



# Motivating Your Leaders

Session Eight  
Shepherd 2

TAKE THE NEXT STEP

Awana Commander College 101

# Reasons People Quit

Friends of the workers try to persuade them to quit ten times.

Arabs, Ammonites and Ashdodites conspire to attack.

## Opposition

4:11-12

4:7-8

Sanballat, Tobiah and the army of Samaria mock the Jews.

4:1-3

Sanballat, Tobiah and Geshem question Nehemiah's motives.

2:19

Sanballat & Tobiah passively oppose.

2:10

# Reasons People Quit

## Physical Opposition

(Nehemiah 4:6,10)

1. Unfinished work. The wall was only half done.
2. Fatigue. The workers were exhausted.



# Reasons People Quit

## Spiritual Opposition (Nehemiah 4:10 -12)

1. They saw only rubbish. They lost their vision.
2. They focused on their weakness.
3. They feared a massacre.



# A Miracle

The wall was finished in 52 days!

- God used these people to finish the wall -- not fresh troops!
- The enemies were disheartened.
- Everyone saw that this was done by God!



# Motivating Workers

## 7 Steps to Developing Faithfulness

1 Pray (4:4,9)

2 Unite families (4:13)

3 Focus (4:14)

4 Personalize (4:14)

5 Equip (4:15-18)

6 Support (4:19-20)

7 Example (4:23)



# Step 1: Pray

4:4,9 – Nehemiah prayed first.

- Pray – as the first response to a problem
- Pray – make a weekly prayer list
- Pray – for and with your leadership



# Step 2: Unite families

4:13 – Nehemiah united family units.

- Unite families – husbands and wives together
- Unite families – parents serve when their children attend





# Step 3: Focus

4:14 – Nehemiah refocused their attention on God.

- Focus – use a theme that is constantly before your leaders
- Focus – use Scriptures which relate
- Focus – by your vocabulary



# Step 4: Personalize

4:14 – Nehemiah made it personally applicable.

- Personalize – share how being in the ministry helps you
- Personalize – plan leaders' awards
- Personalize – set personal goals
- Personalize – allow all to experience spiritual “successes”
- Personalize – compliment often



# Step 5: Equip

4:16-18 – Nehemiah equipped them for whatever came.

- Equip – ask often, “How can I help?”
- Equip – devote time to helping them succeed in their ministries



# Step 6: Support

4:19-20 – Nehemiah developed a support system.

- Support – through fellowship at critical moments
- Support – through praying together regularly
- Support – through sharing times
- Support – through developing personal friendships



# Step 7: Set the example

4:23 – Nehemiah worked too.

- Example – let people see your burden for your people
- Example – do your job with excellence
- Example – be transparent, and let them see your heart