

## 12 points of Leadership

### Ghana Kumasi Mission Leadership Training

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1. Faith in Jesus Christ
  - ~150 references in the Topical Guide under “faith” to study and discuss
  - Everything we do in fulfilling our missionary purpose is based on how much faith we have in Jesus Christ.
  - Accountability in District Council Meetings
    - Each companionship takes no more than three minutes
    - Categories are: 1) goal for the transfer 2) number of elect found 3) baptisms in transfer 4) number of potential elect found
    - Share a miracle or brief plan to achieve the goal
    - No questions or contributions by members of the district council
2. Being Prepared
  - Assignments (give them early – rotate so everyone has opportunity to teach); Manage the time; Detailed agenda. Start exactly at 10:00 am.
  - Same level of preparation as zone conference. Make district council a revelatory meeting.
  - **D & C 88:119-120** Organize yourselves; prepare every needful thing; and establish a house, even a house of prayer, a house of fasting, a house of faith, a house of learning, a house of glory, a house of order, a house of God; That your incomings may be in the name of the Lord; that your outgoings may be in the name of the Lord; that all your salutations may be in the name of the Lord, with uplifted hands unto the Most High.
3. How Do I Show God that I Love Him?
  - 10-minute discussion at district council on “How can I show God that I love Him?”
  - Miracles happen when we collectively love God with all of our heart, might, mind, and strength. Elder Holland says when the love God has for us, meets the love we have for God and “those majestic forces from His heart and ours meet without restraint, there is a veritable explosion of spiritual, moral power.” (GC Oct 2021 “The Greatest Possession”)
  - There are 45 references in the Topical Guide on God, Love of. There are another 100 references on obedience – use them for a discussion
  - There is always more we can do to show God that we love Him. Let’s talk about it each week in District Council
4. 58 Topical Guide references under Jesus Christ
  - Make your personal insight section of District Council the recitation of a scripture on Christ and what the missionary learned from it. The scripture should be memorized.
  - **D & C 19:23.** “Learn of me and listen to my words; walk in the meekness of my Spirit, and you shall have peace in me.”
5. Baptismal Goal
  - We want them to mean something. We are here to teach repentance and baptize converts!
  - Should drive the missionaries. Should be both a physical and a spiritual stretch
  - Everyone in the district knows and prays about the district goals. Everyone in the zone knows and prays about the Zone goals.
  - Follow the new schedule
  - Reinforce revelatory planning: Transfer, Week, Day.
6. Leadership Connection
  - Leadership is seeing the worth and potential in others and helping them to see it and believe it themselves.
  - Talk with zone/district OFTEN. Only District Leaders, Sister Training Leaders, and Zone leaders should be communicating with other missionaries in their respect district or zone. Any non-missionary purposed communication is an act of disobedience. We have to stop the gossip.
  - Know their areas/people
  - Show them that you love them. 1 John 3:18. Treat your missionaries like you treat those you are teaching. Love, Service, Frequent contact, encouragement, testimony sharing.
7. Exchanges – The most powerful tool you have as a leader (24 hours). Exchanges can occur more than once in a transfer with a companionship if needed.
  - Do you have the faith to experience miracles on an exchange?

- Should generally and almost always be in the leader's area (showcase a model area). Missionaries who come for exchange either bring their own food or pay the host 20 cedis to provide them food.
- Exchanges with sisters are to be done with the Sister Training Leaders
- Ask specific questions (e.g., when do they go out, when do they come in? How many times a week are they having companionship and personal study? How are things in the apartment with the other missionaries?)
- Talk through their whiteboard names. Help them become planners and finders of the elect.
- Find out how they are feeling about their assignment. If concerned, probe about their mental health.
- Invite them to change as needed.

#### 8. Motivational/Inspirational

- You can change a missionary's day
- Your countenance, attitude and body language will set the example
- To inspire others, you must be inspired!
- Mormon 1:2 – being quick to observe the good things our missionaries are doing. Leaving “love notes” about the good others are doing can make a big difference in the relationship.

#### 9. Sustaining the MLC

- Quick to sustain, understand the why later
- Jesus rarely gave the “why” to the commandments he gave.
- Mosiah 15:26 – Those who willfully rebel against God. Galatians 1:10 – Do I seek to please God or man?

#### 10. How to invite someone to change and improve

- Leadership is lonely. We must decide if we will be a leader. Who will we face? Leaders face the Savior first, then the Mission Leadership Council, never the missionaries they lead.
- Try to understand the underlying issue. Ask inspired questions. (What would cause you to want to be early to District Council? Why are you so tired in the mornings? What do you hope to accomplish by talking negatively about another missionary? What would you like to do differently? What is your greatest struggle right now? How to you experience joy as a missionary? What could you do to lift your companion?)
- **D & C 121:43** Reproving betimes [early] with sharpness [clarity], **when moved upon by the Holy Ghost**; and then showing forth **afterwards an increase of love** toward him whom thou hast reproved, lest he esteem thee to be his enemy.
- Reproving means “to correct”. Betimes means “early”. The closer the correction is the event, the greater the impact on the person. Sharpness means “with clarity”.
- Read 121:41-42. This scripture explains how correction is to be done: persuasion, long-suffering, gentleness, meekness, love unfeigned (sincere love), kindness, pure knowledge, no hypocrisy, and no guile (deception).
- When a leader sides with a disobedient missionary, it is encouragement NOT to repent.

#### 11. Baptismal Interviews – no one gets baptized if they are not ready and the spirit confirms

- District and Zone Leaders are accountable to the Lord that the person is ready to be baptized
- Interviews should be 3-7 days before the person's baptism. Interviews on the day of baptism are very rare.
- Only those who are prepared are to be baptized (see Doctrine & Covenants 20:37)
- Give specific feedback to the missionaries what additional doctrine needs to be reviewed or taught
- Set a time for a new interview if appropriate
- District and zone leaders are not to travel great distances for interviews. Mission President can approve another missionary performing an interview if necessary. Zone leaders or other district leaders are authorized to perform interviews when necessary or appropriate to reduce travel time and cost.
- Involvement with abortions, homosexuality, serious crimes require an interview with the mission president (call him when you find this out. If he doesn't pick, call again.
- Missionaries must guard the baptismal covenant (Elder Klebingat).

#### 12. Everything we do should connect to the Vision. We need to help others see the Vision of the Mission in us.

- Everything we teach in District Council and Zone Conference should tie back to the vision. Make the link as often as possible.
- Help the missionaries to know that the vision will help them to stay focused on why they are here.
- “Seek and expect miracles.” “Do the spiritual work to seek miracles” “Prayerfully ask God to help you exercise that kind of faith”. “Few things will accelerate your spiritual momentum more than realizing the Lord is helping you to move a mountain in your life”. – Quotes from President Nelson, April 2022 GC