

**HOST PACK**  
[INTERNATIONAL EDITION]



# 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 Vineyard Leadership Essentials programme is an off-the-shelf resource originally created for every church in the VCUKI movement.

Our heart has always been to help train and equip people for acts of service and it's become clear that Essentials is a course that can serve leaders across the world.

We are delighted that Vineyard Leadership Essentials is now available to any who would look to use it themselves and with their church to help grow and develop leaders. Initially this resource will be translated into three languages (Spanish, Portuguese and Norwegian) but we hope to add further languages in time.

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.

In this pack there is all that you need to get started. We hope you are blessed as you use it.

With love,

Sarah Robertson  
**VCUKI Director of Training**



# PATHWAY



Vineyard Leadership Essentials is a key step in a new leadership development strategy produced by Vineyard Churches UK and Ireland. The Pathway is 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.

There are two stages of our leadership pathway available to the international Vineyard community. These are outlined below and further information about Vineyard Theological Training can be accessed via our website or by visiting the theological training platform where Leadership Essentials materials are stored.

## Essentials

Vineyard Leadership Essentials

This is an off-the-shelf leadership training course, 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 community.

## Theology

Vineyard Theological Training

Vineyard Theological Training is a brand new series of filmed modules created to help train and equip the church in the richness of the Bible and the Kingdom of God.

Through these films, you will hear from some of the brightest theological minds in the Vineyard, and as you watch these our hope is that you will see the beauty of the Bible being unlocked and unpacked.

There are ten theology modules to choose from, each designed to be watched and discussed in small groups over a period of eight weeks.

All ten modules can be accessed for £12.99 per month or modules can be purchased individually for £30.

[Find out more](#)

# Essentials

## Vineyard Leadership Essentials

The Leadership Essentials programme is a fantastic 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](http://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 months. 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, as this allows them to apply their learning to what they are doing / have done.

### **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?**

We would recommend running the course for free in your church community, making it as easy as possible for people to come and participate.



## STEP 1 // IDENTIFY A COURSE LEADER

Every Leadership Essentials course will be hosted by a leader in a local Vineyard church. Senior Pastors may decide to run and facilitate the courses themselves or appoint another leader to host the sessions.

### 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 your emerging and existing leaders.
- Equip - Through sharing the resources, curriculum and other communications to the students from the Vineyard Essentials course.

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.

## 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. These sessions are centred around the Five Characteristics of a Pioneering Leader that the Vineyard movement in the UK and Ireland has been using in various training environments for some years. The characteristics 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 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 rhythm allows for a break over the Summer and Christmas periods:

Year 1			
TERM 1 Vision & Calling	Casting Vision: The Why & How	Calling: The Big & Small	Vineyard DNA
TERM 2 Spiritual & Emotional Capacity	Being Before Doing	Emotionally Healthy Spirituality	Life Long Learners
TERM 3 Communication	Principles & Processes of Communicating Jesus	Digital Communication	Critical Conversations
Year 2			
TERM 4 Leadership & Multiplication	Philosophy of Leadership	Launching Leaders	Growth by Teams
TERM 5 Gathering & Mission	Church Culture: Outward Focus	Events that Grow your Church	Pathways to Jesus
TERM 6 Vineyard Priorities	Worship	Spiritual Formation	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 rhythm 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	Session 1 // Casting Vision: The Why & How	Session 3 // Vineyard DNA	Session 5 // Emotionally Healthy Spirituality
	Session 2 // Calling: The Big & Small	Session 4 // Being Before Doing	Session 6 // Life Long Learners
<b>TERM 2</b> Communication  Leadership & Multiplication	Session 7 // Principles & Processes of Communicating Jesus	Session 9 // Crucial Conversations	Session 11 // Launching Leaders
	Session 8 // Digital Communication	Session 10 // Philosophy of leadership	Session 12 // Growth by Teams
<b>TERM 3</b> Gathering and Mission & Vineyard Priorities	Session 13 // Church Culture: Outward Focus	Session 15 // Pathways to Jesus	Session 17 // Spiritual Formation
	Session 14 // Events that Grow your Church	Session 16 // Worship	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 identified 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
a) Each Class Session: 2+ hours (1/month)  c) Applying knowledge to current leading: 2 hours (1/month)  Time Commitment: 4 + hours / month	a) Each Class Session: 2+ hours (2/month)  c) Applying knowledge to current leading: 2 hours (2/month)  Time Commitment: 8+ hours / month

Encouraging students to apply their learning in their week to week leading sphere, in between Essentials sessions, means that the learning from the Essentials environment will go deeper. This deeper learning ultimately brings a more significant change in their leadership as they partner with the Lord and participate in the course.

It is important that this value is communicated to students and that reminders of this value are given when students are gathered to learn together.

# STEP 4) RUN THE LEADERSHIP ESSENTIALS SESSIONS

## **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 'Activation 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?

Copies of these questions are available as downloadable resources that you can distribute to your students for use in Essentials sessions.

# Session Format Options

Below are some examples of different formats 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. Welcome and overview of the night, reminder of learning objectives (10mins)
2. Video part 1 and discussion (40 mins)
3. Break (10 mins)
4. Video part 2 and discussion (40mins)
5. Activation questions (15mins)
6. Ministry time (15 - 20 mins)

## OPTION TWO

Approx 2.5 hours

1. Meal together , welcome, overview of the night & reminder of learning objectives (45 mins)
2. Video part 1 and discussion (40 mins)
3. Break (10 mins)
4. Video part 2 and discussion (40mins)
5. Activation questions (15mins)
6. Ministry time (15 - 20 mins)

## OPTION THREE

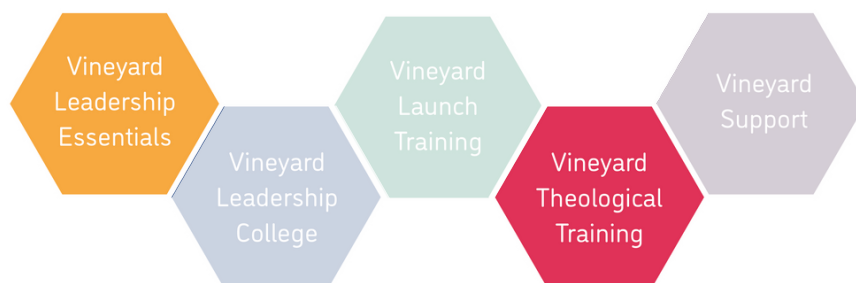
Approx. 2.5 hours

1. Welcome, overview of the night & reminder of learning objectives (10 mins)
2. Worship (15 - 20 mins)
3. Video part 1 and discussion (40 mins)
4. Break (15 mins)
5. Video part 2 and discussion (40 mins)
6. Activate questions (15 mins)
7. Ministry time (15 - 20 mins)



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

