

# Year-Round Mentoring for Church and Organisational Leaders

with John Stevens, Adrian Reynolds and Ray Evans

## Leaders



**John Stevens** is the National Director of the Fellowship of Independent Evangelical Churches (FIEC), a British network of 600 independent churches. Over the past eight years, he has led a reorganisation of the FIEC, which has encouraged more than 120 churches to join. He has planted two churches in very different contexts—City Church Birmingham and Christchurch Market Harborough—and is the author of *Independent Church: Biblically Shaped and Gospel-Driven*, *Knowing Our Times*, and *How Can I Be Sure?*



**Adrian Reynolds** is the Associate National Director for the FIEC, with responsibility for training and developing healthy churches. Following a career as a senior leader in the pharmaceutical industry, he served as pastor of Yateley Baptist Church and then as Director of Ministry at the Proclamation Trust before joining the FIEC in 2017. He is the author of 12 books, including *And Then He Knew Her: A Biblical View of Sex*; *Teaching Numbers: From Text to Message*, and *Progress: Lifelong Growth for Christian Workers*. He is also a director of several Christian charities and organisations in the UK, including an overseas mission board.



**Ray Evans** is the Senior Pastor of Grace Community Church Bedford and the FIEC Leadership Consultant. He has helped many large and medium-sized churches face the challenges of growth, applying both the teaching of Scripture and the best insights of successful Christian leaders and secular management theory. He is the author of *Ready, Steady, Grow: Equipping Today's Gospel Churches*.

## Overview

**GOAL:** To support, equip, and mentor the leaders and aspiring leaders of larger churches, networks, denominations, and Christian organisations to face the complexity of leading growing ministries. It will help them to maintain their own spiritual health and vision, to gain the skills that they will need to take their organisations to the next level and to face the challenges and obstacles that prevent organisations reaching their full gospel potential.

**PLAN:** John and Adrian will each mentor a small group of leaders (stream A and B) with inputs from Ray Evans. The 2022-23 Year-Round Mentoring for Church and Organisational Leaders includes:

1. An Online Seminar in September
2. Four two-hour webinars with webinar assignments
3. A three-day retreat in Budapest on 6-8 December 2022
4. An individual coaching session (1½ hours) with John or Adrian in February/March (individual times to be organized)
5. A Pre-Forum Conference in Wisła, Poland on 19 and 20 May 2023. Participants will still need to apply for the European Leadership Forum and will be responsible for paying Forum

fees in order to participate in the 2023 Forum. Participants must also pay for their own travel expenses.

**PARTICIPANTS:** Ten to twelve leaders (in two groups) who are leading larger churches with multiple staff members (or Christian organisations with a staff in excess of ten), or who are realistically aspiring to the leadership of such an entity in the next 3-5 years.

**QUALIFICATIONS:** Each participant will be actively involved in Christian leadership, and be a spiritually mature Christian.

**COMMITMENTS:** In order to be a part of the group, you need to commit to:

1. Attend all sessions, including the Online Seminar in September, the retreat in Budapest, four webinars, and the Pre-Forum Conference in 2023 (19-20 May).
2. Access all webinars on a computer with a good broadband internet connection.
3. Thoroughly review a selection of assigned materials before and after each webinar. These assignments will consist of reading selections from books or academic articles, including the list of books and articles indicated for each webinar.
4. Secure a copy of the required books.
5. Pay the necessary fees. The fees for the retreat are 150 Euros for a double room and 190 Euros for a single room (or 100 Euros for scholarship recipients). For the 2023 Pre-Forum Conference, the fees are 80 Euros for a double room and 90 Euros for a single room (or 68 Euros for scholarship recipients).
6. In order to be accepted to next years' European Leadership Forum all Year-Round Mentoring participants will need to nominate two other leaders for the following year Year-Round Mentoring which includes personally contacting and recruiting them by email.

**2022 RETREAT:** All participants will meet with John Stevens and Adrian Reynolds in Budapest from noon on December 6 till noon on December 8. Please schedule your travel so that you arrive on time and depart after all sessions are over. *The participant fees for the retreat are 150 Euros for a double room and 190 Euros for a single room (or 100 Euros for scholarship recipients). Participants are also responsible for their own travel expenses.*

## Webinars

The four 2-hour webinar sessions will be led by John Stevens, Adrian Reynolds, and Ray Evans. Two of the seminars are in streams with stream leaders (John and Adrian). Two of the seminars are all together with Ray Evans. In addition, we will arrange one on one coaching calls with each participant and their stream leader. Part of our work will be a commitment to pray for participants over the course of the year.

Participants will be supplied with a detailed reading and resource list for each webinar, which will be distributed at the introductory session at the 2022 Forum, as well as assignments and questions to consider. This curriculum will outline the proposed content of the webinars and indicative reading.

**Webinar One: Individual Streams (John Stevens/Adrian Reynolds): Leading yourself**

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Date: TBD, Time: 14:00 London Time

Many Christian leaders are ineffective because they fail to nurture their own spiritual life and to develop Christ-like leadership skills. It is vital that leaders of larger churches and organisations prioritise their own spiritual health, personal godliness, and marriage relationships rather than succumb to the temptation to neglect them due to the pressures of managing the organisation. This is especially important as the church or organisation grows in size, complexity, and influence. The webinar will also consider the particular sins that afflict Christian leaders and would cause them to be disqualified from their ministries, and how to guard against them.

Indicative reading:

Adrian Reynolds, *Progress: Lifelong Growth for Christian Workers*Peter Scazzero, *The Emotionally Healthy Leader*Warren Wiersbe, *On Being a Servant of God*Ray Evans, <https://fiiec.org.uk/resources/article/what-they-didnt-teach-you>Ray Evans, <https://fiiec.org.uk/resources/article/upskilling>Richard Underwood, <https://fiiec.org.uk/resources/article/recovering-rest-2>**Webinar Two: Leading Your Team (Dr Ray Evans)**

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Date: TBD, 14:00 London Time

**NB! Delegates will need to obtain a copy of Institutional Intelligence by Gordon Smith (IVP Academic)**

One of the most challenging and important aspects of leading an organisation is to lead your team. Organisational leaders need to know how to recruit, train, motivate, appraise, encourage, and occasionally remove staff and/or volunteers. The success of the ministry depends upon healthy team dynamics. Many Christian leaders find it difficult to shift from functioning as a sole-leader to a team leader, thus inhibiting the growth of their ministry and its gospel impact.

Indicative reading:

Jeremie Kubicek & Steve Cockram, *5 Voices: How to Communicate Effectively With Everyone You Lead*Patrick Lencioni, *The Five Dysfunctions of a Team*Ray Evans, <https://fiiec.org.uk/resources/article/leading-a-team>Ray Evans, <https://fiiec.org.uk/resources/article/management-roles>Writing assignment (400-500 words)

Describe what you see as the benefits of working in a team, some of the possible problems, and how a leader can help the whole team make progress in the mission it seeks to achieve. Send this to [ray.evans@graceinthecommunity.com](mailto:ray.evans@graceinthecommunity.com) latest by **16 September 2022**.

**Webinar Three: Leading Through Transitions (Ray Evans)**

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Date: TBD, 14:00 London Time

Effective leaders will inevitably have to take their organisation through periods of transition or change. This might be a period of growth, decline, revitalisation, redirection, leadership succession, or even closure. Staff, volunteers, board members, and stakeholders may find this especially difficult, and

leaders may face opposition and resistance to change. This webinar will help leaders to both understand the importance of change-management and develop the skills necessary to lead their ministries forward with courage, clarity, and compassion.

Indicative reading:

Ray Evans, *Ready, Steady, Grow*

John Stevens, <http://foclonline.org/interview/refreshing-established-gospel-movements>

Writing assignment (400-500 words)

Describe what you see as the strengths and weaknesses of churches of differing sizes, and reflect on why knowing this significantly helps in the leading of the church. Send this to [ray.evans@graceinthecommunity.com](mailto:ray.evans@graceinthecommunity.com) latest by **6 January 2023**.

#### **Webinar Four: Individual Streams (John Stevens/Adrian Reynolds): Leading an Organisation**

Date: TBD, 14:00 London Time

One of the challenges for Christian leaders is to understand the specific demands of organisational leadership. The larger a church or organisation the more structure it requires, and the less it can operate on a purely relational or family-like basis. Many Christian ministries falter or fail because they cannot transition from an informal to a structured model of leadership. This webinar will help leaders to identify and develop the skills of vision-setting, organisational structure, and healthy organisational accountability. It will help leaders to understand the importance of structuring their organisation appropriately to accomplish its intended goals.

Indicative Reading:

Jim Collins, *From Good to Great*

Gordon T. Smith, *Institutional Intelligence*

Patrick Lencioni, *The Advantage: Why Organizational Health Trumps Everything Else In Business*

John Stevens, <http://foclonline.org/talk/how-lead-old-organisation-fresh-vision>

Andrew Heard, <https://fiiec.org.uk/resources/article/leading-an-organisation>

Andrew Heard, <https://fiiec.org.uk/resources/article/clarity-in-leadership>

Ray Evans, <https://fiiec.org.uk/resources/article/gospel-momentum>

Writing assignment (400-500 words) TBD

#### **Individual coaching sessions (John Stevens/Adrian Reynolds)**

Schedule for February of March 2023, times to be organised individually with mentors.

These sessions are an opportunity to tackle specific leadership issues one on one with the mentors. The agenda/topics are to be set by the participants two weeks before the arranged date so that a constructive and useful discussion can take place. Each mentoring meeting is scheduled for 1½ hours.

### **How to Apply**

1. Complete the [online application](#).
2. Ask a pastor or spiritual mentor to complete the [reference form](#).

3. Once we receive your application form and reference, your application will be complete. We will review your completed application and let you know if you are accepted into the program within four to six weeks.

***If you have questions, contact us at [initiatives@euroleadership.org](mailto:initiatives@euroleadership.org).***