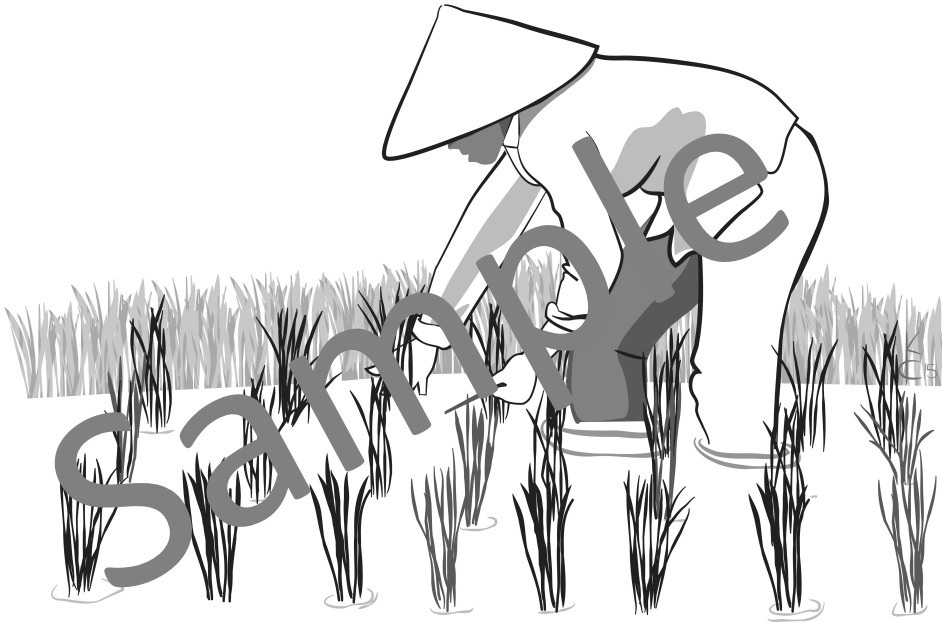


The Garden Project

A Ministry of Freedom to Lead International



Module 1

Leadership For A Healthy Church

Facilitator Manual



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South Asia Version

Facilitator Instructions

Each module takes approximately **21 hours** to complete. Within each module there are **multiple sessions**. Timeframes are suggested for each session to help the facilitator manage the module presentation. The facilitator should not rush through each of the sessions, but should allow participants to spend time thinking about and responding to the various activities.

The role of the facilitator is to tell stories and lead discussions, rather than to lecture. The questions in each session are to be used as a guide for the facilitator to draw out leadership principles.

There are two manuals for each *Garden Project* module, one for the facilitator and one for the participants. The Facilitator Manual contains additional information. The Facilitator Manual has **“Gray Box Material”** notes. The Facilitator Manual also contains suggested answers to discussion questions in *italics*. All content in regular font should be reviewed with participants.

The information in gray boxes is for the facilitator and is not included in the participant manuals. “Gray Box Material” is to be used for two purposes. First, it highlights **background information** for the facilitator as a guide to the various activities that follow. Second, these boxes are to be used for **instruction** (for example, divide participants into small groups). These instructions are numbered in order. **❶ ❷ ❸** ... “Gray Box Material” need not to be read to the participants.

On the following pages are instructions for **How To Use This Manual**. In addition to section component icons and section activity icons, there are also images that can be used within the module sessions. Enlarged images are located in the back of the facilitator manual.

How To Use This Manual

This section on “How To Use This Manual” is included in the Participant’s Manual. Please review this section with the participants.

Introduction

Greetings in the name of our Lord and Savior Jesus Christ! We welcome you to **The Garden Project** of Freedom to Lead International. As you participate in the module we hope you will learn Christ-centered leadership principles that will take root in your ministry. We pray for you as you interact with the leadership principles, ask questions, and learn from various Christ-centered leaders. Throughout our time together you are invited to share in these experiences and explore how you can apply the kind of leadership that Christ models for our ministries.

Session Components

The module sessions contain four components. Some sessions contain all four components, while others do not. It is best to avoid thinking of these as “steps.” They are more like four links in a continuous process. Oftentimes, the participants will not notice moving from one component to the next. No component is marked by routine; each is full of opportunity for discussion and interaction. Yet each of the links in the process has its own – and important – role.



Hook – Focusing Attention: This component, most often at the beginning of the session, prepares the learner for the topic at hand. It gains attention, it surfaces a need, and it leads toward the information to be presented in the following step.



Book – Communicating Content: This component communicates the truth through a **biblical story**. It engages the learner in the subject at hand. All biblical passages are taken from the ESV and are numbered by verse.



Look – Making Application: This component **relates the truth to life**. It provides the opportunity to explore general meaning of the truth to everyday life.



Took – Taking Action: This step usually brings the session to a close with action steps. It encourages an application of the truth, motivating the learner to develop a plan of implementing what has been learned, and leading towards specific life change.

Session component icons are on the left side of the page.

Session Activities

Within the four session components are several different activities used to encourage participant interaction. These include small group discussions, large group discussions, role play, and song.

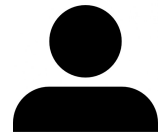
Small Group Discussions – Throughout the module, participants will be divided into smaller groups for discussion and prayer.



Large Group Discussions – Participants will also have large group discussions that involve everyone. It is recommended that participants sit in a circle during these large group discussions in order to encourage interaction.



Personal Reflection – Additionally, participants will have a time for personal reflection.



Role Play – At various times, participants will be asked to participate in role play. Examples include acting out a biblical or contemporary story, or creating a drama that shows how a leadership lesson may apply in one's specific ministry context.



Song – Throughout the module, songs will be introduced to reinforce the leadership development principles. These songs are developed in the local language, song forms and instruments. The facilitator will play the recorded song for all to hear, and then play the song again, inviting all to sing along. The facilitator should make arrangements for mp3 song files to be copied to participants flash drives or to the mini SD cards on their phones. Facilitators will also have a copy of the song guidelines.



Images

In addition to the icons, there are also images that can be used. These images are in the module sessions and are also in the back of the manual. These images are large enough so that the facilitator can hold them up for participants to see during the sessions.

Stories

The primary way that these leadership development principles will be learned is through stories. There are three types of stories that are used throughout the module:

- **Biblical Story** – These stories are from the Bible.
- **Current Story** – This is a story, usually fictional, that takes place in modern day situations in specific areas of ministry.
- **Life Story** – These are true stories from people's lives. Both the facilitator and participants will be invited to share Life Stories.

Module Schedule

Session 1: Remember Your Leaders 3 hours Page 4

This session calls participants to reflect upon those leaders who have most influenced them for Christ. Most of these leaders are “unknown,” faithful leaders, who gave of themselves and had a lasting relationship with us. Participants will have opportunity to remember, recall, and reflect on the impact these leaders have made on their lives. As they do, they will see what it means to be a Christ-centered leader.

Reflecting upon leaders who have most influenced us for Christ, it is often the “unknown,” faithful servants, who help us to understand better the meaning of a Christ-centered leader.

- Biblical Passage: Hebrews 13:7-8
- Song 1: Remember Your Leaders

Session 2: The Shadow of a Leader 3 hours Page 8

Many leaders start off well, but finish poorly. Without a model of Christ-centered leadership, accountability with others, and the discipline to follow what is right and good, leaders often move from having good intentions to becoming self-absorbed and isolated. Unhealthy patterns lead to sad outcomes in many leaders’ lives.

This session calls for participants to reflect upon leaders who start well but finish poorly. The influence of secular models of leadership, the lack of mentoring and accountability, and a loss of intentional focus to follow what is good and right, are dangers that emerging leaders will face.

- Biblical Story: 1 Kings 11-12 – Jeroboam: A Sad Story of Failed Leadership
- Current Story: The Shadow of a Leader
- Optional Life Story: A true story similar to “The Shadow of a Leader.”
- Song 2: The Shadow of a Leader

Session 3: What is Under the Surface 3 hours Page 15

This session explores a leader’s actions and behavior (WHAT they do) and the reasons underneath a leader’s actions and behavior (WHY they do what they do).

The reasons for our actions and behavior usually determine how we act and behave.

- Biblical Story: Luke 7:36-50 – A Sinful Woman Forgiveness

Session 4: What Do You See? A Water Pump or A Rice Field 3 hours Page 21

In the previous session, we learned that the **reasons** for a leader’s actions and behavior (WHY they do what they do) determine **how** they act and behave (WHAT they do). This session takes a further step to emphasize that a leader’s actions and behavior usually depend on how they “see” the church and the people they lead. Leaders who see the church as a “water pump” tend to lead people as they would operate a water pump – exerting external pressure. “Water pump” leaders often emphasize production and success measured by numbers and money.

On the other hand, leaders who see the church as a “rice field” tend to lead people as they would cultivate a rice field. “Rice Field” leaders tend to prioritize the care and development of people, and

depend on God to produce the fruit. This session shows how the “water pump” and “rice field” ways of seeing the church and its people deeply impact the leader’s actions.

- Biblical Story: 1 Corinthians 3:4-9 – Workers in God’s Field
- Song 3: Water Pump or Rice Field?

Session 5: Leadership Lesson #1 – Meeting Others’ Deepest Needs 2 hours Page 28

Many emerging leaders want to follow Jesus’ leadership example but they encounter conflict when they try to apply Jesus’ leadership in their ministry setting. Capable leaders are leaving ministries because they cannot reconcile the differences between Jesus’ way of leadership and the “Christian” way of doing things. The next three sessions will explain how Christ-centered leadership stands in vivid contrast against much of current church leadership.

This session explores the first Christ-centered leadership principle: Jesus chose to serve people by meeting their deepest needs.

- Biblical Story: John 6 – The Bread of Life

Session 6: Leadership Lesson #2 – Helping Others Be All God Wants Them to Be 2 hours Page 32

This session explores the second Christ-centered leadership principle: Jesus sacrificed himself to help others reach their highest Kingdom potential.

Jesus’ way of leading was radically different from the religious leaders of His day. He was committed to help others to grow and develop into their highest potential. Jesus saw those who followed Him as a “field” of people who would be empowered by the Holy Spirit to do even greater things than He had done. While most leaders in His day prioritized their own interests; Jesus believed in others, was patient with others, and invested his life in others so that they could become all God wanted them to be.

- Biblical Story: John 21:3-4 & 15-17 – Do You Love Me?
- Life Stories: Participants are invited to share from their life stories

Session 7: Leadership Lesson #3 – Paying it Forward 2 hours Page 35

This session explores the third Christ-centered leadership principle: Jesus instructed those He had served not to serve Him in return, but to serve others.

Leaders who lead like Jesus do not do for others so that others can do for them; rather, they do for others so that others will “pay it forward.” It was the night before His crucifixion. In a few hours, Jesus would drag the cross to Golgotha and die. As He gathered for His last meal, the disciples did not fully realize that the weight of the world was heavy on His heart. They were still entertaining personal dreams of political power. When the disciples entered the room, where the meal was to be served, they maneuvered for positions closest to the honored guest. But when Jesus entered the room, He did a most unusual thing.

- Biblical Story: John 13:3-15 – Washing the Disciples’ Feet

Session 8: Renewed by the Resurrected Christ**3 hours****Page 38**

This session concludes the module, *Leading a Healthy Church*, with an emphasis on the necessity for leaders to be renewed by encountering the living Christ.

This module has presented biblical, contemporary, and life stories to teach the principles of Christ-centered leadership. We began by remembering faithful leaders who have influenced us. We reflected on Christian leaders who started well but finished poorly. We observed that leadership behavior is largely determined by the way leaders “see” the church. We found that a “rice field” way of seeing people is more consistent with Christ-centered leadership. And Jesus, our Master and model, as a “rice field” leader, met others’ deepest needs, gave of Himself so that people could reach their Kingdom potential, and instructed those He led to “pay it forward.”

These biblical principles are beneficial for leaders who want to be faithful to their calling. But this information is helpful only as it provides guidance for the journey. Leaders who master these truths have one experience in common: they are reformed by an encounter with the resurrected Christ.

- Biblical Story: Luke 24:13-35 – Walking with Jesus
- Song 4: Jesus’ Way of Leadership

Session 2: The Shadow of a Leader**3 hours****Session Overview**

Many leaders start off well, but finish poorly. Without a model of Christ-centered leadership, accountability with others, and the discipline to follow what is right and good, leaders often move from having good intentions to becoming self-absorbed and isolated. Unhealthy patterns lead to sad outcomes in many leaders' lives.

This session calls for participants to reflect upon leaders who start well but finish poorly. The influence of secular models of leadership, the lack of mentoring and accountability, and a loss of intentional focus to follow what is good and right, are dangers that emerging leaders will face.

- Biblical Story: 1 Kings 11-12 – Jeroboam: A Sad Story of Failed Leadership
- Current Story: The Shadow of a Leader
- Optional Life Story: A true story similar to "The Shadow of a Leader."
- Song 2: The Shadow of a Leader



Question: Think of people you know – both inside and outside of the church. When they think of a church leader, do they have positive feelings or negative feelings about these leaders?

There may be many answers to this question.

This is an opportunity to gather opinions from the participants.



- ❶ The facilitator reads (or recites) the following Bible story from 1 Kings 11:

Optional Story: If the group is younger in their understanding of the faith or is not familiar with the story of Jeroboam, another story of a leader (such as Saul) can be told. The story that is selected needs to represent a leader who started well and ended poorly.

Biblical Story: Jeroboam – A Sad Story of Failed Leadership

[28] The man Jeroboam was very able, and when Solomon saw that the young man was industrious he gave him charge over all the forced labor of the house of Joseph.

[29] And at that time, when Jeroboam went out of Jerusalem, the prophet Ahijah the Shilonite found him on the road. Now Ahijah had dressed himself in a new garment, and the two of them were alone in the open country. [30] Then Ahijah laid hold of the new garment that was on him, and tore it into twelve pieces. [31] And he said to Jeroboam, "Take for yourself ten pieces, for thus says the LORD, the God of Israel, 'Behold, I am about to tear the kingdom from the hand of Solomon and will give you ten tribes. – 1 Kings 11:28-31

[37] And I will take you, and you shall reign over all that your soul desires, and you shall be king over Israel. [38] And if you will listen to all that I command you, and will walk in my ways, and do what is right in my eyes by keeping my statutes and my commandments, as David my servant did, I will be with you and will build you a sure house, as I built for David, and I will give Israel to you.

– 1 Kings 11:37-38

② Encourage the large group to retell this part of the story. Then discuss the following question:

Large Group Discussion

Question 1: What do we know about Jeroboam's early (young) years?

Jeroboam was industrious (he worked hard), he dressed well (looked nice), and people (Ahijah) saw his great potential. It even appears that God had chosen Jeroboam to lead.



Question 2: Did Jeroboam start out well? *Yes, Jeroboam did start out well*

③ Continue to read (or recite) the Bible story from 1 Kings 12:

[26] And Jeroboam said in his heart, "Now the kingdom will turn back to the house of David. [27] If this people go up to offer sacrifices in the temple of the LORD at Jerusalem, then the heart of this people will turn again to their lord, to Rehoboam king of Judah, and they will kill me and return to Rehoboam king of Judah." [28] So the king took counsel and made two calves of gold. And he said to the people, "You have gone up to Jerusalem long enough. Behold your gods, O Israel, who brought you up out of the land of Egypt." [29] And he set one in Bethel, and the other he put in Dan. [30] Then this thing became a sin, for the people went as far as Dan to be before one.
– 1 Kings 12:26-30

④ Encourage participants to retell the story details. Then discuss the continuing questions:

Large Group Discussion

With a partner, re-tell the story of Jeroboam.

Question 3: How would you describe Jeroboam's later leadership?

He made idols (calves of gold) so that the people would not turn back to follow Rehoboam.

Question 4: What are some possible explanations for Jeroboam's change in behavior?

Jeroboam took his focus off of God's Words and God's ways

After Jeroboam became king of Israel, he became fearful. Since he did not control Jerusalem - where the Temple was located - he thought that the people would return their loyalty to Rehoboam and kill him. He stopped trusting in God and acted on his own apart from the blessings of God.

Later, the judgment of God fell on Jeroboam and his family because of his disobedience. He started well, and he could have been a good king. But he did not finish well.



- 5 The following story should be read (or told). The story is much more effective when the facilitator tells it from memory in a dynamic, story-telling manner.



Current Story: The Shadow of a Leader

A Call to Celebrate

The crowd listened carefully as the program began. A celebration was organized to recognize Rev. A. K. Gupta and his 20 years of successful ministry. In addition, Rev. Gupta was to be ordained as the General Director of the Grace of God denomination.

Rev. A. K. Gupta deserved praise in many ways. He had grown up with a father who gave little praise but much punishment. His childhood was one of loneliness and rejection. So when he became an adult, he was driven to make a difference. Anand Kumar Gupta had been a young, gifted Christian leader. He had been a consistent voice for integrity and change in the church and in his community. He had founded the Fishers of Men Ministries (FMM) to equip Christian believers to reach their own people.

Everyone rose to their feet as Rev. A. K. Gupta was announced as the new leader of the Grace of God denomination. The charge was given for all to awaken from their sleep and make the Grace of God denomination the shadow of a great leader!

No one in the audience would disagree with the impact of Rev. A. K. Gupta's ministry. But one person was overheard to say, "If Fishers of Men Ministry is his shadow, then the Grace of God denomination is in trouble."

Looking Back

Few would say that Anand Bhai, as everyone called him in 1992, was the same person who was on the platform in 2012. Manav and Asha, the only two members of the original Fishers of Men Ministry (FMM) team, left the celebration and talked about how Anand Bhai and FMM had changed.

The first years of FMM were exciting. Anand Bhai was a team player and inspired others with his vision and encouragement. Churches welcomed FMM's evangelism training, which proved ideal for those who were eager to reach their friends for Christ.

But slowly Anand Bhai's leadership approach began to change. It didn't happen suddenly, but little by little the close friendships he had always had with the FMM team became less, especially with Manav and Asha.

As FMM grew under Anand's leadership, he was invited to travel and teach and, in the process, became a sought-after conference speaker. It wasn't long, however, before the early signs of "big boss sickness" began to appear. At first, no one seemed to notice. There was no objection when Anand took a large office. After all, this is common among church leaders, as is the privilege of a car and driver. Manav and Asha could not help remembering, however, that Anand Bhai had previously lived a humble and simple life.

Also, no one seemed to think it strange when Anand spent little time with the FMM team. As pressure on his time increased, the spontaneous prayer meetings gave way to weekly chapel sessions always led by the Director, who was always called "Rev. A. K. Gupta."

The difficulty of seeing Rev. A. K. Gupta without scheduling an appointment should have been a danger sign. In fact, a policy was put in place restricting access to him.

As Manav and Asha discussed the past, they also saw how Rev. A. K. Gupta had eventually taken control of every aspect of the ministry. He insisted on making every ministry decision and approving every financial expenditure. This action resulted in many delays and many lost ministry opportunities.

Instead of encouraging new ideas and initiatives, Rev. A. K. Gupta no longer tolerated deviation from his directives. Those offering a differing opinion suffered in many ways, ranging from being shamed to being fired from their position.

Morale began to decay in all departments at the ministry. Promising younger workers left as quickly as possible hoping to find a ministry position that offered more acceptance and support. It was then that Manav and Asha realized that their original sense of community with their friend and brother, Anand Bhai, was probably lost.

Manav and Asha were forced to conclude that Rev. A. K. Gupta had fallen guilty to misusing the power of his office. It had become a means for self-fulfillment and advancement.

** “The Shadow of a Leader” was adapted from Development Associates International*

⑥ Facilitator should state that the current story entitled “Shadow of a Leader” (above) was adapted from a similar story created by Development Associates International.

Discuss the following questions:

Large Group Discussion

Take time to re-tell this story in your own words.



Question 1: What do we know from the story about Anand Bhai’s early years of ministry?

*He was a young, gifted leader.
He was a voice for integrity.
He was inspirational.
He was a team player.
Led spontaneous prayer sessions.
He was humble and led a simple life.*

Question 2: Would you say Anand Bhai started out well? *Yes, he started out well.*

Question 3: How would you describe Anand Kumar’s later leadership?

*“Big boss” sickness began to appear in his leadership.
He required people to call him “Rev. A. K. Gupta.”
He took advantage of privileges (large office, car, and driver)
He was less available to others.
He became driven by honor and fame.
He always led the chapel sessions – needed to be in control.
He did not trust the staff in use of funds.
He did not invite his friends – Manav and Asha – to speak truth into his life.
He did not allow disagreement with his directives.
He misused the power of his office.*

Question 4: What are some possible explanations for Rev. A. K. Gupta’s change in behavior?

There may be many answers to this question.

This is an opportunity for participants to reflect on their own leadership also.

During his early years, his father gave little praise and much punishment, and he was often alone. This experience probably created in Anand Kumar a motivation to excel.



- ⑦ Appoint several participants to create an imaginary conversation between Rev. A. K. Gupta and his friends Manav and Asha. The friends should share their concerns about changes in Anand’s leadership.

After the role play, discuss with all the participants what we can learn from this imaginary discussion.

Role Play



Large Group Discussion

The image below teaches an important lesson from the story. One of the leaders in the picture is small and humble (like Anand Bhai in his early ministry). The other leader is a “big boss” (like Rev. A. K. Gupta in his later ministry).



Question 1: Although he is small, what kind of shadow does this leader have?

A long shadow – that means more lasting influence.

Question 2: What kind of shadow does the “big boss” leader have?

A short shadow – that means less lasting influence.



- ⑧ Relate this image to the Session 1 exercise: Remember Your Leaders. Discuss the following questions. Then, refer to the “Shadow of a Leader” Image on page 42 of this manual.

Question 3: Think back to the previous session when we talked about leaders that had the most influenced on us. Were most of those leaders “big boss” leaders (like the one on the right)? Or were most of those leaders like the leader on the left (not famous but faithful)?

Most of the leaders we discussed were like the leader on the left.

Large Group Feedback

Question 4: Did Anand realize that this change of behavior was happening?

He may not have notice the change because it happened slowly over time.



Question 5: What are some possible ways Rev. A. K. Gupta could have avoided “Big Boss” sickness and finished well?

There are several possible answers to this question, but the following should be emphasized:

Anand could have invited trusted friends to speak the truth to him about his life and leadership. Manav and Asha were close friends to Anand in the early days. But over time, Anand no longer had friends like Manav and Asha whom he trusted to speak truth to him.

Question 6: Who is responsible for Rev. A. K. Gupta’s “Big Boss” sickness?

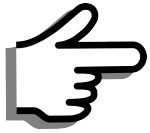
Rev. A. K. Gupta has responsibility. But Asha and Manav also contributed to his “sickness.”

The leader should display a willingness to receive correction. Therefore, Rev. A. K. Gupta should continue in relationship with Asha and Manav, inviting input and correction into his life.

Song 2: The Shadow of a Leader



- ⑨ Have participants listen to the recording of the song, “The Shadow of a Leader.” Then play the recording again and invite the participants to sing along.



⑩ Close this session with a time of prayer and personal application. Ask the participants to reflect on and pray about the following question:

Personal Reflection

Question: What tendencies in my leadership resemble “Big Boss” sickness?



Personal Prayer

Commit to God that you will invite someone like a Manav or Asha to speak truth into your life.

Session 4: What Do You See – A Water Pump or A Rice Field?**3 hours****Session Overview**

In the previous session, we learned that the **reasons** for a leader's actions and behavior (WHY they do what they do) determine **how** they act and behave (WHAT they do). This session takes a further step to emphasize that a leader's actions and behavior usually depend on how they "see" the church and the people they lead. Leaders who see the church as a "water pump" tend to lead people as they would operate a water pump – exerting external pressure. "Water pump" leaders often emphasize production and success measured by numbers and money.

On the other hand, leaders who see the church as a "rice field" tend to lead people as they would cultivate a rice field. "Rice field" leaders tend to prioritize the care and development of people, and depend on God to produce the fruit. This session shows how the "water pump" and "rice field" ways of seeing the church and its people deeply impact the leader's actions.

- Biblical Story: 1 Cor 3:4-9 – Workers in God's Field
- Song 3: Water Pump or Rice Field?

1 Discuss the following questions:

**Large Group Discussion**

Often our ministry reports reflect what is considered important in our ministry setting.

Question 1: When ministry leaders like you give ministry reports, what do they report? In other words, what questions on the ministry report are they expected to answer?

Number of people saved

Number of baptisms

Number of churches planted

Amount of money collected or saved

The number and type of instruments in the church

Question 2: Who is responsible for the number of people saved, baptisms, number of churches planted, etc.?

There may be many answers to this question.

This is an opportunity to generate discussion.

➊ After discussing the questions above recite 1 Corinthians 3:4-9:



Biblical Passage: Coworkers in God’s Field

[4] For when one says, “I follow Paul,” and another, “I follow Apollos,” are you not being merely human? [5] What then is Apollos? What is Paul? Servants through whom you believed, as the Lord assigned to each. [6] I planted, Apollos watered, but God gave the growth. [7] So neither he who plants nor he who waters is anything, but only God who gives the growth. [8] He who plants and he who waters are one, and each will receive his wages according to his labor. [9] For we are God’s fellow workers. You are God’s field, God’s building. – 1 Corinthians 3:4-9

➋ Now discuss the following questions:

Large Group Discussion

Take time to commit this biblical passage to memory.



Question 1: According to these bible verses, who “gives the growth” (of the church)?

God “gives the growth” (of the church).

Question 2: According to these verses, what is the role of those like Paul and Apollos in ministry leadership?

Faithful planting, watering as God’s “fellow workers.”

Question 3: So, what is God’s role in the growth of the church? Knowing this, then what are the workers responsible to do?

God’s role is to provide the growth; the worker’s role is to cultivate the fellow workers.



Question 4: If Rev. A. K. Gupta understood these verses, what difference could it make in his leadership?

*There may be many answers to this question.
This is an opportunity to generate discussion.*

In this session, we’re going to begin to understand how ministry leaders “see” the people they lead.

It’s important how Rev. A. K. Gupta “sees” the people they lead, because how he “sees” people determines how he leads people. We’ll come back to this later.

For now, most ministry leaders “see” the church and the people they lead in one of two ways:

Here’s the first way:

④ Show the picture of water pump from page 42 and ask the following questions:



Question 1: What is this?

A water pump.

Question 2: What is the only purpose of a water pump?

To get water out of the ground.

Question 3: Describe the parts of a water pump.

Has a handle, a spout, parts for pumping, and a shaft that goes deep into the ground.

Question 4: Why do we use water pumps?

To make it easier to get water.

Question 5: When you use a water pump, do you expect it to produce water every time?

Yes

Question 6: Assuming there is sufficient water to be pumped, what would we think if a water pump does not produce water every time?

We would think something is wrong with the water pump.

Question 7: What happens when a part on the water pump is weak, or when a bolt is loose?

You replace the weak part with a strong part, and you tighten the bolt.

Question 8: Is a water pump alive?

No

Question 9: What is the source of the water pump’s energy? What makes it work?

A person has to pump the handle. The water pump cannot work by itself.

Question 10: What is the role of the person who uses a water pump?

To put downward pressure on the pump handle so that water comes up.

Question 11: If a ministry leader “sees” the church as a “water pump,” how does this affect how he or she treats the people?

Puts pressure on people to produce. If they don’t produce they are either shamed or replaced. Controls people and does not allow them to have their own opinions.

The second way Christian leaders “see” the church and the people they lead is like this:

5 Show the picture of the rice field from page 43 and ask the following questions:



Question 1: What is this?

A rice field.

Question 2: What is the purpose of a rice field?

To produce a harvest.

Question 3: Describe the parts of a rice field.

Small plants, water, soil (mud), sunlight

Question 4: Is it important to get a harvest from a rice field?

Yes

Question 5: Does the farmer of a rice field expect a harvest every day?

No, a rice field has times of being fruitful and times of being fallow. These rhythms of life are part of a healthy field.

Question 6: Assuming that a rice field is healthy, what would we think if a rice field does not produce a harvest every day?

We would think it is normal and healthy.

Question 7: Is the rice field alive?

Yes

Question 8: Where does a rice field's energy come from?

From within.

Question 9: What is the role of the farmer in a rice field?

To care for the rice field and to cultivate the right conditions so that the rice field can grow and be healthy.

Question 10: Can the farmer produce more rice by putting pressure on the plants (or shouting at the rice plants)?

No, the farmer can damage the tender plants with this kind of action.

Question 11: Can the farmer produce the harvest? If not, who produces the harvest?

No, God produces the harvest

Question 12: If a ministry leader “sees” the church as a “rice field,” then how does he or she tend to treat the people he leads?

- He wants the church and people to be fruitful but he recognizes that harvest is God's work.*
- Healthy people will have fruitful times and fallow times.*
- The primary role of the leader is to care for and cultivate people.*
- If the farmer cultivates a healthy field, then the usual result will be a good harvest.*
- The leader trusts that the people are filled with the Spirit of God, so they have internal motivation and creativity that needs to be encouraged.*
- The leader treats others with respect and love, including other leaders who “see” their people as a water pump.*

- ⑥ Divide the participants into smaller groups (3-4 people in each group) and ask the groups to discuss the following questions: Be sure to prompt the small groups to spend time on the last question in this series.

Small Group Discussion

Question 1: Did Rev. A. K. Gupta “see” the people of FMM as a water pump or a rice field?

-A water pump.



Question 2: How did this affect Rev. A. K. Gupta's behavior toward them?

- He did not trust them.*
- He did not tolerate any opinions that differed from his own.*
- He controlled them.*
- He used power to attain his wishes and agenda.*

Question 3: If a church leader in my area sees the church and people as a “water pump,” how will the leader usually treat the people he leads?

Question 4: If a church leader in my area sees the church and people as a “rice field,” how will the leader usually treat the people he leads?

- 7 After sufficient time in small group discussion, re-gather the participants into a large group and invite responses to the questions above that they have discussed.

Large Group Discussion

Question: Which way of seeing the church – “water pump” or “rice field” – seems to be a more biblical way of “seeing” the people we lead?



Before we answer this question, let’s read the bible verses again from 1 Cor. 3:4-9:

- 8 The facilitator recites 1 Corinthians 3:4-9 again:

[4] For when one says, “I follow Paul,” and another, “I follow Apollos,” are you not being merely human? [5] What then is Apollos? What is Paul? Servants through whom you believed, as the Lord assigned to each. [6] I planted, Apollos watered, but God gave the growth. [7] So neither he who plants nor he who waters is anything, but only God who gives the growth. [8] He who plants and he who waters are one, and each will receive his wages according to his labor. [9] For we are God's fellow workers. You are God's field, God's building. – 1 Corinthians 3:4-9

- 9 Discuss the following question:

Question: According to these verses and our discussions, do you think Paul the apostle sees the church and the people he leads more like a “water pump” or more like a “rice field”?

Paul saw the church more like a “rice field.” The work of leadership was to plant and water (care for and cultivate), and trust God to bring about the growth and fruit. The worker’s (leader’s) role is to create healthy conditions for growth, but God alone can make people grow and produce a harvest that glorifies Him.

A “water pump” leader tends to (1) use people, (2) control people, and (3) tries to control the product. A “rice field” leader tends to (1) cultivate people, (2) release people, and (3) allows the Holy Spirit to control the product.

Song 3: Water Pump or Rice Field?



- ⑩ Have participants listen to the recording of the song, “Water Pump or Rice Field?” Then play the recording again and invited the participants to sing along.



In this session, we have learned two ways of seeing the people we lead: as a “water pump”, or as a “rice field.” How we see the people God has entrusted to our leadership will largely determine how we lead them. This session has explained that seeing the church and people as a “rice field” is a more biblical way of seeing.

In the following sessions, we’re going to see that Jesus was a “rice field” leader. We’ll explore how this way of seeing was at the very heart of his life and leadership.

- ①① Divide the participants into small groups (2-3 people) and reflect on the following questions:

Small Group Reflection

Question 1: Do I tend to see the church and people I lead as a “water pump” or a “rice field”?



Question 2: How does this way of “seeing” affect my behavior toward them?

- ①② After a time in personal examination, pray for the entire group. You can use the example below, but pray in your own words. Then encourage the small groups to also spend additional time in prayer.

Example Prayer:

Pray that God will grant you spiritual eyes to see the beautiful “rice field” He has given you to lead. Pray that He will transform you into a leader that cares for and cultivates healthy people. Pray that God will give you eyes to see the potential of those you lead because they are alive in Christ and are endowed by His Holy Spirit. Commit to God that you will surrender the matter of fruitfulness to Him since He alone brings about lasting growth. Confess and repent if you have used people in the past to reach your goals, and commit from this day forward that you will focus your life and leadership on developing people to be the best they can be for the glory of God.