

# WORLD STUDENT CHRISTIAN FEDERATION ~ AFRICA REGION

## REPORT ON THE EASTERN AFRICA SUB - REGION LEADERSHIP CONSULTATIVE WORKSHOP

HELD FROM 3RD - 7TH APRIL 2014

AT SARIKO OLASITI GARDEN, ARUSHA – TANZANIA



*A photo of all participants with the Regional Secretary and the Facilitator holding hands as a sign of unity*

Prepared and Submitted by: Rev. Amos Kamugisha Mushendwa

Regional Secretary, WSCF Africa

## **Introduction:**

The workshop was organized by the World Student Christian Federation – Africa region office. Participants from the Eastern Africa sub- region were invited and each country was represented by two participants (male and female). The workshop ran from 3<sup>rd</sup> – 7<sup>th</sup> April 2013. The methodology used includes Bible reflections, lectures, presentations, plenary discussions and small groups discussions.

### **DAY ONE - 3<sup>rd</sup> April**

Participants arrived in Arusha on Thursday 3<sup>rd</sup> evening at *Sariko Olasiti Garden* where the workshop was to be held. The Student Christian Movements (SCMs) participated are: SCM Rwanda (RAJEPRRA), SCM Madagascar, SCM Ethiopia, SCM Burundi, SCM Tanzania & SCM Uganda.

### **DAY TWO – 4<sup>th</sup> April**

On the second day, the workshop began with morning devotion which was led by Rev. Amos K. Mushendwa – the Regional Secretary. He shared that a leader has to deliver and work with people for sustainable development. He also mentioned about the role/contribution of WSCF in the context of leadership is providing, inspiring, preparing and producing leaders who see things differently and motivated to move forward as well as those who are visionary and focusing on the next generation like Joseph. (Genesis 41: 38)

He informed all participants that they are letters that people need to read hence the need to work hard such that they send out the correct information to the people they lead and the entire world. He concluded by noting that leaders can not prepare themselves but they need to be mentored, prepared and always motivated.

After devotion members were requested to introduce themselves and this was done accordingly by all participants. Responsibilities were assigned to different members to ensure that the workshop runs as programmed and these included; *motivators - Rence and Jean Marie, Time Keeper - Fabrice, Nutrition - Maxwell and Report writing - Habimana and Doreen.*

### **Group Expectations:**

Members were requested to share their expectations from the workshop and these included:

- New ideas about leadership
- Learn about the strength and weaknesses of a leader
- Types of leadership
- How to disseminate the knowledge in the context of WSCF/ SCM
- Self control in leadership
- God’s desire from a Christian leader
- Relationship between the church and the young leaders
- Young leaders relationship with God

### **Call to leadership**

Rev. Isaac Muringih (from Kenya) who facilitated the workshop informed members that the workshop theme was “*fanning our Christian Leadership calling for better services*”.

He also informed them about the aim of the federation which is to nature leaders with vision, leaders who can inspire others with a greater cooperation and also disciple young leaders who can be involved in restoring the fallen people.

He went ahead and talked about the main aim of the workshop and this was to reason together as people entrusted with Christian leadership responsibilities among young generations facing diverse social economic and spiritual challenges in order to guide all in our fold to find the sure satisfaction brought about by leaning and accepting Jesus Christ as our saviour and redeemer.

### **Qualifications of Spiritual Leaders**

The facilitator shared that all spiritual leaders should have special qualifications in their leadership and these included; Social, moral, mental, personality and domestic. It was noted that these qualifications can also be found in the book Timothy. He also noted from *1 Peter 5: 1-7* which emphasizes that; Leaders should approach the work willingly not by coercion, must not be dictatorial and must be a worthy example for the people (1Tim 4: 12) among others.

### **Essential Qualities of Leadership**

Members were informed that what puts them above others in their leadership is the degree to which they develop the gifts given to them by God through devotion

and discipline. The facilitator went ahead and discussed the Christian qualities needed in servant leadership and these included; patience, inspirational power, discipline, courage, vision, humor, wisdom and integrity and sincerity to mention but a few.

It was also noted that servant leadership only has meaning in the context of the Lordship of Christ. There is no way one can be a servant-leader unless he has the Lord to whom he is personally related. He shared the prerequisites for servant-leadership which included; conversion, renewed mind and exemplary obedience. These can be found in Mathew 7:23, Ephesians 4:17-24 & Mathew 28:20 respectively.

### **Reactions from the above**

In regard to the above, a number of responses and questions were raised by different members as follows:

A member noted that in Anglican community where s/he comes from the youth are never given chance to lead and he was wondering how this could be dealt with. The facilitator responded by saying that the value being placed into the youth has usually left them behind hence the need to make them recognised and valued so that they may come up with their gifts. Members were also advised to always make their presence be felt by the elders.

Another question was about how leaders can ensure that all people's gifts and talents are utilised for the good of the group especially if there are those that they may not feel comfortable giving them assignments. The facilitator informed members that leaders should use other people in the group to reach out to such people with different activities and find out what they can do best. He noted that this can only happen if a leader has connections within his/her group.

The facilitator emphasised that leaders should be careful when delegating and that they need to be sensitive when assigning important work to the people they work with.

### **Leadership Styles**

This was another topic handled by the facilitator; he explained that leadership is largely the art of getting things done through mobilizing people and the ability to motivate others to work towards achieving certain objectives.

He added that leaders are responsible to get work done with and through the people they lead considering factors such as commitment, control and conflict. In addition, it was noted that all groups have at least 3 areas of need which may include; achieving the task, building the team and developing and motivating the individuals therefore these have to be considered for the achievement of the group's goals/objectives.

### **DAY 3 – 5<sup>th</sup> April**

This day also began with morning devotion led by Jean Pierre Habimana from Rwanda, he shared from Mathew 4:18. (Jesus calls four fishermen). He informed participants that Jesus called Simon and Andrew to follow him and they accepted and as He was going back to heaven, He left them with an assignment which they had to accomplish. This demonstrates that God knows our strength and he knows what we are capable of in this world.

After devotion, the Regional Secretary – Rev. Amos Mushendwa read the WSCF – global Sexual Harassment Policy to all participants, this has to read/introduced to participants for all WSCF meeting/gathering. Below is the summarized policy:

#### **Principles and Intent:**

WSCF is committed to creating safe spaces for growth and protecting the well being of all persons. As followers of Jesus Christ we are called to provide environments that affirm the dignity and worth of persons created in the image of God. To this end it is our responsibility to oppose oppression in all forms, including any sexual abuse, exploitation, or harassment in our midst. We believe that it is our responsibility to take whatever action may be needed to prevent and correct behaviour contrary to this commitment.

These guidelines have been created to raise awareness, to prevent harassment from happening in our midst, and to have a just and clear process for addressing it when it does happen.

#### **Definition of Sexual Harassment:**

Sexual harassment is defined as any unwanted physical, verbal, or visual sexual advances, requests for sexual favours and other sexually oriented conduct that is offensive or objectionable to the recipient, including, but not limited to: unwanted and unreturned suggestive looks or stares, obscene gestures, unnecessary or

unwelcome comments on dress or appearance, teasing or jokes of a personal or sexual nature that cause discomfort or embarrassment and many others. He also talked about cross-cultural communication.

### **Recap of the previous day**

The facilitator requested each participant to share at least one point from the previous discussions. Below were the responses:

At all levels a leader is an instrumental person in leading the people around him

Leaders need to have vision, in other words they are foreseers and they should grasp things in a wider range.

Leaders should help weak group members come up by praising them in whatever they do and also helping them overcome the challenges. This would help the group achieve its objectives.

Leaders need to work closely with their subordinates as they may be more knowledgeable than them in some areas, hence they need to work as a team.

Young leaders should have the strength to lead; they should not share their leadership with others. In other words they should not allow people look down on them.

Members noted that divine power is needed to keep them moving as great leaders.

Leaders are servants and they should be able to serve the society and they need to be patient in all they do.

### **PRACTICAL LEADERSHIP**

After the recap the facilitator introduced the next topic which was practical leadership. He explained that for successful leadership to happen; there are two things needed that is to say; a basic knowledge of group behaviour, human relations & managerial skills and training in applying these skills. He gave an example of Nehemiah who exercised leadership over the people in and around Jerusalem by planning, organising and motivating his people. The facilitator informed participants that they need to motivate the people they lead if they want them to stay in their groups. He also advised them to always discover all people's

skills and use them. It was noted that the book of Nehemiah is a manual for Christian leadership should always read.

### **Christian leadership:**

The facilitator informed participants that Christian leadership is not power, authority, honour, prestige or personal advantage, but it rather entails; seeking to be of service rather than to dominate, encouraging, inspiring and respecting rather than exploiting other personalities. It was noted that a Christian leader reflects, prays and acts on Jesus Christ's words in Matthew 20:27.

He went on and explained selfless service in Christian leadership in the sense of rendering the maximum of service, the sense of largest unselfishness and unceasing absorption.

He also explained the characteristics of leadership and these included; goal orientation, enablement, focus on purpose and many others. In addition he explained the differences between a good leader and a poor leader and participants noted that good leaders accept other people's ideas and suggestions, they inspire confidence in others and they show respect while poor leaders are too busy to listen or give advice, they are quick to blame others and to take credit when things go right. Therefore participants were advised to always ensure that they do what is right when leading others and they should plan well to bring a difference within the people around them.

### **Communication in Leadership:**

Rev. Isaac – the facilitator informed participants that quality communication must be credible, objective and knowledgeable. Formal communication in organizations flow in three directions which are; downwards, upwards and horizontal. Downwards provides an orderly medium of passing on policies, plans & orders and allows management to explain the reasons for actions taken. Upward communication happens when employees communicate with managers or officials and it allows attitudes, feelings, opinions and other information to reach higher levels while horizontal gives appreciation for the worth of each person, and establishes an overall cooperative atmosphere.

## **Effective listening**

It was noted that this is a very important skill in leadership, the facilitator referred to the book of Acts where the disciples listened to the complaints of the Hellenistic widows. He discussed some of the benefits of effective listening which included saving time and avoiding confusion within the team/group. However it was noted that lack of right listening skills may lead to people developing poor listening habits like inattention, bias and distraction & interference among others.

## **Effective talking**

The facilitator explained that talking and speaking effectively are two key skills to effective leadership. He added that leaders learn and develop this skill, for people are not born with abilities to talk effectively and when this skill is mastered, it opens the door to better understanding between people. He noted that speaking effectively adds significance to personal contacts and brings about fuller satisfaction and self confidence.

However a leader can improve his talking skills through; knowing how to introduce the subject and what he plans to say, looking at his listeners to capture their attention and putting emphasis on major points with clarity. It was noted that effective speaking involves audience and preparations in that effective speakers study their audience and the audience will always want to hear well thought out cases not a series of platitudes.

## **TEAM BUILDING**

Participants were informed that leaders alone cannot do the job but they will always need others to work with in order to achieve their objectives. A number of characteristics of effective team work were discussed and among them were;

**Group goals/objectives:** participants were informed that team members must clearly understand the group goals. Leaders must be there to see that the team does not waste time by focusing on unnecessary things.

**Roles and Responsibilities:** The facilitator informed participants that team members need to be aware of their roles and responsibilities to enable them achieve the group's goals and objectives.

Other characteristics included using member resources and interpersonal relationships.

**Group dynamics:** The facilitator explained that the kind of group and the dynamics that take place within a group depend on the interactions of its members.

## **MOTIVATION AND RESOLVING CONFLICTS**

Motivation was defined as the desire to do something or understand people's needs which are; social, self-actualization, physiological, safety and security needs. Members noted that nobody would like to be in a group which does not advance him, therefore leaders need to come up with ideas which will benefit each member to encourage them participate.

**Resolving Conflicts:** The facilitator informed participants that conflicts occur in different social settings for example at home, networks and workplaces. He also talked about conflict as being inevitable in relationships. He noted that it can have either constructive or destructive results. However conflict can be healthy when used to strengthen relationships and to clarify expectations. He informed members that conflict indicates that people are engaged in something.

In his explanation he pointed out that conflict has value in improvements because it forces leaders to strive to seek for permanent solutions, it spotlights problems that require attention and stimulates interest and curiosity. He informed members that can also be destructive because it diverts a lot of time, slow down the decision making process and makes achieving organizational goals difficult.

## **DAY 4 – 6<sup>th</sup> April**

This was a Sunday and all participants went for Sunday Service at the Kimandoro Lutheran church where Rev. Amos K. Mushendwa was also invited to preach. After service, the workshop resumed with the following topics.

## **PLANNING FOR CHANGE**

Participants were informed that change takes place in every organization and it involves clearly defining the change and its goals. Therefore leaders must know what they want and be able to clearly define the results they hope for to enable the followers interpret them for change. Leaders also need to identify situational

factors such as time required and also develop a change strategy which must be implemented and monitored.

It was noted that change leaders must analyze the organizational environment to determine what factors will support or resist the change effort because when the resistance is high then change will not be achieved as planned.

Various leadership skills required in planning for change were discussed and among them were diagnostic, planning, motivating, implementation and evaluation skills.

In conclusion a participant wanted to know when change can be needed and in reaction to this the facilitator informed participants that they should never introduce change before identifying the need for change, meaning that they should first discover need then introduce the change.

## **WAY FORWARD**

At the end of the workshop all participants were requested to give a way forward basing on what had been discussed throughout the workshop. This was for both the Regional WSCF office and the SCMs. The session was led by Doreen Nantege from SCM Uganda and the following were noted:

### **WSCF – Africa Regional office:**

1. Participants proposed that the office should increase on the number of participants for the trainings/workshops in the future. However the Regional Secretary informed the participants that this would depend on the funds available.
2. Organize visits/exchange programs among Student Christian Movements with the aim of finding out what is being done at the grass root level.

### **Student Christian Movements:**

1. Participants promised to put into practice all what had been learnt.
2. Pass on the information to other members within and outside the movement through organizing seminars or trainings or even utilizing other programmes and share a few things on leadership. Participants were also advised to find

other means of sharing the information with other leaders for example through newsletters.

3. Participants agreed to forward activity reports to the Regional office.
4. Participants also agreed to report back to their movements after the workshop.

#### **Evening devotion:**

This was led by Isaac Waggala from SCM Uganda. He shared from Hebrews 6:11-20. He informed participants that all leaders need to put their trust in God in all they do and focus on Him alone. Leaders need Jesus as their anchor in their leadership because He is all knowing and He is everywhere. He also read from Joel 2:25, which talks about paying back the years the locusts ate. He informed participants that if they do what the Lord requires from them, He will restore all what they had lost. He added that leaders should love the people they lead especially their enemies for this is what the Lord requires. He concluded by informing participants that they need to repent all the time just like King David did.

#### **CLOSING REMARKS**

Rev. Amos Mushendwa – the Regional Secretary in his remarks he was so thankful to God for the workshop and he prayed that it would bear fruits. He also thanked all participants for attending. He was so grateful to Rev. Isaac Muringih who facilitated the workshop throughout and he thanked him for the great work done and all his contributions towards the success of the workshop. He mentioned that prayer is so important and he requested participants to always pray for the entire Federation. He informed participants that it was time to move forward with new ideas to bring change in the World Student Christian Federation – Africa Region. He concluded by informing participants that he was so ambitious and he is planning to visit SCMs in the different countries.

After his remarks, Rev. Amos Mushendwa and Rev. Isaac Muringih issued out certificates to all participants.

## DAY 5 – 7<sup>th</sup> April

Participants travelled back to their respective countries.

### LIST OF PARTICIPANTS:

No.	Name	Organization/SCM
1	RANOCLISON H. FABRICE	SCM MADAGASCAR
2	RANDRIANINDRINA RENCE AIMEE	
3	JEAN PIERRE HABIMANA	SCM RWANDA
4	DENYSE UMUHOZA	
5	SOSENA DESTA	HAESA - ETHIOPIA
6	MENGISTU BEDESSA	
7	DOREEN NANTEGE	SCM UGANDA
8	ISAAC WAGGALA	SCM UGANDA
9	REV. GERVAS MULAMU	SCM TANZANIA
10	DUSHIME MARTINE	SCM BURUNDI
11	JEAN - MARIE NZAMBIMANA	
12	HILDA MWAMBIGIJA	SCM TANZANIA
13	NEEMA LUKA MARAN	
14	EDWARD KASAWALA MCHOPA	SCM TANZANIA
15	MAXWELL RAY OMONDI	KENYA
16	REV. AMOS K. MUSHENDWA	WSCF AFRICA
17	REV. ISAAC MURINGIH	FACILITATOR