

Giving Encouragement

Encouragement - ‘... It is for your good that I am going away. Unless I go away, the Counsellor will not come to you; but if I go, I will send him to you.’ John 16 v 7

Meaning: Comes from the old French word *encoragier* meaning ‘make strong, hearten, to add courage’. Would also include the action of giving support, confidence or hope.

Biblical Examples: Moses and Joshua (Deut 3 v 27-28), Elisha and his servant (2 Kings 6 v 16), Hezekiah and the people (2 Chron 32 v 6-8), Jesus (Matt 11 v 28-30, Mark 13 v 9-11, Luke 18 v 1-8, John 8 v 31-32), Paul (Rom 8 v 28-39, Gal 6 v 9)

What are encouragement and challenge like?



1. Soil - support - the resources and training we have been given
2. Air - environment - the atmosphere/culture are we operating in
3. Water - encouragement - what provides energy to all we do
4. Sun - challenge - what makes us reach out and grow

In what situations might we need to encourage as leaders:

Using encouragement to stimulate:



1. Encouraging the birth of something new
2. Encouraging something to happen that should already be happening
3. Encouraging something that is happening to happen in a different way or direction

Using encouragement to keep going:



1. Encouraging the continuation of a belief in a common goal or in the task ahead
2. Encouraging an individual or individuals who has/have Become discouraged to keep going

How to be an encourager of others:

1. Take notice of how people are doing and feeling and look for opportunities to drop encouragement in
2. If an encouraging thought comes to mind, share it straight away
3. Let someone know that you are praying for them. In your prayer for them, ask that God will encourage them too
4. Get alongside someone and share the burden for a while
5. Celebrate the victories of those you are encouraging
6. Determine to be an encourager even if you aren't being encouraged yourself either now or in the past. Encourage regardless of how you feel about someone

Note: There may be times when you need to encourage yourself and don't forget that your leaders need encouraging too!

Benefits of being encouraged: emotional well-being – feel appreciated and valued, performance improves, loyalty, self-esteem, hope and resilience increase, **confidence grows**

Giving Challenge

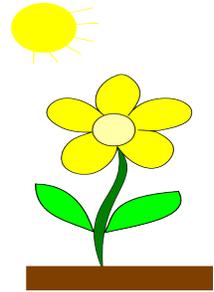
Challenge - 'Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!' Isa 6 v 8

Meaning: An invitation to take part, to step up. Something that requires effort to be done successfully and therefore tests a person's attitude and ability. Usually involves both disturbing the status quo and risk of some sort

Biblical examples: Joshua (Josh 24 v 14-15), David (1 Kings 2 v 1-4), Jesus (Matt 14 v 22-33, Matt 28 v 18-20, Mark 8 v 34-36, Luke 14 v 25-35), Paul (Eph 6 v 10-20)

Using challenge to develop and grow. Challenges are more effective when:

1. They come with plenty of support and encouragement!
2. The benefits and risks of the challenge have been clearly explained and discussed
3. You are the inspiration for the challenge – where you have done or are doing the challenge yourself
4. The goals are clearly defined and measured



Benefits: appreciation of the trust and belief, learning, development, abilities broaden and grow, appetite for risk increases, sense of fulfilment, **confidence grows**