

REACHING YOUR SUMMIT

# MINISTRY MENTORING PROGRAM

## LEADERSHIP COACHING FOR WORSHIP LEADERS

2015 WORKBOOK | BOOK 1  
MONTHS 1-3

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## **Preface**

The Ministry Mentoring Program began out of a response from other Worship Leaders who needed that extra time and care for their personal and professional growth in Worship Ministry. We all need someone to help guide us along in our endeavors. This Mentoring Session Program is a process. It involves the unique approach to help spark creativity in your music skill set, leadership, songwriting and spiritual formation all to help navigate through the landscape of worship ministry.

## **Scope:**

General Assessment & Professional Guide

One-on-One Ministry Mentor for personal 1 hour/weekly sessions

Integrates Method results and WTT Study Book for a focused plan

Guidance and counsel for the challenges and objectives of ministry

Lessons in specified music skill-sets, for improved musicianship results

Mentoring in Songwriting for the Church & your mission

Facilitate Music-Study Sessions for instrumental and/or vocal skills

Implement a constructive path for short and long-range goals

## **Emphasis: Worship Leading, Vision, Songwriting, Music Arranging and Worship Ministry**

- Getting the Best From Your Team & Empowering Leaders
- Maximizing Rehearsals & Streamlining Your Work
- Working with Pastors & with the Awkward
- Leading Confident Worship and Cultivating Time
- Worship Leading Foundations
- Musicianship and Increasing Your Skill
- Songwriting to Reach Your Mission
- Music Arranging to Better Engage the Church
- Crafting a Vision for the Long-run and Win of Worship Ministry

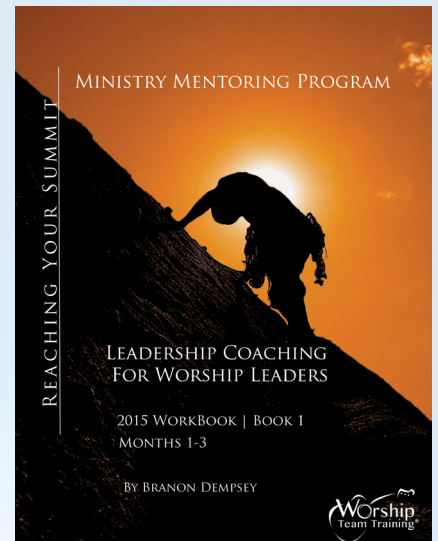
Introduce and work through a worship leadership study guide to identify tools

Encouragement and guidance in implementing tools on a weekly basis

Facilitate the creation and ministry-goal vision for spiritual and personal development

Assign designated readings and research material for further study/practice

Birkman Method will also be introduced as a companion to this training.



# UNDERSTANDING YOUR MMP WORKBOOK

Here is a brief explanation of the features of this study guide.

**Beginning Your Weekly Ascent:** Each Mentoring Meeting Session will open in prayer and the opportunity to check-in how you are doing with the weekly assignments. Discipline, accountability and initiative are the tools for this Program – what you put in / get out.

**Key Verse:** Each week you will find a key verse or Scripture passage for your study. Under each mentoring topic, the key Scripture verse will be used to tie in for deeper examination.

**Birkman:** According to your results, we will extrapolate questions and scenarios for critical thinking and troubleshooting according to how you perceive your leadership and how others perceive you. You may not realize, but your responses and behaviors of leadership influence and help enable how your team members respond to you.

**Phone/Skype Consultation:** Mentoring sessions are an hour and will be facilitated by questions from the workbook scenarios, and more importantly hearing and learning more about your background. The purpose of these mentoring sessions is not for you to ask questions, but to determine your own answers. A mentor never tells the mentoree what to do, yet ask the right kind of questions to seek a response that comes from within the mentoree. The benefit is that you learn how to problem solve and create your own path with your God given tools and gifts.

**Weekly Navigation:** At the end of each weekly Consultation Session, you will be assigned a question and topic to reach higher in your ascent towards your summit of worship/music leadership. The goal is to look back and see your tracking as you look ahead in building confidence, skill and decisiveness for managing effective leadership and ministry navigation.

## WEEKLY SESSIONS & CONTENTS

### Reaching Your Summit of Worship Leadership | General Monthly Level Overview

#### Month 1

##### Base Camp Level | Introduction & Foundation

Week 1 | Session: Ministry Development: General Assessment and Birkman Overview

Week 2 | Session: Professional Development 1: Maximizing Rehearsals and Streamlining Tasks

Week 3 | Session: Leadership Development: Navigating Through Ministry Challenges

Week 4 | Session: Confident Worship Leading and Cultivating Times for Worship | Conclusion

Inclusions: WTT Workbook / Assessment Tool / Creation of Short-Long Term Goals

#### Month 2

##### Ascent Level | Climb & Discovery Expedition

Week 1 | Session: Engaging Worship Leading Foundations Through Music

Week 2 | Session: Musicianship and Increasing Your Skill | Your Voice and Instrument

Week 3 | Session: Songwriting and Music Arranging For Creative Worship

Week 4 | Session: Crafting a Vision for Your Ministry | Conclusion of Top Goals

#### Month 3

##### Summit Level | View From 30k Feet Ministry Vision & Management

Week 1 | Session: Ministry Re-Cap Birkman Assessment

Week 3 | Session: Worship Leadership & Ministry Management



# WEEK 3 | SESSION 3



*Week 3: Leadership Development:  
Navigating Through Ministry Challenges*

# C. LEADERSHIP DEVELOPMENT

## Week 3: Leadership Development: Navigating Through Challenges & Teamwork

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The way you follow is a reflection of how you lead. It's not just leading worship, it's leading relationships.

### 1. SCRIPTURE SESSION

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#### Psalm 25.4-5

4 Show me your ways, O Lord,  
teach me your paths;

5 guide me in your truth and teach me,  
for you are God my Savior,  
and my hope is in you all day long.

#### Psalm 119.105

Your word is a lamp to my feet and a light for my path.



### Reaching Your Summit

The way of a leader is a way learning to follow. It's about discovering who you are in Christ and Whose you are as his kid. As in Romans 12.1-2, do not conform any longer to the pattern of this world, but rather conform yourself to the pattern of Christ.

- You can tell what a person leads by the way they \_\_\_\_\_.
- Letting God be your reference point, helps you make sense of what is \_\_\_\_\_.
- Your view of God will determine your leadership, your view of leadership will determine your view of \_\_\_\_\_.

God is always previous. He initiates everything—including our relationship with him. Adam didn't look for God. God came looking for Adam, calling him out of his hiding place and into relationship.

Likewise with Moses, if God did not demonstrate to Moses faithfulness above the signs and wonders, how would Moses learn how to lead his people? Faithfulness is key in understanding Leadership. God was mindful of Moses because God is mindful of his people. We are to go and do likewise.

When I consider your heavens, the work of your fingers, the moon and stars,  
which you have set in place, 4awhat is man that you are mindful of him . . . ?  
(Psalm 8:3-4a NIV)

## 2. A CLOSER LOOK INTO YOUR MINISTRY TERRAIN

### A. **Relationship with Your Pastor**

Your Pastor is Your Biggest Supporter. They are more than a helper, but they are a partner. Understanding, how they tick is also important. It doesn't mean that you both need to be best friends, but you both do need to be best as a ministry partner to each other.

**What are some ways you can support each other (both publically and privately)?**

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**What about the tough spots of this relationship?**

What are some areas that you wish your pastor knew about you?

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**Pastor's can be quirky, so can WORSHIP LEADERS. Based on your Birkman Profile, are some ways you can navigate through the awkwardness or weak spots of the relationship?**

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**Last Question: have you thought about or have approached your pastor to share what you just indicated in these questions? Try it. It will restore trust and honesty on both your parts.**

### B. **Dealing with Unexpected Behaviors**

In connection with our Worship Leading, we also lead our own team into both fellowship with Christ, and relationship with one another. This comes from 2 Cor. 5.15, that we no longer live/serve to ourselves, but for the sake of others through Christ – which is why he placed you where you are today. Who do you choose to serve in efforts to help make their lives better?

**What are some ways you can publically and privately celebrate/champion your team?**

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## **We become better disciples, when we learn to better disciple.**

It starts with you and no one else. Awkward situations and different personality types will always be around you. I've known ministers you think they can hop from church to church to avoid that "Bob" or Sally" in their lives, but they wind up at the next church with a new Bob and new Sally. The change is not about them, the change is about you.

**Based on your Profile, what's the best way you can handle uncontrollable/awkward people?  
Prima Donnas = entertainment, but ≠ for worship, how would you purposely deal with this?  
How do you effectively deal with you and the other person? How do you develop springs?**

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### **C. Handling Criticism and Conflict**

**It's a Lesson.** Flip your perspective. Anytime someone has a contention with you, what you do or the way you're doing it, 99% of the time it has to do with them. Unfortunately, it's directed at you. See, people who have no skills in dealing with personalities and emotions, will displace and mismanage their frustration and/or anger. But YOU can be the difference. In every instance of criticism, there is an opportunity to learn – both you and them. It's better to respond rather than to react.

**RESPOND:** There IS a difference. When we respond, we revert to the first portion of Prov. 15.1: "A gentle answer turns away wrath,"

**REACT:** When emotions are tied to our thinking and communication, we have a difficult time separating what needs to be said and done apart from our feelings. This is where the second portion of Prov. 15.1 comes into play: "but a harsh word stirs up anger."

Look at the life of Jesus, every time he was confronted, he either responded by a gentle statement of truth (not emotion) and he would ask a question.

By asking questions, he lovingly validated, listened and did not personalize

**Look Up:** Matt 21. 28, Jn 6, 61-66, John 12:7-8, John 18.23

**How do you respond, when you are confronted and/or criticized?**

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**TOOLS TO USE:** so what are some healthy responses you can use in handling criticism?

Tell my why you feel this way...

I could understand how this would become important to you...

What can I do, how can I help...

What you'll notice is that in these questions and responses, it helps in **THREE MAJOR WAYS**

1. **Disarms their frustration** (this is how they know you listen)
2. **You don't give them a button** to push (this is how you don't personalize the issue)
3. **You're able to deal objectively** with the issue (this is how they know you listen and validate)

### 3. CONCLUSION

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Based on the above, I was always told by my mentors: "use what you know."

In other words, instead of "what-if'ing" a situation, I base my decision making on these factors:

1. **What do I know in this moment?**
2. **What do I know about God?**
3. **What do I know I can do in the here-and-now?**

#### **MINISTRY IS NOT ROCKET SCIENCE**

**...but sometimes people can be a complicated math problem.**

**Old Adage #2: I love ministry, it's just the people I can't stand!"**

**All Kidding Aside:** we love our people. Learning how to love them is also learning how to love ourselves and God. If not, then how can we say we are in the Truth? (1 John 4.20)

#### **Pastor and Staff Relationships:**

This needs to be right, as it is the 2<sup>nd</sup> thing the church sees in terms of unity outside the service.

Here are some key verses to help your approach in relationships and their maintenance:

- a) **Resolve conflict in humility:** Matt 18:15-17
- b) **Watch your tongue:** Proverbs 10.19; 15.1; James 1.26 and 3:3-12
- c) **Believe in the best of others:** 1 Cor. 13.6-7 and James 4.11
- d) **Guard your heart:** Gal. 5.26; Eph. 4.31-32; James 5:9; 1Pet. 2.1
- e) **Accept the differences and embrace the uniqueness of others:** Rom. 12.18; 15.7; Eph. 4.2

In Leading Worship and/or a Ministry, it has more to do with people, and less and less to do with your talent. 80% of your time is actually spent with people. If you put your craft above your team, you will be out of a ministry position. It is about them, not you. Your call is to be a minister, it just so happens that you possess a talent and gift that not everybody else has.

**What are some ways you can guard your heart in developing more of a love for others?**

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