Leading Through Encouragement
30-Minute Leadership Lesson

Theme
Building People Through Biblical Encouragement

Audience
Ministry leaders, ministry volunteers, teachers, small group leaders, department leaders, mentors, and anyone serving in a position of influence within the church.

Goal
Participants will understand that encouragement is a biblical leadership responsibility that strengthens people, develops future leaders, and creates a healthy ministry culture through Christlike leadership.

Memory Verse (NKJV)
Hebrews 10:24–25
"And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching."

(3 Minutes) Opening
Teaching Focus: Every leader leaves people either stronger or weaker after every interaction.
Introduce the Elevator Principle. Teaching Truth: God calls leaders to build people, not simply manage people.

(8 Minutes) Biblical Foundation
Acts 4:36–37; Acts 9:26–28; Acts 15:36–39. Leadership Principle: Great leaders see potential before they evaluate performance.

(5 Minutes) Jesus' Leadership Model
Review Peter, Zacchaeus, the Samaritan woman, and the woman caught in adultery. Leadership Principle: Correction changes behavior. Encouragement changes identity.

(5 Minutes) Leader Self-Assessment
Complete the Leader Self-Assessment handout and discuss the reflection question.

(5 Minutes) Group Discussion
Discuss the three leadership questions using facilitator notes.

(2 Minutes) Leader's Challenge
Encourage one person privately, recognize growth publicly, pray for someone discouraged, and ask God who needs encouragement today.

(2 Minutes) Closing Summary & Prayer
Heavenly Father, thank You for encouraging us through Christ. Help us become leaders who intentionally build people through our words, actions, and attitudes. Give us eyes to see potential, wisdom to speak life, and hearts that reflect Your grace and truth. May every conversation strengthen someone and point them closer to You. In Jesus' name, Amen.

Leader Self-Assessment

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Rate each statement from 1 (Rarely) to 5 (Consistently).

Statement	1	2	3	4	5
I intentionally notice people's strengths.	☐	☐	☐	☐	☐
I encourage more than I criticize.	☐	☐	☐	☐	☐
People leave conversations with me feeling stronger.	☐	☐	☐	☐	☐
I celebrate growth instead of expecting perfection.	☐	☐	☐	☐	☐
I pray regularly for those I lead.	☐	☐	☐	☐	☐
I intentionally speak life during difficult seasons.	☐	☐	☐	☐	☐

Reflection

Could my own hurts, disappointments, or unresolved wounds be affecting the way I lead others?

One area where God is calling me to become a greater encourager:

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