

HOST PACK



# Essentials

Vineyard Leadership Essentials

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Dear Friend,

Welcome! Leadership at the present time is more complex and demanding than we've ever known. Many of us are task rich and time poor. The heart behind the Leadership Essentials programme is an off-the-shelf resource available to every church in our movement - one that helps to train and empower emerging and existing leaders in every season, with much of the preparation and thought process already done.

In this guide we have put together everything you will need in order to successfully run Leadership Essentials in your church. I sincerely hope that it encourages you.

If there's anything that isn't clear, or a way in which we can help you get started, please get in touch.

With love,

Sarah Robertson

**VCUKI Director of Training**

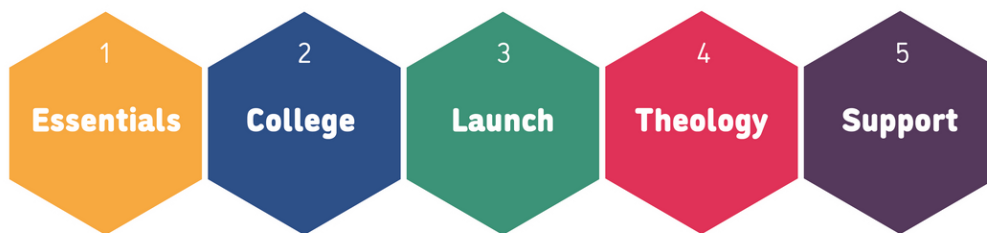


# PATHWAY

## Vineyard Ministry Pathway

The Vineyard Ministry Pathway is a new leadership development strategy, designed to assist in a journey towards vocational ministry in the Vineyard. It aims to help leaders from any context to receive the training and support they need in order to step into their calling to ministry.

Vineyard Leadership Essentials is a key step in our movement's pathway for leadership and ministry. Many leaders will find Leadership Essentials hugely helpful in their leadership journey, and won't subsequently need further training immediately. However, for some participants, this is the first of many significant steps that will lead them towards vocational ministry in the Vineyard. Often, as in life, the steps overlap or come in a different order.



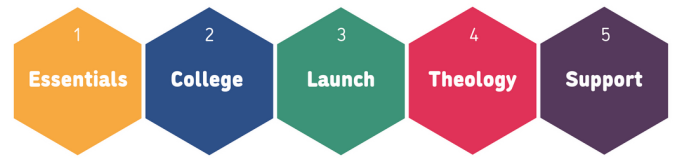
**Step 1.** Vineyard Leadership Essentials

**Step 2.** Vineyard Leadership College

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# Essentials

Vineyard Leadership Essentials

This is an off-the-shelf leadership training course that is able to be run in most Vineyard Churches in the UK and Ireland. Covering many of the most important and foundational aspects of leadership, Leadership Essentials is the perfect place to grow in understanding and insight alongside others from your church family.

# College

Vineyard Leadership College

A year-long intensive part-time programme for those experiencing a compelling call to leadership and seeking to invest in that call in an intentional and deliberate way. We anticipate that many of those stepping into vocational ministry or church planting in the coming years, will be graduates of the Leadership College. If they haven't participated in Leadership Essentials before, then this can be combined with the Leadership College. See [vcuki.co/college](http://vcuki.co/college)

# Launch

Vineyard Launch Training

A launchpad for those preparing to plant a church or step into church leadership. A series of intensive training environments with follow-on cohorts for support.

# Theology

Vineyard Theological Training

It is our hope that all of the emerging pastoral leaders in our movement are able to navigate the intense challenge of ministry in a confusing and chaotic world with theological rigour and acumen. We therefore offer our own modular theological training course which lays a solid foundation for Christian life and leadership. See [vcuki.co/theology](http://vcuki.co/theology) for more information.

We also are thrilled to partner with WTC, an accredited theological training college with 12 campuses around the UK and Ireland. We wholeheartedly commend their courses, all of which are part-time and accessible for those from all kinds of educational backgrounds. For more information see [wtctheology.org.uk](http://wtctheology.org.uk)

# Support

Vineyard Support

As people step into positions of responsibility and leadership within our movement, we have a wide range of support structures and programmes. These are designed to ensure that each person sets out on the right path, continues in their growth, maintains healthy rhythms and practises, and continues for the long run.

# Essentials

## Vineyard Leadership Essentials

The Leadership Essentials programme is the first step for all emerging and existing leaders who want to grow in their leadership skill, gifting and call. It is a digital programme that comes as a package via the Vineyard Training Platform.

[vcuki.co/training](https://vcuki.co/training)

### **Who is the Leadership Essentials Programme for?**

The Leadership Essentials programme is for existing and emerging leaders. In your local context this will likely include:

- Leaders of volunteers
- Volunteer leaders
- Trustees
- Senior Leadership Teams
- Potential leaders who have yet to step out in their leadership gifting
- People who carry influence in the life of your church family
- Church Staff

The programme exists for all leaders, whether they have led for 40 years or 4. It is helpful if all the people invited to participate either are currently leading in some context, or have led in significant ways in the past.

### **What is the aim of the Vineyard Leadership Essentials Programme?**

The programme exists to strengthen and release emerging and existing leaders with the relevant knowledge, skills, and attitudes that will enable them to be the kind of leaders who will stay healthy, resilient and dynamic for the long haul.

### **What is the Cost?**

Leadership Essentials is free to those recommended by their senior pastor. All existing and new material developed is funded by VCUKI to resource local churches in the development of their leaders.





## STEP 1 // IDENTIFY AND REGISTER YOUR COURSE LEADER

Every Leadership Essentials course will be hosted by a leader in a local Vineyard church. Senior Pastors must identify, recruit, and register who their Leadership Essentials course leader will be.

### Course Leader Expectations

Course Leaders will use the Leadership Essentials materials to support, release and equip emerging and existing leaders. They will:

- Support - By creating a consistent space for discussion and learning.
- Release - Recognising the potential for growth in all of our emerging and existing leaders.
- Equip - Through sharing the resources, curriculum and other communications to the students from Vineyard Training.

In most Vineyard churches, the Senior Pastors will ask a Course Leader to:

- Host a Leadership Essentials evening once/twice a month over a 1 or 2 year period (see step 2 for more info)

- Establish a Leadership Essentials team in your local church. The course works best when it's facilitated and led by a small team of seasoned leaders who will serve the participants.
- Participate in Leadership Essentials leader resourcing opportunities across the year.

To register your Course Leader head to [vcuki.co/VLEsignup](https://vcuki.co/VLEsignup)

Once registration has been completed, your Course Leader will receive a link to the Leadership Essentials course materials. This link contains all of the teaching sessions and questions in one place and can be used in whatever way best serves your local church.

As well as this, they will receive information on how they can make use of the Vineyard Training Platform with their students alongside invitations to specific support sessions, which they can choose to join during the year.

## STEP 2 // PLAN YOUR SCHEDULE

The core content of the Leadership Essentials programme comprises a series of 18 pre-recorded video sessions delivered by leaders from across the Vineyard movement, both Nationally and Internationally. These sessions are centred around the Five Characteristics of a Pioneering Leader that the Vineyard movement has been using in various training environments for some years, and act as an introduction into leadership skill and responsibility. The programme is dynamic and dialogical ready to be used by you in your development of your emerging and existing leaders.

VISION & CALLING	SPIRITUAL & EMOTIONAL CAPACITY	COMMUNICATION	LEADERSHIP & MULTIPLICATION	GATHERING & MISSION
<ul style="list-style-type: none"> <li>*Demonstrate an understanding of vision and calling and its importance in ministry.</li> <li>*Apply this knowledge through identifying and articulating vision and calling, verbally and in writing.</li> <li>*Live out personal vision consistently in all areas of life.</li> <li>*Discriminate between what is 'in' and what is 'out' on the basis of vision and calling.</li> </ul>	<ul style="list-style-type: none"> <li>*Recognise and understand the importance of self-awareness and strategic living</li> <li>*Resilience in the face of negative experiences</li> <li>*Demonstrate ability to problem solve</li> <li>*Apply spiritual disciplines to personal life</li> <li>*Commitment to lifelong learning</li> </ul>	<ul style="list-style-type: none"> <li>*Demonstrate a knowledge and understanding of key factors involved in communication</li> <li>*Evaluate the relevance of different communication styles in different contexts: strengthen, encourage and correct</li> <li>*Evaluate effectiveness of communication</li> </ul>	<ul style="list-style-type: none"> <li>*Demonstrate an understanding of the theology of leadership and its importance</li> <li>*Articulate the theory and practice of IRTDMN</li> <li>*Develop leaders</li> <li>*Devise and evaluate leadership structures</li> <li>*Demonstrate organisational leadership</li> </ul>	<ul style="list-style-type: none"> <li>*Recognise and understand the role of gathering in the process of ministry</li> <li>*Demonstrate the ability to gather at different levels of church life (i.e. outreach, small groups, congregational, ministry teams, etc.)</li> <li>*Plan and manage events</li> <li>*Recognise and understand the role of mission in the process of ministry</li> <li>Envision and equip others for mission</li> </ul>

Churches are free to use the course materials in whatever way serves their context best. However it is our experience that participants gain most from the programme when it is run at a measured pace that allows ample time for reflection, application, discussion and ministry.



To give your leaders the best opportunity to do this we would recommend following one of three schedules:

### SCHEDULE OPTION (A) - 2 Year Schedule

This schedule requires sessions to be held once a month for nine months of the year across a two year period. This schedule, allows for a break over the Summer and Christmas periods:

Year 1			
TERM 1 Vision & Calling	<b>September</b> Casting Vision: The Why & How	<b>October</b> Calling: The Big & Small	<b>November</b> Vineyard DNA
TERM 2 Spiritual & Emotional Capacity	<b>January</b> Being Before Doing	<b>February</b> Emotionally Healthy Spirituality	<b>March</b> Life Long Learners
TERM 3 Communication	<b>April</b> The Gospel in All Things	<b>May</b> Digital Communication	<b>June</b> Critical Conversations
Year 2			
TERM 4 Leadership & Multiplication	<b>September</b> Philosophy of Leadership	<b>October</b> Launching Leaders	<b>November</b> Growth by Teams
TERM 5 Gathering & Mission	<b>January</b> Church Culture: Outward Focus	<b>February</b> Events that Grow your Church	<b>March</b> Pathways to Jesus
TERM 6 Cultural Engagement	<b>April</b> Worship	<b>May</b> Spiritual Formation	<b>June</b> Church Planting

## SCHEDULE OPTION (B) - 1 Year Schedule

This schedule will move your leaders through the programme at a reasonable pace with sessions being held twice a month for nine months of the year. This schedule also allows for a break over the Summer and Christmas periods and would look like this:

Year 1			
<b>TERM 1</b> Vision & Calling  Spiritual & Emotional Capacity	<b>September</b> Session 1 // Casting Vision: The Why & How  Session 2 // Calling: The Big & Small	<b>October</b> Session 3 // Vineyard DNA  Session 4 // Being Before Doing	<b>November</b> Session 5 // Emotionally Healthy Spirituality  Session 6 // Life Long Learners
	<b>January</b> Session 7 // The Gospel in All Things  Session 8 // Digital Communication	<b>February</b> Session 9 // Crucial Conversations  Session 10 // Philosophy of leadership	<b>March</b> Session 11 // Launching Leaders  Session 12 // Growth by Teams
<b>TERM 2</b> Communication  Leadership & Multiplication	<b>April</b> Session 13 // Church Culture: Outward Focus  Session 14 // Events that Grow your Church	<b>May</b> Session 15 // Pathways to Jesus  Session 16 // Worship	<b>June</b> Session 17 // Spiritual Formation  Session 18 // Church Planting

## SCHEDULE OPTION (C) - Discipleship/Gap Year

It may be that some churches will utilise the Leadership Essentials course materials to form the basis of some taught content for gap year students. If this is you, you should feel free to make use of the materials in the best format that serves student development and your local church rhythm.

## STEP 3) INVITE YOUR STUDENTS & EXPLAIN THE COMMITMENT

Once you have registered your Leadership Essentials Course Leader, and decided on your course schedule it is time to invite your students and explain the commitment of the programme.

### 1) Approval

All those participating in Leadership Essentials should do so with the knowledge and approval of the Senior Pastors. It is up to the Leadership Essentials Course Leader how they capture that. This could be a basic Google or Church Suite form or a simple conversation ahead of invitation.

### 2) Invitation

Students should be invited to attend, and as part of that invitation the commitment of the programme should be explained.

### 3) Explain Commitment

Students' commitment each month will depend on what course schedule you opt to follow. Below is a breakdown of the students' time commitment.

SCHEDULE OPTION (A) 2 YEAR SCHEDULE	SCHEDULE OPTION (B) 1 YEAR SCHEDULE
<p>a) Pre-work: 1 hour of watching material and completing reflection questions ahead of the Leadership Essentials session (1/month)</p> <p>b) Each Class Session: 2-3 hours (1/month)</p> <p>c) Applying knowledge to current leading: 2 hours (1/month)</p> <p>Time Commitment: 5 - 6 hours / month</p>	<p>a) Pre-work: 1 hour of watching material and completing reflection questions ahead of the Leadership Essentials session (2/month)</p> <p>b) Each Class Session: 2-3 hours (2/month)</p> <p>c) Applying knowledge to current leading: 2 hours (2/month)</p> <p>Time Commitment: 10-12 hours / month</p>

#### **4) Student Registration**

All students who participate in your Leadership Essentials course must create their own account via the Vineyard Training Platform.

Students' individual registration means that they can track their progress and see how much of the course they have covered. This also means that when students complete the Leadership Essentials programme, the Training Platform will automatically issue them with a certificate of completion.

## **STEP 4) RUN THE LEADERSHIP ESSENTIALS SESSIONS | Class Facilitation Options**

### **The Value of Time**

There are two main ways Leadership Essentials can be run in the local church. What these two ways have in common is time. Training can't be rushed; if it is, then it becomes a download of information with no transformation. Allowing the students space and time gives rise to opportunity for lasting growth and development.

### **The Value of the Hybrid Model**

The last season has taught us that hybrid models of study are not only possible but can be delivered in an excellent way. Those who would be unable to travel for Leadership Essentials sessions may well be able to join in online via Zoom. This is something to be considered in the planning and running of your Leadership Essentials course.

### **The Value of Community**

It is at your discretion on how you run your Leadership Essentials nights, however incorporating the elements listed below serve to foster a healthy environment for community and growth.

- Food / beverages
- Worship
- Announcements
- Introducing the learning objectives
- Ministry time / prayer

## The Value of Activation

There's a real danger that a participant could complete a session without having made a significant effort to consider what changes they ought to make to their life or leadership as a result. It is important to ensure that the closing of every session is given to conversation and ministry that encourages a considered response to the material presented. Therefore the following Activate Questions may be helpful.

- How are you feeling after this session?
- What is the core thought you have taken away tonight?
- What do you think God is doing in you through the session?
- How will you apply what you've learned to your areas of leadership?
- What challenges do you expect to encounter as you apply it?
- What do you plan to do about these challenges?
  - What resources do you have to do that?
  - When will you do that by?
  - Who will you tell about these plans?
  - (Repeat through challenges as time allows.)
- Who can help you in this?

## The Value of a Learner-centred model

Leadership Essentials uses a “flipped classroom” strategy, which is a type of learning that reverses the traditional classroom setting by delivering content outside of the classroom and utilising class time primarily for discussion and hands-on learning. The flipped classroom intentionally shifts instruction to a learner-centred model, repurposing class time into a workshop where students can ask questions about teaching content and interact with one another to broaden their perspective.

BENEFITS	POTENTIAL OBSTACLES
<p>Community building, collaboration and accountability amongst participants</p> <p>Leaders-in-training taking responsibility for the impact of their learning</p> <p>More time available for prayer and discussion</p>	<p>Students may not immediately appreciate the value of discussion-based learning. Those who don't feel they benefit from community interaction might be tempted to skip class and just watch the video at home. For this reason we would encourage you to put a high bar in place for attendance to prevent students from seeing Vineyard Leadership Essentials as something they will attend when it fits.</p> <p>Lack of digital access - the necessity for students to have access to a computer and the Internet and basic technology skills in order to view the pre-work.</p> <p>Lack of time management - students may struggle to get the pre-work done.</p>

## Options for session format

Below are three different models, utilising the “flipped classroom” to varying degrees, that you can use for your Leadership Essentials sessions - feel free to use them, or come up with something new!

### OPTION ONE

Approx. 2 hours

1. Basic pre-work reflection questions and one video assigned to complete prior to Vineyard Leadership Essentials.
2. Welcome and overview of the night, reminder of learning objectives
3. Worship
4. Video part 2 and discussion questions
5. Break
6. Activate questions
7. Ministry time

### OPTION TWO

Approx. 1.5 hours

1. Basic pre-work reflection questions and both teaching videos assigned to complete prior to Vineyard Leadership Essentials.
2. Welcome and overview of the night, reminder of learning objectives
3. Worship
4. Discussion questions
5. Break
6. Activate questions
7. Ministry time

### OPTION THREE

Approx. 2.5 hours

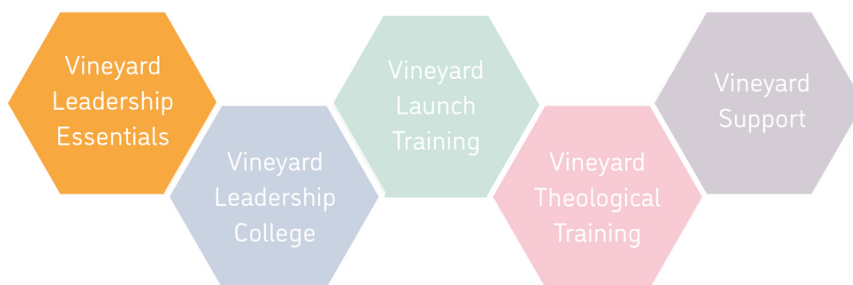
1. Basic pre-work reflection questions assigned two weeks prior to Vineyard Leadership Essentials.
2. Welcome and overview of the night, reminder of learning objectives
3. Worship
4. Video part 1 and discussion
5. Break
6. Video part 2 and discussion
7. Activate questions
8. Ministry time





# Essentials

## Vineyard Leadership Essentials



FIND OUT MORE AT [VCUKI.CO/ESSENTIALS](https://vcuki.co/essentials)

