

# REAL

EQUIP HUDDLE  
LEADER GUIDE

## INTRODUCTION:

**Thank you** for leading your team through this content. You are a valued and important piece to our development of our ministry teams on this campus.

Through this discussion it's important to remember you are equipping your team to equip others. Just a reminder you are the facilitator of this discussion and don't need to be the teacher. What's great is you all will be learning together through the discussion and the key to your role is to:

(1) Keep it simple, (2) Keep on topic, and (3) Keep it moving.

**The purpose** of this module on the core value of being Real is to train our volunteers that our approach is to be real, relational, and relevant. No perfect people allowed. This module is to both encourage and challenge: to encourage leaders that they do not have to be perfect and have all of the answers and to challenge leaders to grow in their character and relationship with God. We must lead ourselves before we lead others, and we do that by being real.

## **CELEBRATE**

What are you celebrating in your personal life or ministry right now?

- **Leader note:** The point of starting off with this question regularly is to help connect on a personal level with the team members and ensure we model caring for our volunteers as individuals and not just for what they produce. Also it encourages a culture of pausing to celebrate all wins not just major ones.

## **CONNECT**

Who is someone who opened up their life to you that you really respect? What about their vulnerability was so impactful?

- **Leader note:** The goal is to emotionally connect the value by putting names and faces to this kind of leadership. What did this vulnerability mean to them? Did it give them more respect for that person?

If they can't think of anyone, then ask what it would mean for a person they respect to open up their life in front of them. What would that communicate about their leadership or friendship?

## **COACHING CONTENT**

### VIDEO

[Our Lead Pastor Rusty George on Real](#)

- **Leader note:** Transition to the video by communicating that our Lead Pastor Rusty George has prepared a brief summary of this Core Value that will help jumpstart our discussion.

## KEY SCRIPTURE

Thessalonians 2:8 NLT

We loved you so much that we shared with you not only God's Good News, but our own lives, too. - 1

- **Leader note:** For Paul, leadership was not just about preaching, ministering, or something that he did for people. It was doing life with people. This tells us that leadership involves being real and in relationship with those on our team. Being a leader at Real Life does not mean being perfect, but being real.

## DISCUSSION QUESTIONS

1. What from this verse is most challenging to you? Do you find it easier to share information about God or to be real about what God has done in your life? Which is most important and why?

- **Leader note:** We want to grow as leaders and by being real we will model for others how to be real in their relationship with God. For us to do that means stepping outside of our comfort zones and recognizing what is hard about that. The person who was modeled being real for us (Question 1) showed us how impactful than can be.

## WHAT DO COURAGE AND VULNERABILITY LOOK LIKE IN THE CHURCH

BY JUSTINE OCAMPO

**Leader note:** This is an article written about Brené Brown's well known TEDTalk on the power of vulnerability. She is a well-known research professor at the University of Houston who has been studying and talking about courage, vulnerability, empathy, and shame for the past sixteen years through various books and speaking engagements.

Brené [Brown] says that “vulnerability is the birthplace of love, belonging, joy, courage, empathy, and creativity. It is the source of hope, empathy, accountability, and authenticity. If we want greater clarity in our purpose or deeper and more meaningful spiritual lives, vulnerability is the path. I know this is hard to believe, especially when we've spent our lives thinking that vulnerability and weakness are synonymous, but it's true.”

How long have we been told that as leaders, we need to be “strong,” “perfect,” “a rock”? How long have we been encouraged not to show our true emotions or open ourselves up to our teams about our apprehensions, about our lives outside work, and about our very real hopes and fears? What if we changed the model to lean into authenticity more? What if we decided as leaders we were going to be real and to share what we are experiencing in the right ways at the right times?

The world we live in now is asking for us to be a different type of leader, a leader that can be vulnerable, the sort of vulnerability that “sounds like truth and looks like courage.” When we talk about allowing your vulnerability to serve you as a leader, we mean **having a willingness to be present in the moment**; to **make hard decisions** for the long-term health of your organization; to **lead from the heart** with compassion; to **lead mindfully and with attention**; and to **be open to your inner center and integrity**. This model of leadership has the ability to stretch us to our fullest capacity as a human being and a leader, and is worth the effort it takes. The key is to play to your strengths and follow the five steps below to support you as you allow yourself to lead with vulnerability.

**#1 – Be radically self-aware.** We know that when a leader is given the tools to become radically self-aware of how fear is impacting her ability to lead successfully, she has taken the first step to turning the ship. Self-awareness is the foundational tool of all great leaders—it is the ability to look inward and be honest with what we are feeling and what is driving our actions, decisions, and words. Bringing our inner mindset into our awareness is the first step in helping to reduce its potential unhelpful impacts—we first have to see it, name it, and then commit to moving beyond it.

**#2 – Lead by example.** Remember that vulnerability leads to trust. If you don't model leading with vulnerability, it is highly unlikely that anyone else will. Your ability to see, name, and voice your own vulnerability at the right time will give others the courage and permission to do the same. Leading with vulnerability is not about being reckless with your emotions or falling apart as a leader; it is about being aware of our inner worlds, feeling it, recognizing it, and sharing it appropriately. This is true courage, and that is exactly what your team and organization need from you.

**#3 – Create the right environment.** As leaders, we must make sure that when people are at work—whether physically present in an office or not—they are experiencing a culture that will allow them to be vulnerable, to seek support from colleagues or other leaders, and act from a place of truth and courage. Leading with vulnerability is aided by our ability to be centered, still, and open to change. Blaming and shaming—whether oneself or others—should have no place in your organizational culture.

**#4 – Celebrate your imperfections.** Being “perfect” is impossible, and trying to be perfect can be a massive drain on both your time and energy. We are all human beings with many great strengths and many areas that we struggle with. The more we try to tightly control our vision of perfection, the more constrained we feel inside, which is a catalyst for stress. Let go and allow yourself to celebrate your imperfections. Ask for help and be open about when you make a mistake or miss the mark—it will allow others to see that it is ok to fail at times.

**#5 – Reward others when they lead with vulnerability.** If people don’t feel like they will be rewarded for being vulnerable, they may not find the courage to make the first step. Reward people by publicly acknowledging their courage when you see it, so that others can witness it. This will breed more and more courage to open up to vulnerability.

Time and time again, our experience has shown us that **when leaders undertake these five steps**, they shift, they evolve as leaders, they start to build their own confidence, and they develop a higher degree of comfort with a range of leadership styles. Beyond the individual evolution, we see that an organization’s culture starts to allow for more honesty about its current reality, and from that place of honesty, **an organization can make real progress**. When leaders show up this way, it gives the whole organization permission to show up this way. We start to reduce the subtle “walls” we build up in organizations that affect our decision making, communication, and in how we treat our colleagues across the organization. This **unlocks a wave of energy** that feels grounded and real, allowing people to start feeling more at ease and more authentically themselves.

## DISCUSSION QUESTIONS

1. What is intimidating about being real in front of others?
  - **Leader note:** Insecurity, pride, and hidden sin are some of the things that keep us from being real.
2. Where might you need the courage to be more vulnerable?
  - **Leader note:** Help people think through areas or categories of their lives that they need God’s help in being more vulnerable.
3. What would the fruit of an environment that encouraged people to be real and open with one another be?
  - **Leader note:** Help people think through what would be required for that to take place, ie trust, relationship, compassion, etc. Then help them see that real begets real and people living in authenticity brings forth growth and healing in entire communities.

## ADDITIONAL SCRIPTURE

Each time he said, “My grace is all you need. My power works best in weakness.” So now I am glad to boast about my weaknesses, so that the power of Christ can work through me. That’s why I take pleasure in my weaknesses, and in the insults, hardships, persecutions, and troubles that I suffer for Christ. For when I am weak, then I am strong. - 2 Corinthians 12:9-10

- **Leader note:** Being real and vulnerable can be perceived as weakness by our own insecure human standards but as people who are under the rule of our Heavenly Father, we are to let the pain of being real transform into something He uses to strengthen the Church.

## DISCUSSION QUESTION (OPTIONAL)

1. What is one thing you can do this week to practice being real and one thing you can do this week to empower one of your leaders to be real?

- **Leader note:** We want to keep this practice at the forefront of our minds and share how we can do this as leaders. Next time we connect we can follow up on how this exercise is going and be accountable for being real leaders.

## CLOSING THOUGHT

God created us and sin put a mask on our true identity. Jesus’ life, death and resurrection provides us the hope and encouragement we need to take that mask off and be our true selves, the one that God created us to be not what the world expects us to be. We either let God transform our pain for the benefit of others or we let sin transmits our pain to the demise of ourselves and others. Being real takes courage but thankfully we have a real God who loves us for who we are no matter what.

- **Leader note:** This is the conclusion of the huddle so make sure to point people to a mindset of leading intentionally and creating an action step towards being more authentic.

## COMMUNICATE

Pertinent ministry announcements that need to be communicated.

## CARE

Prayer requests and corporate prayer

- **Leader note:** Depending on time you may need to simply close in prayer but the goal is to end the discussion on time to provide space for prayer. Ask for prayer requests and either ask who would like to pray, allow time for people to pray or lead or delegate a person to close in prayer.