

Northern California Conference

ELDERS' TRAINING

Edward W. Fergusson, M.Div.

Individualization • Strategic • Learner • Communication • Developer

NCC Initiatives

- 1. Engage Your Calling in Ministry**
- 2. Engage Your Church in Planting**
- 3. Engage Your Community with Compassion**

David's Mighty Men

2 SAMUEL 23

The Three

- Josheb-Basshebeth=Killed 800 men
- Eleazar=Fought until his hand stuck to the sword
- Shammah=Stood in the middle of a field and defended it against the Philistines

The Three Gather Water from Bethlehem

Others of Note

- Abishai=Killed 300 with a spear
- Benaiah=Killed 2 heroes of Moab, lion in a pit in the snow, Egyptian with his own spear
- 37 in all

Wouldn't you like some in our church?

- People who would win 800 souls?
- People who would stick to the task?
- People who would defend you against your enemies?

Where do they come from?

LET'S ASK DAVID!

1 Samuel 22:2

“And everyone who was in distress, everyone who was in debt, and everyone who was discontented gathered to him. So he became captain over them. And there were about four hundred men with him.”

What About Jesus and His Disciples?

- Son's of Thunder
- A Cheat
- A Doubter
- A Political Zealot
- Very Unreliable
- A Betrayer

A Few Observations

- Often the people available are less than desirable
- Often the people available are unskilled
- God has called us to work with them, not pick them!
- God has created us all to be unique
- About 10% will shine above the rest (37 out of about 400)
- The Lord brings the victory!

Engage Your Calling in Ministry

On the Bus

“The executives who ignited the transformations from good to great did not first figure out where to drive the bus and then get people to take it there. No, they *first* got the right people on the bus (and the wrong people off the bus) and then figured out where to drive it.” Jim Collins — Good to Great, page 41

EVERYONE HAS TALENT

Talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life



**EVERYBODY IS A GENIUS. BUT
IF YOU JUDGE A FISH BY ITS
ABILITY TO CLIMB A TREE, IT
WILL LIVE ITS WHOLE LIFE
BELIEVING THAT IT IS STUPID.**

-ALBERT EINSTEIN

Arm Folding Exercise

“The reality is that the Lord never calls the qualified;
He qualifies the called.” – Henry T. Blackaby

Exodus 32:34, NKJV

“Now therefore, go, lead the people to the place of which I have spoken to you. Behold, My Angel shall go before you.”

Gospel Workers, p. 184

“Oh, for generals, wise and considerate, well-balanced men, who will be safe advisers, who have some insight into human nature, who know how to direct and counsel in the fear of God.”

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Letter 111, 1903

“It is the Lord’s plan that there shall be unity in diversity. There is no man who can be a criterion for all other men. Our varied trusts are proportioned to our varied capabilities. I have been distinctly instructed that God endows men with different degrees of capability and then places them where they can do the work for which they are fitted. Each worker is to give his fellow workers the respect that he wishes to have shown to himself.”

Scriptures

- Before I formed you in the womb I knew you; Before you were born I sanctified you; I ordained you a prophet to the nations.”
Jeremiah 1:5, NKJV
- Parable of the Talents. Matthew 25:14-30
- Spiritual Gifts
 - Romans 12:6-8
 - 1 Corinthians 12:1-10
 - 1 Corinthians 12:28-31
 - 1 Peter 4:10-11

1 Peter 4:10-11

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. If anyone speaks, *let him speak* as the oracles of God. If anyone ministers, *let him do it* as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.”

The Pareto Principle

The Pareto Principle

- Also known as
 - The 80/20 Rule
 - The Law of the Vital Few
 - The Principle of Factor Sparsity
- Vilfredo Federico Damaso Pareto
- July 15, 1848 – August 19, 1923



The Pareto Principle



Business management thinker Joseph M. Juran suggested the principle after reading Italian economist Vilfredo Pareto, who observed that 80% of the land in Italy was owned by 20% of the population. It is a common rule of thumb in business; e.g., "80% of your sales come from 20% of your clients."

The Pareto Principle

- It is an observation, not a law
- Leader/Follower Rule
- It is not a 80/0 Rule or a 20/0 Rule
- The challenge is for the 20% to learn how to involve the 80%



Six principles of motivation:

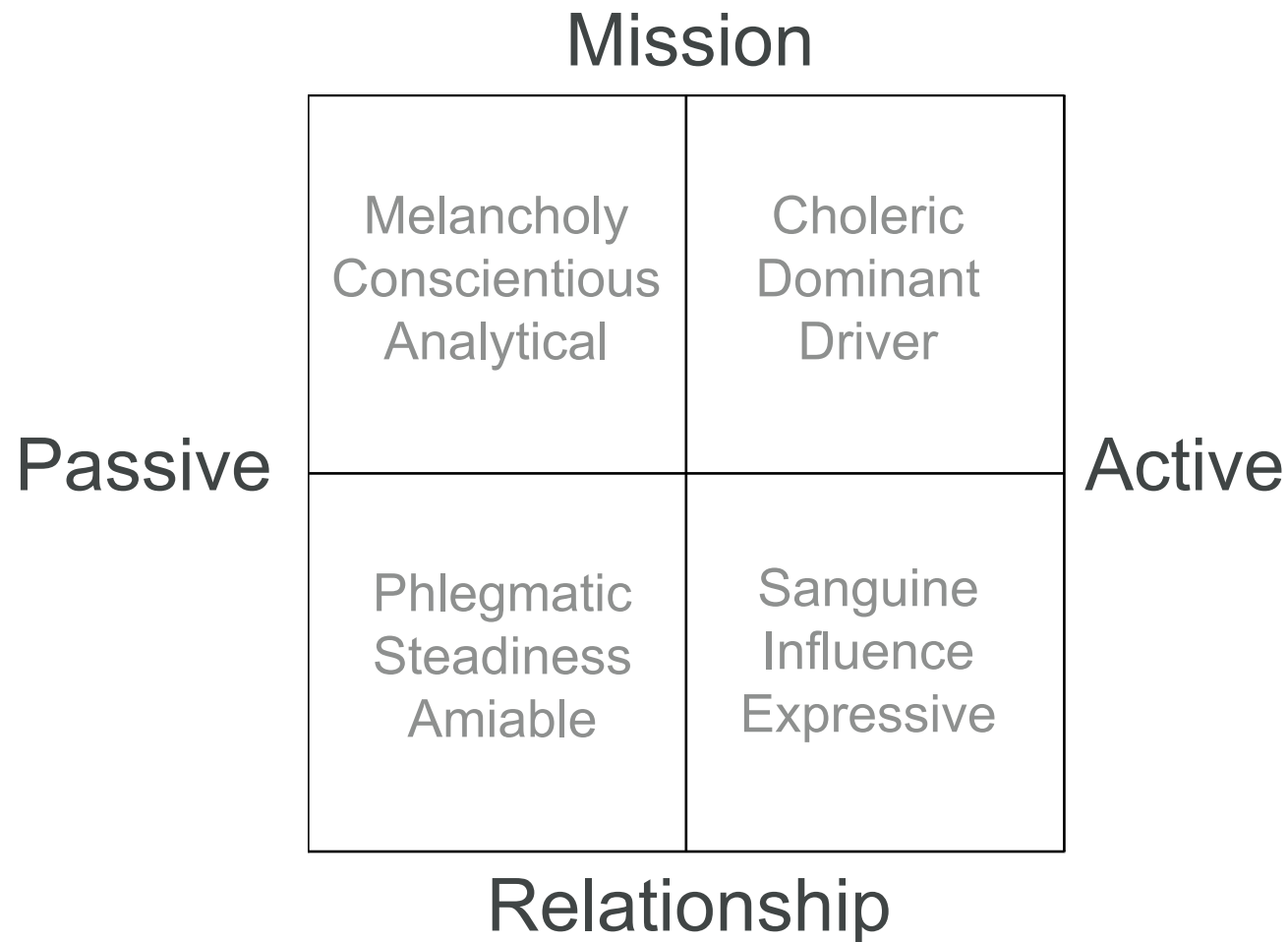
1. You cannot motivate other people
2. All people are motivated
3. People do things for their reasons, not yours
4. A person's strengths overused may become limitations
5. If I know more about you than you know about me, I can control the communication
6. If I know more about you than you know about yourself, I can control you

PRINT THE FOLLOWING PHRASE THREE TIMES:

“I use my strengths every day.”



One Way to Look at People



The four languages of involvement

- Mission + Active = Challenge
- Relationship + Active = Rally
- Mission + Passive = Assist
- Relationship + Passive = Join

GALLUP PRESS

GROWING
— AN —
ENGAGED
CHURCH

HOW TO STOP
“DOING CHURCH” AND START
BEING
THE CHURCH AGAIN

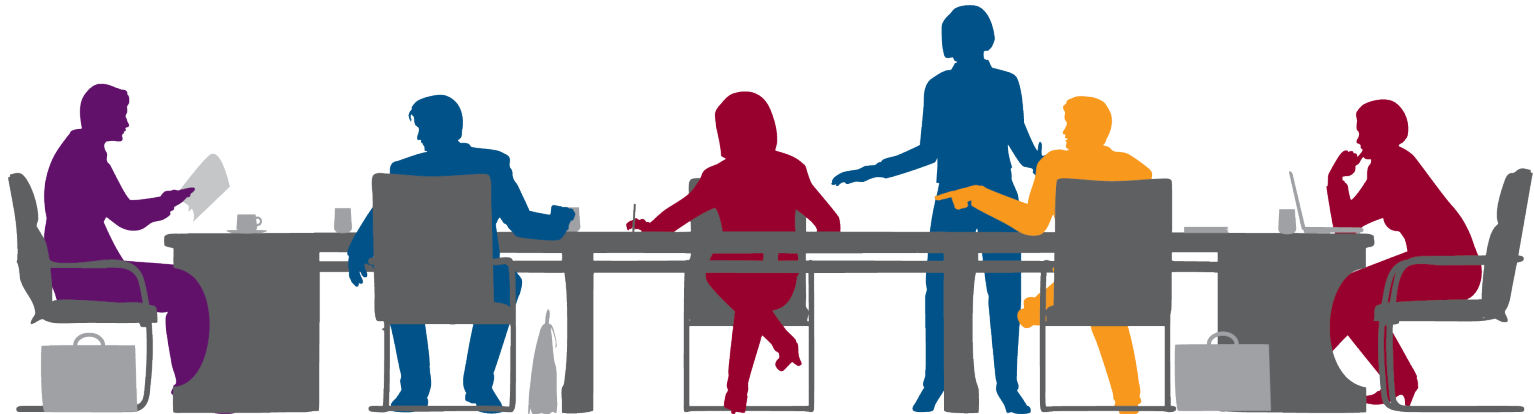
ALBERT L. WINSEMAN

The **CLIFTON STRENGTHSFINDER[®]**

is the code that cracks open your awareness of your unique talents.



The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...



are **three TIMES** as likely to report having an excellent quality of life



are **six TIMES** as likely to be engaged in their jobs

PEOPLE OPERATING IN THE STRENGTHS ZONE ...

- look forward to going to church
- have more positive than negative interactions with others
- treat those they serve better
- tell their friends they belong to a great church
- achieve more on a daily basis
- have more positive, creative, and innovative moments

EVERYONE HAS TALENT

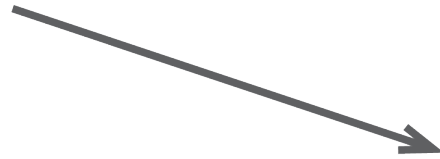
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Start With

TALENT;



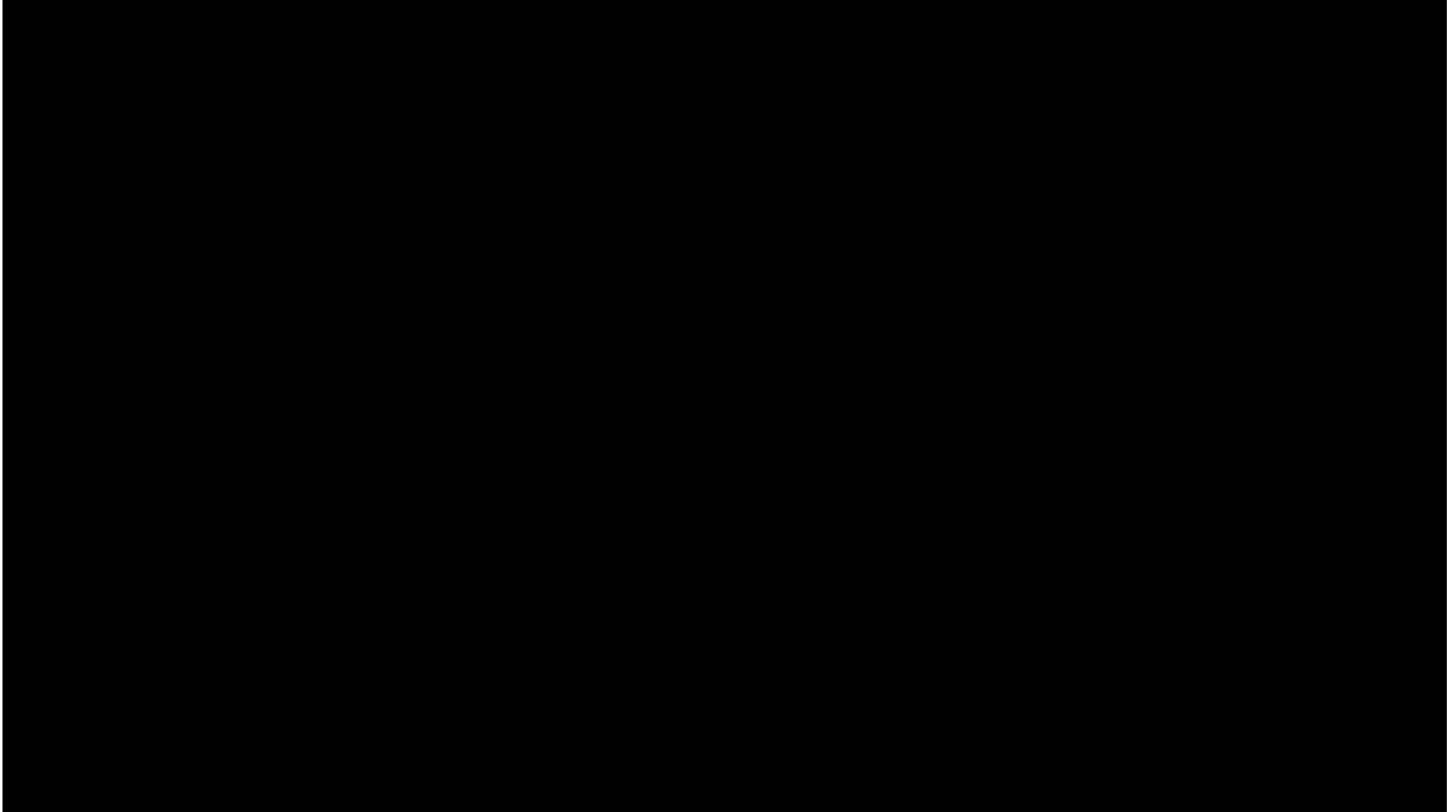
Finish With

STRENGTH

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

Let's start now to identify and maximize each person's talents and strengths.

YOUR GREATEST TALENTS





MEMBER ENGAGEMENT SURVEY RESULTS

Orangevale Seventh-day Adventist Church

For more than 70 years, Gallup has been developing instruments that measure the "unmeasurable." Gallup has created tools that accurately measure the soft numbers — including customer and employee engagement and other former intangibles — that are key to business success.

Over a decade ago, Gallup confronted the challenge of measuring another unmeasurable — spiritual engagement. Through extensive research on the subject, Gallup has designed an instrument — the Member Engagement Survey (ME^{25™}) — that measures the spiritual health of churches.

What Gallup found is that engagement drives spiritual commitment, which has an impact on specific spiritual health outcomes. When purposefully addressed, engagement translates into positive outcomes both inside and outside the local faith community.

Gallup research has shown that engaged members are:

- 10 times as likely to invite someone to participate in their church
- three times as likely to say they are extremely satisfied with their lives
- likely to spend more than two hours per week serving and helping others in their communities
- likely to give three times more to their faith communities annually

The ME²⁵ gets to the heart of a church's engagement and spiritual commitment, giving congregations a clear indication of their spiritual health.

December 2017

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**GROWING AN
ENGAGED CHURCH**
MEMBER ENGAGEMENT

GALLUP®



DON CLIFTON

Father of Strengths Psychology and
Inventor of the Clifton StrengthsFinder

DISCOVER YOUR GOD-GIVEN
TALENTS AND INSPIRE
YOUR COMMUNITY

A large, leafy tree stands in a field of tall grass under a clear sky. The tree is the central focus of the cover, with its branches spreading out. The grass is a vibrant green, and the sky is a pale blue.

LIVING *your* STRENGTHS

Includes the Clifton StrengthsFinder®

FROM GALLUP

ALBERT L. WINSEMAN, DON CLIFTON
and **CURT LIESVELD**

Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>

