

New Leader Training

Ghana Kumasi Mission

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Who We Are

1. We grow our faith in Jesus Christ every single day by:
 - a. Obeying the 17 Points of Consecrated Obedience to always have the guidance of the Spirit
 - b. Speedily repenting when we make mistakes to feel of the pure love of Christ
 - c. Having powerful personal study to plant the word deep into our hearts
 - d. Studying the Topical Guide Scriptures on Christ to come to know our Savior
 - e. Following the 12-week training and 26-week study and improvement programs to become competent
 - f. Putting our growing faith into action by keeping the schedule to find those who are prepared
2. We have meaningful prayer night and morning to connect with heaven and understand and align our will to God's will.
3. We kneel and pray before we leave the apartment and bear a short testimony to each other to be filled with the Spirit of the Lord.
4. We pray with real intent and then diligently act to find at least one prepared person each day.
5. We show our love to the people by speaking to everyone and serving those in need of a helping hand or listening ear.
6. We teach by the Spirit those who are prepared the doctrinal foundations of the 40 Preach My Gospel principles.
7. We visit one recent convert every day to lift and inspire them to stay on the covenant path.
8. We respect and sustain our local leaders and find ways to serve them and lighten their loads.
9. We show love to the members through service and inspired messages during short visits.
10. We are disciples of Jesus Christ, and our greatest desire is to become like Him.

Learning to be a leader

- Faith in Jesus Christ
 - Growing your faith in Jesus Christ
 - Live the vision to build greater faith in Christ
 - Inspire missionaries in your stewardship
 - Invite others to adopt the attributes of Christ
 - Lead in the Saviors Way
- The Competent Leader
 - A prepared leader is a successful leader
 - Exchanges: Your most powerful tool
 - Goals and Planning
 - Guardians of the Baptismal Covenant: The Baptismal Interview
 - Faithful and Competent

Faith in Jesus Christ

1. Growing your faith in Jesus Christ

- Everything we do in fulfilling our missionary purpose is based on how much faith we have in Jesus Christ.
- **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.”
 - Study the 150 references in the Topical Guide under FAITH
 - Study and learn from the 58 Topical Guide sub-topics under JESUS CHRIST. Memorize at least one each transfer.
 - A leader in the Ghana Kumasi Mission is filled with faith in Jesus Christ
- Ensure the instruction in District Council is always focused on increasing and growing our faith in Jesus Christ. This is best done by focusing on the Topical Guide scriptures on Jesus Christ.

How to grow your faith in Jesus Christ

- Doctrine & Covenants 88:118 *And as all have not faith, seek ye diligently and teach one another words of wisdom; yea, seek ye out of the best books words of wisdom; seek learning, even by study and also by faith.*

By Study:

- Deuteronomy 32:20: *And he said, I will hide my face from them, I will see what their end shall be: for they are a very froward generation, children in whom is no faith.*
- Why does the Lord hide his face from them in whom is no faith?

By Faith:

- Harold B. Lee: “We would remind you that the acquiring of knowledge by faith is no easy road to learning. It demands strenuous effort and a continual striving by faith. ... Learning by faith is no task for a lazy man [or woman]. Someone has said, in effect, that such a process requires the bending of the whole soul, the calling up from the depths of the human mind and linking it with God—the right connection must be formed. Then only comes ‘knowledge by faith.’”
 - Praying for and then believing you will find one prepared person a day. Staying out until it happens.
 - Following the mission rules and especially the mission schedule with faith believing miracles will follow
 - Reading and applying the words of the living prophet

2. Living the vision to build greater faith in Christ

- Everything we teach in District Council and Zone Conference should tie back to the vision. Make the link as often as possible. Face the Savior, Live the Doctrine of Christ, Plant the Word, Obey the 17 Points, Live in the Miracle Quadrant. Be a Finder of the Elect.
- 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.

How living the Vision builds greater faith in Jesus Christ

- Experience powerful personal study every day and then share your experiences with your missionaries. Teach others how to receive revelation through scripture study. Memorize scriptures on Christ.
- Repent daily. Talk about the changes in your own life. Leaders are humble and do not pretend to be perfect.
- Live the 17 points to perfection. Do not waiver or deviate. Teach others the blessings of consecrated obedience by example.
- Respect Priesthood leaders. Talk openly with your companion if there are unity issues. Expect missionaries to do what they promise.

3. Inspire missionaries in your stewardship

- You can change a missionary's day through uplifting phone calls and texts
- Your countenance, attitude and body language always set the example.
- To inspire others, you must be inspired!
 - Integrity, Intent, Capabilities, Results.
- Mormon 1:2 – being quick to observe the good things our missionaries are doing.
- Leave “love notes” about the good others are doing can make a big difference in the relationship.
- Raise the praise and minimize the criticize

How to inspire missionaries in your stewardship

- Call them often. Share an insight from your own powerful personal study from that day.
- Never complain, murmur, or speak ill of another
- Be energetic. Never be weary. Enthusiasm is contagious!
- Share your miracles. Help others recognize the hand of God.
- Bear your testimony often.

4. Invite others to adopt the attributes of Christ

- Being a leader means knowing who we face. Leaders face the Savior first, then the Mission Leadership Council. Never the missionaries you lead.
- Helping others to change requires understanding their underlying issue(s).
- Correct others with love when moved upon by the Holy Ghost.
- Never take the side of a disobedient missionary, as it is encouragement to NOT repent. The Lord will ultimately hold the leader accountable.

How to invite others to change and adopt the attributes of Christ

- Use Chapter 6 in Preach My Gospel to assess and work on adopting the attributes of Christ.
- Read and study the Oct 2014 conference talk by Elder Lynn G. Robbins titled, “Which Way Do You Face?”
- To help a struggling missionary, you must understand what is driving their behavior. Ask inspired questions such as: 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 do you experience joy as a missionary? What could you do to lift your companion?
- Follow the council in D&C 121:43 *Reproving [correct] 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.* The closer the correction is to the event, the greater the impact on the person.
- Read and apply D&C 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).
- Read and understand the doctrine contained in Leviticus 5:1 *And if a soul sin, and hear the voice of swearing, and is a witness, whether he hath seen or known of it; if he do not utter it, then he shall bear his iniquity.*

5. Lead in the Saviors Way

- 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 respective district or zone. Any communication that is not focused on our missionary purpose is an act of disobedience. Leaders stop the gossip.
- Know the people your missionaries are working with through regular discussions with missionaries.
- Show them that you love them. Treat your missionaries like you treat those you are teaching. Love, Service, Frequent contact, encouragement, testimony sharing.

How to Lead in the Saviors Way

- Get to know the missionaries you serve on a personal level. Share with them the gifts of the spirit you see in them, as they may not recognize them in themselves. Do a study on what these gifts are.
- Ask about the people the missionaries are teaching. Encourage the missionaries. Counsel with them about the issues and concerns of their investigators.
- Set the example of missionary-to-missionary communication
- Show and tell the missionaries you lead that you love and care about them. 1 John 3:18. *My little children, let us not love in word, neither in tongue; but in deed and in truth.*

The Competent Leader

6. A prepared leader is a successful leader

- **D&C 88:119** *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*
- Prepare for exchanges. Prepare for zone conference instruction. Prepare for district council. Know the needs. Pray for revelation. Seek guidance. Spend the time.
- District Council assignments to be given early and rotated so everyone has opportunity to teach. Detailed agenda on the board prior to the meeting. Begin exactly at 10:00 am. End by 11:30 am
- Make district council a revelatory meeting. Same level of preparation as zone conference.
- Weekly review of the letter from the Mission President. 10 min. Discuss key points and scriptures.
- Accountability – At the start of the transfer, District Leader calls District members Sunday night to collect numbers of key indicator goals. Each week, the District Leader gathers the actuals from the Preach My Gospel App. Accountability should be written on the whiteboard before the district council starts. During ‘Accountability’, the District Leader leads a discussion regarding efforts, problems, solutions, and what each companionship will focus on the upcoming week. The amount of data is missionary has used thus far in the month should also be written on the board and discussed as necessary. 10 minutes MAX.
- Come prepared with forms for phone checks after each District Council by the companionships. District Leader to keep forms and confirm that the data is properly recorded on the bottoms of the forms. Reports sent to Sister Kunz same day.

District Counsel Instruction

- Each missionary is to pick 10 scriptures from the Topical Guide (TG) on the subject "Jesus Christ" category, and then read, study, and write a summary in their study journal of what they learned.
- One of the 10 scriptures should be memorized each week.
- District Council Instruction will focus on the topic that missionaries have studied over the last week and will follow the following format:
 1. Each missionary picks one of their ten scriptures and creates one inspired question relating to the scripture.
 2. The instructor will then ask a member of the council to share their scripture and their question (not their insights).
 3. The council members will then discuss that question meaning each person comes prepared with their scripture and their question.
- Some district councils may only get to two or three questions in the time they have. The spirit of unity and love will invite the Spirit to reveal new truths regarding the questions discussed to the entire council.
- On zone conference weeks, instruction will be in zone conference by the Mission President or Assistants.

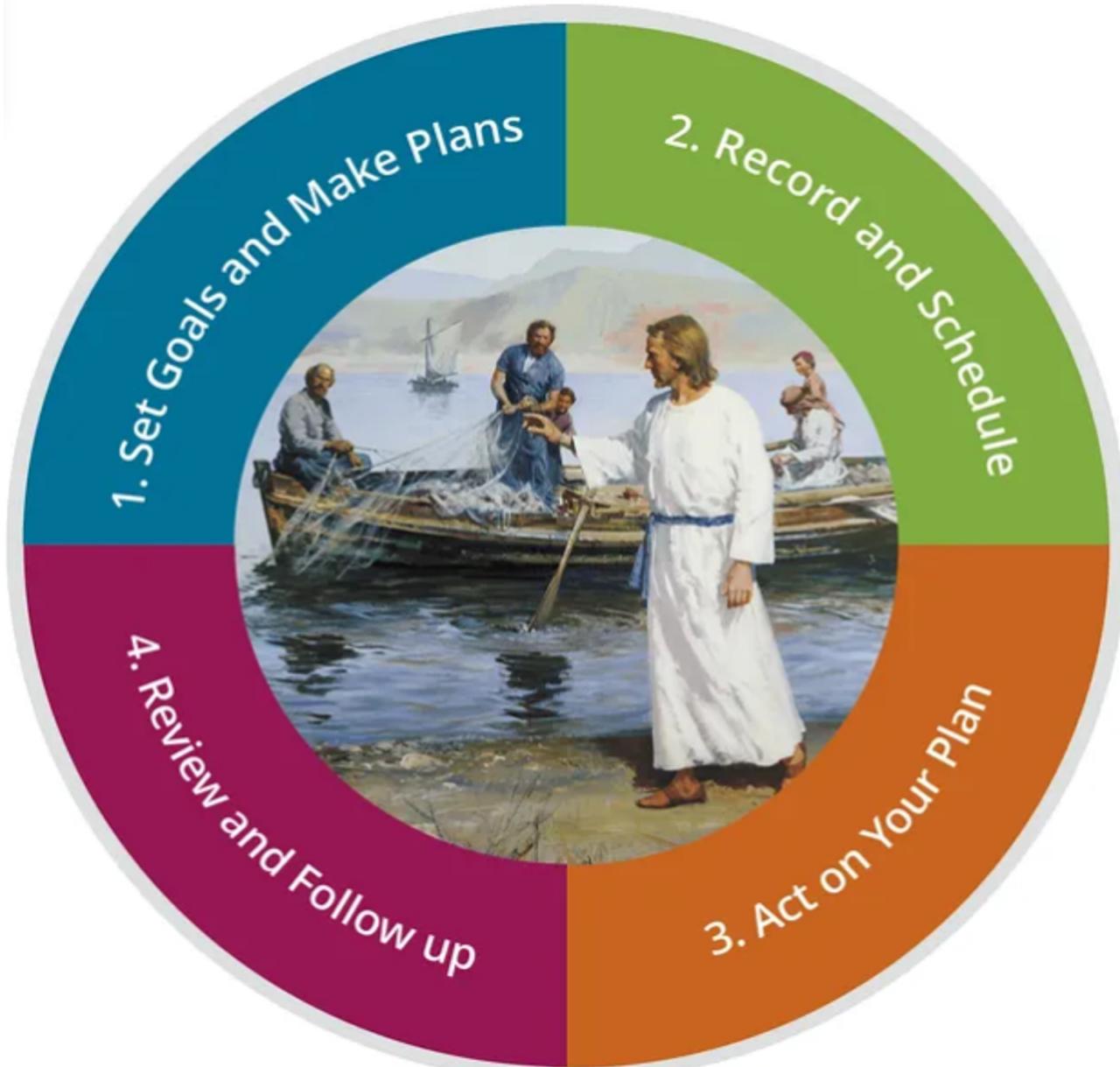
7. Exchanges: Your most powerful leadership tool

- Exchanges can occur more than once in a transfer with a companionship, if needed. Exchanges should be 24 hours to experience the entire schedule and especially the importance of proselyting from 4-8 pm.
- Prepare and Plan every exchange. Exercise great faith in Jesus Christ to experience miracles
- Generally, should be in the leader's area (showcase a model area). Missionaries who come for exchange either bring their own food or pay the host 35 cedis each to provide them food.
- Exchanges with sisters are to be done with the Sister Training Leaders
- Teach Powerful Personal Study and Compelling Companionship Study
- Teach the Toolbox and do roleplays and one-minute drills
- Teach them how to do Revelatory Planning (transfer, weekly, daily)
- Live the schedule. Teach the blessings of being where the Lord wants you to be. Experience the proselyting golden hours from 4 pm – 7 pm
- Teach them how to use the phone to further their purpose using gospel library/family history
- Review the "Who We Are" document and invite change as necessary
- Leave them written notes of appreciation. Tell them things they do well. "Raise the Praise"

8. Goals and Planning

- The goals should be meaningful to the missionaries. We are here to teach repentance and baptize converts!
- Meaningful goals 1) Are acts of faith and reflect the heartfelt desires. 2) Provide clear direction. 3) Result in finding more people to teach. 4) Help those being taught build faith in Jesus Christ. 5) Are inspired. 6) Are both physically and spiritually stretching.
- The district knows and prays about the district goals. The zone knows and prays about the Zone goals.
- Follow the inspired schedule. When we do our part, the Lord will always do His part and MORE.
- Leaders use the PMG App to see help missionaries set meaningful goals and follow the schedule.
- Reinforce revelatory planning: Monthly, Weekly, Daily. (see Chapter 8 in PMG)

The Goal Setting Process



Pray earnestly, exercise faith, counsel with your companion, and follow the promptings of the Spirit. (PMG ch.8 pg 152)

“I have noticed in my life, Brothers and Sisters, that there seems to be two distinct levels of faith. The first level is the faith to try, the faith to enroll, the faith to thrust in our sickles. But there is another level of faith. It is more than the faith to try, it is the faith to do... It is more than the faith to thrust in your sickle, it is the faith to reap... The real power in our covenants and the real power in the faith to reap is realized not when we conclude with certainty that God keeps his promises, but when we finally conclude, with certainty, that we keep ours.” **(Elder Wilford W. Andersen, “The Faith to Reap,” BYU-Idaho Speeches, March 17, 2015)**

9. Guardians of the Baptismal Covenant

- **No one** gets baptized until they have been taught all 40 principles and the spirit confirms they are ready. This means already teaching this month those you will baptize next month.
- 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 and require Mission President approval.
- Only those who are prepared are to be baptized (see Doctrine & Covenants 20:37).
- Those baptized must have a testimony that the Book of Mormon is true.
- Give specific feedback to the missionaries what additional doctrine needs to be reviewed or taught if the District Leader determines the person is not fully prepared.
- District and zone leaders are not to travel great distances for interviews. The Mission President can approve another missionary to perform an interview if necessary to reduce travel time and cost. This should be requested by the Zone Leaders.
- 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).

10. Faithful and Competent

- “You know, it is a wonderful thing to be faithful, but a much greater thing to be both faithful and competent.” (Elder Richard L. Evans)
- You need to be a master of the Ghana Kumasi Mission Toolbox. Study it on your own time, it is a great use of time when you get back to the apartment in the evenings.
- 1 Min drills. Work on them yourself, with your companion and during your exchanges.
- Roleplay with your companion regularly to know the doctrinal foundations. Roleplay with your missionaries on exchanges. Hold yourself and your missionaries accountable to gain the skills required to be competent.
- Know the doctrines! Practice the skills!