with the assistant leader. The assistant leader will have the opportunity to lead a group when it divides and multiplies.
6. Turn in the disciples of Jesus group meeting report on time.
7. Develop and disciple core members in your Disciples of Jesus Group.
8. Look for disciple group members who have Shepherding gifts to help other disciples to grow in their discipleship of Jesus. Encourage them to take the discipleship training course. Encourage new members and old members to choose someone to help them to grow and discipleship to Jesus. Disciples of Jesus make disciples of Jesus. We all need a shepherd to help us to grow and discipleship of Jesus and in the gifts and fruit and power of the Holy Spirit.
9. Develop a lifestyle of ministry: Discipleship of the Father was Jesus' disciple lifestyle of ministry.
10. Be available
11. Be a good listener

Assistant Leaders

An assistant leader from among the group should be selected by the Servant Leader at the earliest possible date. Most groups seek to enlist an assistant leader even before the group begins to meet. The assistant leader will go through the leader's training course and lead the group in the absence of the leader and get prepared to lead a new group when the group multiplies.

Summary

It is questionable whether the institutional church can have a significant evangelistic ministry today through the traditional methods. It may be able to maintain church and carry out programs, but it will never turn the world right side up. Most of today's methods are too big, too slow, too organized, too inflexible, too expensive and too professional ever to be truly dynamic in a fast-paced technological society. If the contemporary church would shake loose from plant and program from institutionalism and inflexibility, and would return to the dynamic of the early church, it must seriously and self-consciously build its ministry around the small Disciples of Jesus Group that divides and multiplies Disciples of Jesus Groups. These small groups equip disciples of Jesus to make disciples of Jesus in the gifts and fruit and power of the Holy Spirit.

Common Errors in Leading Group Discussion

There are several common mistakes that we should avoid when leading a discussion group:

Not making the question sound conversational

Even though we are asking questions which are written down and prepared, it is possible to ask them in a conversational tone. We must try and use our own vocabulary.

Being afraid of silence after asking a question

We must not be impatient or nervous. We should give the people time to think.

Limiting oneself to asking questions and leading

The leader is also a participant in the group. He/she may share his/her answers and observations, but he/she must not dominate the study. A continuous leader monologue can destroy the meeting.

Combining two questions into one

We must be careful to ask only one question at a time, and try to maintain too much control.

If the group takes off, we do not have to worry as long as it is in a direction we want to go. We may need to step in from time to time to clarify the direction.

Not explaining what we expect the group to do

We are in charge. So we must not hesitate to call on someone to pray, to ask each person to share his/her answer to a particular question.

Not participating when we feel the group may be wandering

The leader needs to be a participant and completely involved, even in the tangents.

Asking a question which can be answered either “yes” or “no”

This type of question hinders discussion. “How” and “why” questions are excellent. Also questions beginning with “who”, “what”, “where”, and “when” can stimulate discussion.

Asking too complex a question

The question should be stated very simply and clearly.

Tending to stress ones own personal application

The leader should not expect the rest of the group to be impressed deeply with the same things that deeply impressed him/her.

Allowing several conversation to go on at the same time

This means the leader has lost control.

Roles People Play

In the group, as time goes on, we may identify these characteristics in members. Bearing this in mind, it will help us to shepherd and affirm them.

Characteristics of group members

These are some of the common characteristics of various types of group members:

- On Looker** Content to be a silent spectator. Nods, smiles and frowns. Other than this, he is a passenger instead of a crew member.
- Monopolizer** Brother chatter rambles roughshod over the rest of the conversation with his verbal dexterity. Tenaciously clings to his right to say what he thinks – sometimes without thinking.
- Belittler** This is Mr. Gloom. He takes the dim view. Minimizes the contributions of others. Usually he has three good reasons why “it will never work”.
- Wisecracker** Feels called to a ministry of humor. Mr. Cheerio spends his time and talent as the group playboy. Indifferent to the subject at hand, he is always ready with the clever remark.
- Manipulator** Brother ulterior knows the correct approach to the problem. He manipulates the proceedings so his plan will be adopted.
- Hitchhiker** Never had an original thought in his life. Unwilling to commit himself. Sits on the sidelines until the decision has gelled. Then jumps on the bandwagon.
- Pleader** Chronically afflicted with obsession. Always pleading for some cause or certain actions. Feels led to share this burden frequently. One track mind.
- Sulker** Born in the objective case and lives in the “kickative” mood. The group won’t accept his worthy contribution, so he sulks.

Characteristics of Maturity

These characteristics will help us to identify potential leaders of the future:

- Proposer** Initiates ideas and actions. Keeps things moving.

- Encourager** Brings others into the discussion. Encourages others to contribute. Emphasizes the value to their suggestions and comments. Stimulates others to greater activity by approval and recognition.
- Clarifier** The one who has the facility to step in when confusion, chaos, and conflict dominate. Defines the problem concisely. Points out the issues clearly.
- Analyzer** Examines the issues closely. Weighs the suggestions carefully. Never accepts anything without first thinking it through.
- Explorer** Always moving into new and different areas. Probing relentlessly. Never satisfied with the obvious or the traditional.
- Mediator** Facilitates agreements of harmony between members, especially those who are arguing. Seeks to find mediating solutions acceptable to all.
- Synthesizer** Is able to put the pieces together. Brings the different parts of the solution or plan together and synthesizes them.
- Programmer** The one who is ready with the ways and means to put the proposal into effect. Adept at organization. Moves in the realm of action.

Handling Problems

In every Disciples of Jesus Group we will run into problems. These problems or obstacles can turn into opportunities with proper handling. Here are some suggestions for solving common problems:

1. How to draw everyone in

The leader's role is that of a guide, not a teacher. Therefore we should beware of dominating situations, or appearing to be the final authority on questions that arise. It is good to keep a mental note of those who have not been contributing and direct some questions to them. The leader must be sure that the questions are easy so that those who are to respond are not embarrassed. If necessary, the leader should call the group members by name to help them participate. Enough time should be given them to answer.

2. How to control the talkative

This is a difficult task. We can call for a contribution from others by asking, "What do others think?" or refer questions specifically to other people. If this does not work, we may have to have a private conversation with the talker explaining the necessity of group participation and getting that person to help us to draw others out. A proven method is to wait until the person takes a breath. Then blurt out a question or a comment that moves the discussion around.

3. How to get back on track

We must look upon the tangent issues as possible fish bones that we put aside in order to get at the meat. Recognition of the situation generally helps: "This is interesting; however, we have left our topic. Perhaps, we can discuss this further after the group has completed its discussion." Or we might suggest that the question be tabled until we complete the idea being discussed, but if this is done, we must not fake it but actually go back to the question and handle it if they want to. General rule is, "Never sacrifice the progress of the group for the curiosity of one person."

4. How to handle silence

We should not be afraid of pauses. We should not try to fill in verbal voids. People should be given time to think. The silence may do more good than the discussion has done. The silent times may be uncomfortable times, but they are productive.

5. How to answer questions

We should never be afraid of saying, “I don’t know.” We may not know the answers so we should not try to fake one. We may have the answer. In any case, we should not be afraid to leave questions unanswered.

6. How to cover the lesson

The leader should read and re-read the lesson plan so he/she may not get bogged down in details.

7. How to handle controversial subjects

When a group faces a serious quest for the truth, there is a fear that fellowship may be broken. There is always a temptation to skirt the issues of life and to rely on superficial answers. The best way to handle these when they come up is to rely on the teaching of the church. If we are unaware of the church’s position, it is good to suggest to table the question until we can correctly answer the question through the teaching authority of the church.

8. How to speak to a lethargic group

Generally the group will respond to the leader’s attitude. The leader should pray for enthusiasm and respond enthusiastically. If we want the group to be a little enthusiastic, then we have to be overly enthusiastic. The leader usually gets the response that he/she deserves.

9. How to draw out applications

First, we must make good solid applications to our own life from the portion being studied and be willing to share it with the group. Then we must learn to ask effective application questions like, “What does it mean to you?” or “Is there anything that you can do about this today?”

I would like to point out that, while there is a very tight structure in our church, the members have a real freedom to be themselves. Cell Leaders are there to help oversee the spiritual growth of the members, and to encourage them in fellowship and evangelism.

–Pastor Paul Yonggi Cho

Shepherding: Pastoral Care

Jesus, who is the ideal Shepherd, saw people like sheep without a shepherd. He said, “Pray to the Lord of the harvest to send forth laborers...” (Matthew 9:36-38) shepherd-laborers, men and women who will be working with the pastoral staff. Men and women who will ask the Holy Spirit for a Shepherd’s heart.

1. Psalm 23: The example of a shepherd’s care

- Provides for the needs of the sheep
- Leads them in the right paths
- Life source for sheep
- Provides food
- Provides water
- Walks with the sheep through the valley
- Disciplines (rod)
- Strengthens and comforts (Staff)

2. John 10: The Good (Ideal) Shepherd

- Knows the sheep
- Is known by the sheep
- Calls them by name
- Has a relationship with the sheep
- Leads them in right paths
- The sheep hear the Shepherd’s voice and follow him
- Provides pasture
- Protects from the enemy
- Lays down his life for the sheep (see John 3:16)
- Brings the sheep into unity and maturity and inspires eternal values

3. Ezekiel 34: True shepherds

- Strengthens the diseased
- Heals the sick
- Binds up the broken hearted
- Re-gathers the wandering
- Seeks the lost

4. Isaiah 56:9-12, Jeremiah 23:1-4, Ezekiel 34:1-6: 10: False shepherds

- Inattentive – the wild beasts attacks the sheep
- Blind – ignorant, dumb, and lazy
- No understanding
- Independent – building one’s own kingdom and dominating
- Selfish and self seeking
- Indulgent
- Scatters flock
- No concern for the weak and discouraged
- No compassion for wandering

“The words of the apostle Peter appear to me to have a very special sound here at the tomb of St. Boniface in Fulda: ‘So I exhort the elders among you, as you as a fellow leader and witness of the sufferings of Christ, as well as a partaker in the glory that is to be revealed: tend the flock of God that is in your charge taking care of it.’ (1 Peter 5:1-2)

- Pope John Paul II at the tomb of St. Boniface, November 17, 1980

Crisis Counseling

All of us have times in our lives when we face a major crisis. The better our awareness is of these crises, the better our ability to handle them and to help others through them. Here are some the major crises that people face:

1. Marital Concerns

Marriages are under attack. One out of three ends in divorce. The pressures of finances, raising children, in-laws, immorality and other pressures are taking their toll on couples today.

2. Depression

Depression is a universal problem experienced by most people temporarily; some to acute degrees and few for extended periods.

3. Anxiety

Stress is known to cause everything from neurotic behavior to physical illness. We have already listed some of the most common sources of stress in our society.

4. Family Concerns

This is a broad field that includes runaway children, alcoholic family members, children involved with the Law, pregnancy outside of marriage, financial problems, hospital emergencies, etc.

5. Sexual Concerns

Here we are dealing with sex apart from marriage, sexual problems within marriage, homosexuality, masturbation and fantasy, swinging singles, affairs, relationships and lowered moral standards.

6. Vocational Crisis

Teenagers or college students who cannot decide on their futures; middle aged persons who have lost their jobs and their self esteem. These are some of the vocational crisis faced by many.

7. Bereavement

The neighborhood group leader does well to be aware of the stages of grief:

1. Shock and disbelief
2. Control up through the funeral
3. Mourning
4. Acceptance

Summary of Crisis Counseling

Too many times people will not come to a pastor for counseling until it is too late. A sensitive Servant Leader has a better opportunity to be aware of these problems before they get out of control.

As Servant Leaders, we often can be the first to respond to an emergency. In a sense, we are spiritual paramedics.

As we respond to these other situations, we should remember that an effective people helper:

1. is responsible
2. listens carefully
3. is shock-proof
4. is available
5. has a sense of humor
6. centers on the Lord Jesus

There are various resources available to the people helper. Many of these can be obtained at the office.

In all of these situations, the area leader (or shepherd) stands ready to assist and equip the Servant Leader.

The Servant Leader should always keep his/her Shepherd informed about major crisis in his/her Disciples of Jesus Group. The Servant Leader must know his/her limitations when it comes to counseling. Some cases with deep seated problems must be discussed with the Shepherd and a decision made with regard to handing them on to the healing ministry.

Being a People Helper

Helping people with their problems is everybody's business. Pastors and other professionals have special expertise in this area, but in one way or another, all of us are involved in counseling.

Even if there were a sufficient number of professional and pastoral counselors to handle everybody's needs, some people would still prefer to discuss their problems with a neighbor or a friend. Friends are close by, they do not charge fees, and they are often easier to talk to than a stranger who goes by the awesome title of counselor.

Some beatitudes of a people helper

1. Much informal counseling can be done in daily personal relationships. Be available.
2. People want a friend who is sympathetic, understanding, and caring. Be compassionate.
3. "Everyone should be quick to listen, slow to speak ..." (James 1: 19). Be a good listener.
4. Don't be judgmental. This does not mean that we must condone actions which we feel to be wrong. In spite of our behavior, God loves us. Be shock-proof.
5. Counseling need not be confined to one-on-one relationships. A session may include husband and wife. Group counseling can also be done successfully. Be a team.

"Techniques of evangelization are good, but even the most advanced ones could not replace the gentle action of the Spirit. The most perfect preparation of the evangelizer has no effect without the Holy Spirit. Without the Holy Spirit the most convincing dialectic has no power over the heart of man/woman. Without him the most highly developed schemes resting on a sociological or psychological basis are quickly seen to be quite valueless."

– Pope Paul VI

Bible Study 1: Shepherding

Read 1 Peter 5:1-5. This passage gives direction to the leaders and members of a flock. As a group, contrast the right and wrong ways of demonstrating leadership.

1. Right way:

2. Wrong way:

3. What is your responsibility to your spiritual leader? (see verse 5)

Individual Study 1

Read Colossians 3: 12-14. Give yourself a rating from 1 to 10 in the following areas; 1 being very low and 10 being very high.

Compassion I feel deeply for the hurt and pain of others in my neighborhood.
1 2 3 4 5 6 7 8 9 10

Kindness I reach out with words and acts of comfort when someone in my neighborhood is down.
1 2 3 4 5 6 7 8 9 10

Humility I am supportive of others without calling attention to myself.
1 2 3 4 5 6 7 8 9 10

Gentleness I deal with the hurt and pain of others as a mother would care for a child.
1 2 3 4 5 6 7 8 9 10

Patience I can turn die mistakes of others into understanding and encouragement.
1 2 3 4 5 6 7 8 9 10

Helpfulness I am sensitive to someone who is having a bad day and find ways of taking the pressure off.
1 2 3 4 5 6 7 8 9 10

Forgiveness I am able to mend broken relationships without having to win or defend my position.
1 2 3 4 5 6 7 8 9 10

Love I am good at giving myself away for the benefit and growth of others, as Christ gave himself for me.
1 2 3 4 5 6 7 8 9 10

1. Which quality scored the highest?
2. Which quality scored the lowest?
3. What is the one thing you could do to improve the lowest quality?

Individual Study 2

Jesus, who is the ideal Shepherd, saw people like sheep without a shepherd. He said, “Pray to the Lord of the harvest to send forth laborers...” (Matthew 9:36-38): shepherd-laborers, men and women who will be under shepherds working with a pastoral staff.

Read John 10:1-10, Psalm 23 and Ezekiel 34:1-8. Match the right chapter to these descriptions of a good shepherd.

1. A shepherd ...

<ul style="list-style-type: none"> • knows the sheep • is known by the sheep • calls them by name • has a relationship with the sheep • leads them in the right path • lays down his life • provides pasture 	<ul style="list-style-type: none"> • provides for the needs of the sheep • leads them in the right paths • is a life source for the sheep • provides food • provides water • walks with the sheep through the valley • disciplines (rod) • strengthens and comforts (staff) 	<ul style="list-style-type: none"> • strengthens the weak • heals the sick • binds up the wounded • gathers the wandering • seeks the lost

2. Of these characteristics of a good shepherd, which one impresses you the most? Why?

Session 6: Study Checklist and Completion Sheet

Name:

Group Leader:

- Read Chapter 7 in *Evangelization in the Modern World*
- Complete Bible Study 1 and 2
- Complete Individual Study 1 and 2
- Read *Go and Make Disciples*: (1) “Led by the Spirit: How to use this Plan”, and (2) “The Context of the Goals”