



Reach out
take a step

find hope

Care to change

Counseling to help you move forward.

Equipping Lay Leaders: Caring Well & Multiplying Care

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Goals for Today

- I. To help you identify key principles and practices for spiritually, emotionally, and relationally equipping your pastoral teams to lead with unity, confidence, and biblical integrity.

8-types of leaders:



1. Caring and Pouring Into Your Team



Caring and Pouring Into Your Team

1. Seeing and Supporting Your Leaders Well
2. Creating a Culture Where Leaders Can Thrive
3. Boundaries That Protect Leaders



1. “Above all else, guard your heart, for everything you do flows from it.” — Proverbs 4:23
2. “Come with me by yourselves to a quiet place and get some rest.” — Mark 6:31

Challenges: *Why it Matters?*

- A tactic of the enemy to kill, steal, and destroy a person's faith
- Jesus didn't just send people out. He called them back.

1. Seeing and Supporting Leaders Well

- Leaders often suffer quietly because they believe struggle disqualifies them.
- One of the most healing things we can do is normalize that leaders are human before they are helpful.

1. Seeing and Supporting Leaders Well

- Carry each other's burdens, and in this way you will fulfill the law of Christ.- Galatians 6:2
- Elijah was afraid and ran for his life... and sat down under a broom bush and prayed that he might die. -1 Kings 19:3-4

1. Seeing and Supporting Leaders Well

- Ask leaders how they are doing, not just how ministry is going
- Watch for emotional cues: irritability, withdrawal, numbness, over-functioning

1. Seeing and Supporting Leaders Well

- Check in before there's a crisis
- Make room for fun
- Plan a weekly touch (something small)

2. Creating a Culture Where Leaders Can Thrive

- Culture determines whether leaders feel safe enough to be honest.

2. Creating a Culture Where Leaders Can Thrive

- There is now no condemnation for those who are in Christ Jesus. — Romans 8:1
- Speak the truth to one another. — Zechariah 8:16

2. Creating a Culture Where Leaders Can Thrive

- Clarify expectations so leaders aren't guessing
- Celebrate faithfulness, not just results
- Address issues early, gently, and directly
- Circle back to check in

3. Boundaries That Protect Leaders

- Boundaries are not barriers to ministry, they're what make ministry sustainable for the long haul

3. Boundaries That Protect Leaders

- Leaders are not therapists, saviors, or crisis managers
- Teach leaders when to share and when to refer
- Normalize stepping back without guilt

II. Helping Your Leaders Equip Others



Helping Your Leaders Equip Others

"The things which you have heard from me in the presence of many witnesses, entrust these to faithful people who will be able to teach others also." II Timothy 2:2 NASB

Helping Your Leaders Equip Others

"You can't expect to get something out of someone that was never put in them"

-Sam Collier

Helping Your Leaders Equip Others

Care should be **proactive** instead of **reactive**

Helping Your Leaders Equip Others

"If I, as pastor, have failed to do my part to train my leaders to lead, what right do I have to complain about the way they do their job or make their decisions?"

-Larry Osborne

WHAT DOES IT LOOK LIKE TO LEAD IN A WAY THAT IS SPIRITUALLY GROUNDED:

- A Spiritually grounded leader is grounded in the Word
- A Spiritually grounded leader's goal is for others to be drawn to God, not to themselves
- A Spiritually grounded leader leads by example

WHAT DOES IT LOOK LIKE TO LEAD IN A WAY THAT IS SPIRITUALLY GROUNDED:

- A Spiritually grounded leader shows transparency, not perfection
- A Spiritually grounded leader says, “let’s go” instead of just “go”. (Servant leader)

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

1. Self-Awareness -The ability to not only understand your strengths and weaknesses, but to recognize your emotions and their effect on you and others you lead.

2. Self-Management -The ability to manage your emotions, particularly in stressful situations, and maintain a positive outlook.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

3. Social Awareness -The ability to recognize others' emotions, needs, and the dynamics in play within your team.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

QUADRANT 1 BE PRESENT

ACCEPTANCE

Connect without judgment.

ATTUNEMENT

Respond to what another is experiencing. Get “in their well.”

VALIDATION

Convey that a person’s experience is significant and not to be dismissed.

IDENTIFICATION

Share your similar story.

CONTAINMENT

Allow the other to vent while staying warm without reacting.

COMFORT

Provide support for someone’s loss.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

QUADRANT 2 CONVEY THE GOOD

AFFIRMATION

Draw attention to the good.

ENCOURAGEMENT

Convey that you believe in someone's ability to do the difficult.

RESPECT

Assign value.

HOPE

Provide reality-based confidence in the future.

FORGIVENESS

Cancel a debt.

CELEBRATION

Acknowledge a win, both cognitively and emotionally.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

QUADRANT 3

PROVIDE REALITY

CLARIFICATION

Bring order to confusion.

PERSPECTIVE

Offer a different viewpoint.

INSIGHT

Convey a deeper understanding.

FEEDBACK

Give a personal response.

CONFRONTATION

Face someone with an appeal to change.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

QUADRANT 4 CALL TO ACTION

ADVICE

Recommend an action step.

STRUCTURE

Provide a framework.

CHALLENGE

Strongly recommend a difficult action.

DEVELOPMENT

Create a growth environment.

SERVICE

Guide engagement to giving back.

WHAT ARE THE KEY ELEMENTS OF BEING EMOTIONALLY WISE IN LEADERSHIP?

4. Relationship Management -The ability to influence, coach, and mentor others, and resolve conflict effectively.

Teaching Leaders to Listen Without Fixing

- A fixing mentality only shuts people down
- 70/30 Rule - Listen 70%; Speak 30%
- People don't care how much you know until they know how much you care

Teaching Leaders to Listen Without Fixing

- Equipping them with resources and guidelines when doing the onboarding process.
- Statistics show that people learn on a "need-to-know" basis.

Helping Your Leaders Teach Healthy Boundaries

- Boundaries are not only, necessary but Biblical.

Helping Your Leaders Teach Healthy Boundaries

- We are called to create an environment which models healthy boundaries, which in turn, passes down the leadership pipeline

Helping Your Leaders Teach Healthy Boundaries

Care vs. Carry framework

Equipping Lay Leaders for Hard and Heavy Moments

- Shepherding people is sometimes messy.
- Ministry is messy because sin is messy. Get over it and get a mop, and start helping people clean up! - Jud Wilhite

Four C's for Having a Difficult Conversation

1. Compassion

"We urge you brothers and sisters, admonish the unruly, encourage the faint-hearted, help the weak, be patient with everyone."

I Thessalonians 5:14 NASB

FOUR C's for Having a Difficult Conversation

2. Comprehension

"Be quick to listen, slow to speak" - James 1:19

"The one who answers a matter before hears it, to him, it is folly and shame. -Proverbs 18:13

FOUR C's for Having a Difficult Conversation

3. Clarity

- Expectations and guidelines for moving forward

FOUR C's for Having a Difficult Conversation

4. Course

Where do we go from here?

Include resources

Train Lay Leaders to Address Sticky Moral Topics

Grounded in Scripture- Address issues as matters of God's character and Biblical worldview, not just societal trends.

Train Leaders on How to Respond to Trauma, Anxiety, and Grief

- Triage & Care: Assess safety, meet immediate needs
- Listen Well – Be present
- Provide Resources – Counseling, Grief Share, Divorce Care, etc.
- Prayer – immediate and ongoing

Recap

- Communication is KEY when training, equipping, and overseeing leaders
- Care is proactive, not reactive
- Healthy leaders create healthy communities
- Healthy communities Multiply

Q & A



SEND US YOUR QUESTIONS!



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Resources

- **Crucial Conversations** – by Kerry Patterson, Joseph Grenny, & Al Switzler
- **They Smell Like Sheep: Spiritual Leadership for the 21st Century** – by Lynn Anderson
- **Sticky Teams** –by Larry Osborne



Resources

- **GriefShare.org**
- **DivorceCare.org**
- **Emotional Intelligence 2.0** by Travis Bradberry and Jean Greaves
- **People Skills** by Debra Fileta



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Counseling to help you move forward.