



HELPING TO FATHER THE NATION

LOCAL CHURCH PROGRAM
"ESSENTIALS IN FATHERING DEVELOPMENT"

8:15 am -5:00 pm



□ INDIVIDUALS CERTIFIED under the MAN/MAN UNITED *Master Training Program*, using “*THE WORLD NEEDS A FATHER*” curriculum, are hereby commissioned, authorized and requested to deliver this 1-day “*Fathering Essentials*” program in their churches, and in other proximate churches

□ *Ideally Master Trainers should be supported by another Master Trainer*

*By authority of the Oversight Board,
Mentoring a Nation/MAN UNITED*



Content in this seminar is adapted
from the curriculum of the MAN-
endorsed/adopted “The World Needs
a Father” initiative



AGENDA

- **Welcome and Prayer: 8:15am- 8:30 am**
- **Worship: 8:30 am – 8:45 am**
- **State of Jamaican Fatherhood: 8:45 am – 9:00 am**
- **God's Heart: 9:00 am- 10:00 am**

- **Coffee Break: 10:00am -10:30 am**

- **Effects of Father-Involvement: 10:30am- 11:30 am**
- **Father Wound: 11:30 am- 12:30 pm**

- **LUNCH: 12:30 pm – 1:15 pm**

- **1:15 pm – 2:15 pm: Real Manhood**
- **2:15 pm-5:00 pm : Four KEY Responsibilities of Fatherhood and Community of Practice (*optional coffee break at 3 pm*)**



State of Jamaican Fatherhood (8:45 am – 9:00 am)



85 % of Jamaican
children are born
out of wedlock

In “*What We Sow and What We Reap*” Dr. Barry Chevannes found that:



- ∞ about 75% of Jamaican “baby fathers” stood by their pregnant baby mother.
- ∞ less than 50% gave long term personal support after the child was born.
- ∞ 50% of these fathers interviewed acknowledged having more than one partner.
- ∞ Many more of these fathers, however indicated a desire to have more partners, lack of finances being the limiting factor.
- ∞ In *Bio Med Central research* : 30% percent of Jamaican “baby fathers” of newborns reported two or more sexual partners the past 12 months



GOD'S HEART

(9 am - 10 am)



GOD'S HEART

- GODS's heart was described in the mission given to John the Baptist (Luke 1:17)
 1. To turn the hearts of fathers to their children.
 2. To turn the disobedient to the wisdom of righteous people.
 3. To prepare people for the Lord.



WHAT IS THE
BIGGEST
PROBLEM
WORLDWIDE



FAMILY LIFE **PROBLEMS**

- Research in many countries over the last 5 years has shown that:
 - Bad family life is the biggest problem in the world
 - Fatherlessness is at the center of this problem
 - Worldwide- men are responsible for most of the problems



COFFEE BREAK (10 - 10:30 am)



RESEARCH- The Effects Of Father Involvement (10:30 am – 11:30 am)

*Findings from the Father Involvement
Research Alliance report*

-- Sarah Allen, PhD and Kerry Daly, PhD
University of Guelph



KEY FINDINGS- General

- Infants of highly involved fathers are more aware and competent at age 6.
- School aged children of involved fathers are also better school achievers.
- They are better problem solvers as infants/toddlers, and of higher intelligence by age three

KEY FINDINGS- Emotional Development And Well-Being



Children with involved fathers usually:

- Display a greater tolerance for and ability to handle strange, stressful and frustrating situations
- Experience less emotional distress
- Display fewer expressions of negative emotionality such as fear and guilt
- Have fewer anxiety problems
- Solve conflicts by themselves rather than seeking the teacher's assistance



KEY FINDINGS- Social Development

Children who have involved fathers are more likely to grow up to:

- Be tolerant and understanding
- Be well socialized and successful adults
- Have supportive social networks consisting of long-term close friendships



KEY FINDINGS- Social Development

Children who felt close to their involved fathers are more likely to:

- Have long term, successful marriages
- Be satisfied with their romantic partners in midlife
- Have more successful intimate relationships
- Be less likely to divorce



KEY FINDINGS- Spiritual Development

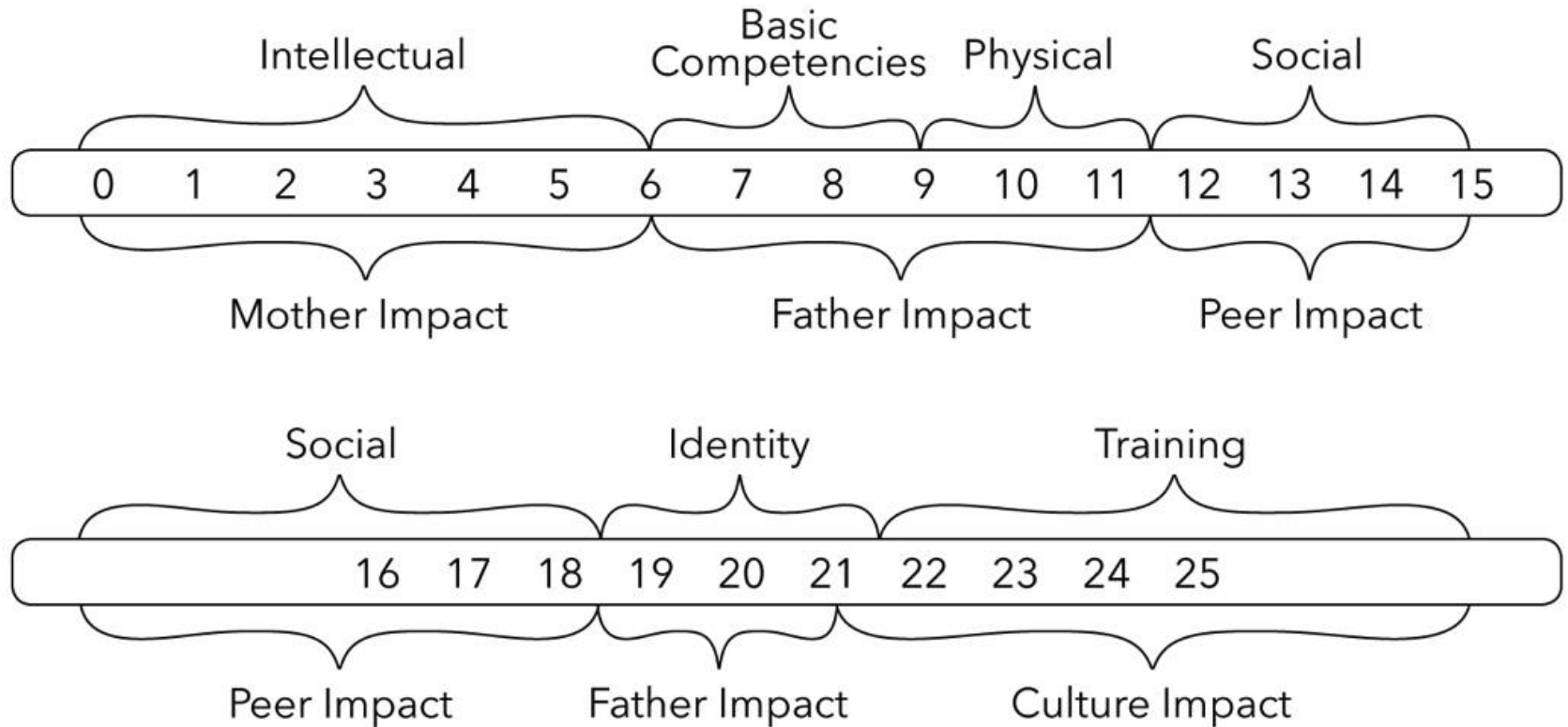
- The image of God children have at 6 years old is from the image they carry of their own father:
 - The absent father portrays an absent God
 - The disconnected father portrays a disconnected God
 - The permissive father portrays a permissive God
 - The neglecting father portrays a neglecting God
 - The emotional father portrays an emotional God



MAKE EVERY SEASON COUNT

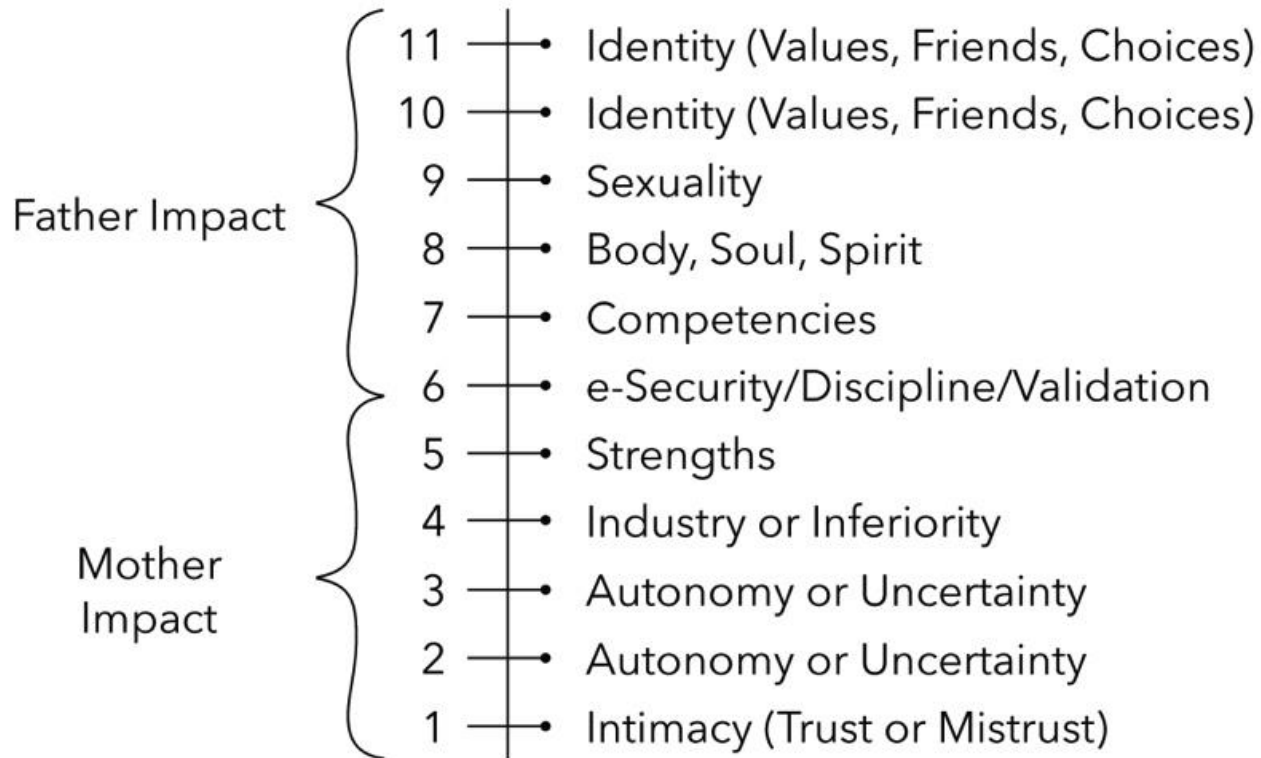


People Impact Through Life





Home Phase



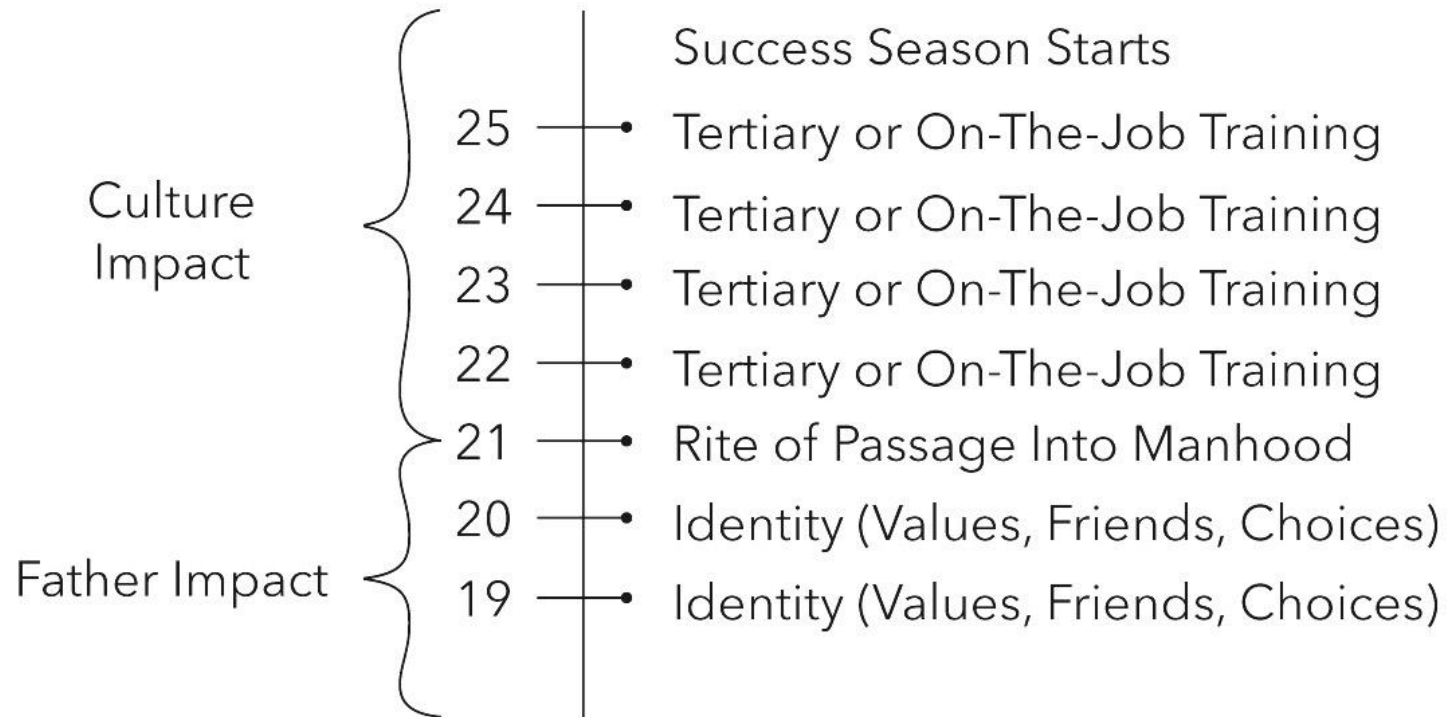


Group-Adventure Phase





Stepping-Out-And-Up Phase





THERE IS OFTEN A Father Wound

11:30 am – 12:30 pm

LETS TALK:



In what other areas of your life you feel your father has failed you if any ?

What do you see in your life as consequences of this?

What have you done, or what are you doing to address this?



STEPS TO ADDRESS THE WOUND



**ANY VOLUNTEERS WANT
TO SHARE PERSONALLY,
including scriptures that
helped you ?**

A. Take 15 minutes to own The Problem



- identify the wound, know where it came from and why it caused so much pain, then understand what damage it caused in your life.
- acknowledge that you have a father wound and that you want to get it healed.
- Name the wound: e.g., “My father has done this or that” or “My father has neglected to do this or that.”



- Name the unfulfilled need by stating it verbally:
 - Say clearly what you wanted to hear/see/experience from your dad.
 - Write it out as if writing to your father
- Face the facts about the impact of the wound:
 - Acknowledge if it created anger in you towards him, toward life or toward God, and acknowledge if any other related symptoms are present in your life like passivity, escapism, procrastination, outbursts, gossip.



B. Forgive from hereon

- **Forgiveness** is not a weak surrender. **It is a strong act of writing off the debt of someone else** and deciding to pay the price yourself.

1. Discard undue expectations of your father:

- This asks for reasonable realism of what your father had to deal with when he dealt you the wound and an understanding that he, though flawed, “tried his best.”



B. Forgive from hereon

2. Take authority over any negative spiritual impact your father wound could have caused in your life and over any power or habit that may hinder you to conquer your wound

3. Apply forgiveness:

- Here forgiveness for your dad or the pleading of the blood of Christ over generational sins may be needed.



C. Step Into Inner Victory

- Allow God to have the only right to make you happy or sad, and submit to His Spirit
- Accept that God has chosen your parents for you to prepare you for what he wants to do through you.
- Decide to confront all thoughts and **exchange negative ones for positive ones**
- Find actions that connect with your new patterns of thought and practice them until they become habits.



D. Walk Together

1. Fight against pride or self-pity and ask someone to keep you accountable.
2. Set your mind to use experience and your healing wounds to help others to heal.
3. Spend time in healthy relationships with older men (mentors) that could model fatherhood to you.
4. Become the father you never had (find someone to father !)
5. Life-coach other fathers into authentic fatherhood.



LUNCH BREAK
(12:30 pm - 1:15
pm)



Real Manhood, Real Fatherhood (1:15 pm- 2:15 pm)

- "A real man is a man who courageously stands by his convictions in challenging times."



POPULAR Understanding Of Manhood

- “position”:
 - A man is what he does, not who he is.
- Earned value:
 - He must out-think, out-play and out-earn others.
- His goal is success:
 - Often at the expense of his marriage, his children and meaningful, close relationships.
- His reward is power:
 - Personal wealth and affluence.



A Real Man

- ***"A real man is a man who courageously stands by his convictions in challenging times."***



The Cost Of Being A Man

We are called to be people of conviction, not conformity; of moral nobility, not social respectability. We are commanded to live differently and according to a higher loyalty. -- Martin Luther King, Jr.



A Real Man

- ***"A real man is someone who lifts the bar for himself and others from the mediocre to the level of nobility, the music of eternity."***



A Real Man

- *"Real men take up responsibility and execute it with sincere intentionality."*



A Real Man

- ***“Real men reject passivity with energetic initiation and implementation.”***

....in other words....they stop saying they cant bother to do this and that and take action



The Four KEY Responsibilities Of Fathers (2:15 pm- 5:00 pm)

The Four KEY Responsibilities Of Fathers

(confirmed by research all over the world including Jamaica)



1. A father establishes **authority**
2. A father confers **identity**
3. A father provides **security**
4. A father affirms **potential**



LETS LOOK AT THESE IN TURN:

Authority

Identity

Security

Potential



How To Develop Moral Authority



How To Develop Moral Authority

- The key disciplines necessary to develop moral authority are:
 - A. To submit to the moral authority of the Word Of God.
 - B. To allow the Spirit of God to take control.
 - C. To purify and obey the conscience....that is - *Ask God to show us where we have not obeyed certain instructions of his.*
 - D. To say no to immoral activities.
 - E. To submit to accountability.



Moral authority...

- Moral authority is demonstrated when actions are synchronized with a purified conscience.
- Our actions are in constant defiance of our conscience and our common sense. How many times have you discovered people who know what to do, but they just do not do it?
- The problem is not in the hearing, it is in the obeying of the Spirit. (Carlos Juan Ortiz)
- A father's actions are to be synchronized with a purified conscience.



Authority Comes From Living By The Spirit

- The Holy Spirit writes the moral code on our spirit.
- We must know:
 - Nothing good can happen without the Spirit. (John 15:5)
 - We have to orient our life from the presence and control of the Spirit. (Romans 8:5, Galatians 5:25)
 - We need to allow the Spirit to renew us from the inside out. (John 4:14, Galatians 5:25)
 - We must obey the Spirit so that the Spirit can renew the world through us. (John 7:38, Acts 1:8)



Confronting Immoral Activities

- Moral authority is demonstrated by those who intentionally avoid and confront immoral activities.
- Fathers with moral authority say no to what is wrong. Consider your culture, and identify five common things to which you must say no.

Fight vigorously the evils of the world in a humble and loving spirit. The transformed nonconformist, moreover, never yields to the passive sort of patience which is an excuse to do nothing.

-- Martin Luther King, Jr.



- Consider your culture
- identify and discuss five common things to which you must say no.



Moral Authority Grows In Submission To Accountability

- Moral authority grows in submission to accountability.
- When fathers demonstrate accountability, they set a great example for the children to do the same.
- The intent of the father should never be to show he is always right, but only to show that he has a sincere desire to do the right thing.
- If he invites everyone to help him with this, the attitude of his children will be open, approachable and teachable.



Moral Authority Grows In Submission To Accountability

- **WHAT IS YOUR APPROACH
TO SUBMISSION ?**



Submit to Mentors

- We should submit to mentors to keep us accountable in all the dimensions of our life:
 - Spiritually
 - Mentally
 - Physically
 - Emotionally
 - Environmentally



AUTHORITY :

***A Father Should Assume the
Disciplinary Responsibility***



Different Disciplinary Influences

- Discipline by example
- Spiritual discipline
- Discipline by affirmation
- Self-discipline
- Holistic discipline
- Collective discipline
- Corrective discipline



Basic Disciplinary Rules

1. Understand the world of your child!
2. Understand different temperaments.
3. Stay emotionally connected with the child. A small eye movement may then reap the right results.
4. Only say 'NO!' when it is really necessary.
5. Do discipline 'with' your child, not to your child



Basic Disciplinary Rules

6. Never discipline as outbursts of anger. Control your anger!
7. Only discipline disobedience and immoral actions and as safety precaution.
8. Always give two warnings.
9. Always debrief after the disciplining:
 1. Give the reason why
 2. Re-affirm your love to the child
 3. Re-state the rules



Practicing Community On Discipline

1. Name a few types of discipline in the group and discuss the benefits and dangers of each:
 1. Spanking
 2. Sending to room/bathroom
 3. Standing in corner
 4. Withholding privileges

2. What is your preferred form of discipline?



IDENTITY



Discuss the following scripture in relation to identity:

**Yet to all who did receive him, to those who
believed in his name, he gave the right to
become children of God (John 1:12)**

An earthly Father OTHERWISE Confers Identity By



1. Helping his children to sift the past and hold only on to the beneficial part of their heritage.
2. Holding on to the right values, associating with the right friends and implementing the right choices in the present.
3. Directing his children to stay the course of the beneficial mission they have embarked on.



COFFEE BREAK
(3:00 pm - 3:15 pm)



3:15 pm
Security



A Father Provides Security

*The name of the Lord is a strong tower;
The righteous run into it and are safe!*



A Father Provides Security

- Fathers should provide security in and through:
 - Conviction/discipline
 - Values
 - Friends
 - Choices
 - Direction
 - Creating an environment of love
 - Emotional stability
 - Communication
 - Physical Safety



Fathering That Creates Fear, Shame And Guilt

Expectations based love creates fear



Fathering That Creates A NO FEAR Environment



A. The Way We sometimes Love

- I expect you to make me happy and give me security and/or significance.
- My dreams/ideals are centered around you.
- I give you the power to make me happy or miserable.
- I expect you to live up to my created idol of a husband/wife/child.
- Because I treat you well, you should become what I expect.



How God Loves

- One-sided, irrespective of return.
- No expectations or manipulation.
- He keeps on forgiving.
- Self sacrificially.
- He loves us even though we are “useless”.
- He gives and gives from the inside out.



Our Love vs God's Love

- God wants to change it to the pure love of his own heart, which is:
 - Internally (and eternally) sourced.
 - One-directionally unconditional.
 - Intentionally driven.



B. Mommy Comes First

- How we love our children's mother is the first and primary relationship our children observe.
- To love our wives well is the core of our children's security.
- Children grow up in an emotional "security complex" when they know that:
 - Dad will never leave mommy (for better or for worse, until death do us part).
 - Dad and mom will find a way to settle their conflicts.
 - Dad and mom have a total commitment to respect, comfort and support each other



The Security Of No Divorce

- *God was there as a witness when you spoke your marriage vows to your young bride...God, not you, made marriage.*
- *His Spirit inhabits even the smallest details of marriage. And what does he want from marriage? Children of God, that's what. So guard the spirit of marriage within you. Don't cheat on your spouse.*
- *I hate divorce, says the God of Israel ... You make God tired with all your talk ... by saying: "Judgment? God's too nice to judge".
(Malachi 2:14-17, The Message)*

Daddy's Home – what are you building ?



Aggressive



Agonized



Anxious



Apologetic



Arrogant



Bashful



Blissful



Bored



Cautious



Cold



Concentrating



Confident



Curious



Demure



Determined



Disappointed



Disapproving



Disbelieving



Disgusted



Distasteful



Eavesdropping



Ecstatic



Enraged



Envious



Exasperated

Daddy's Home – what are you building ?



Exhausted



Frightened



Frustrated



Grieving



Guilty



Happy



Horrorified



Hot



Hungover



Hurt



Hysterical



Idiotic



Indifferent



Innocent



Interested



Jealous



Loaded



Lonely



Lovestruck



Meditative



Mischievous



Miserable



Negative



Obstinate



Optimistic

Daddy's Home – what are you building ?



Pained



Paranoid



Perplexed



Prudish



Puzzled



Regretful



Relieved



Sad



Satisfied



Sheepish



Shocked



Smug



Surly



Surprised



Suspicious



Sympathetic



Thoughtful



Turned-On



Undecided

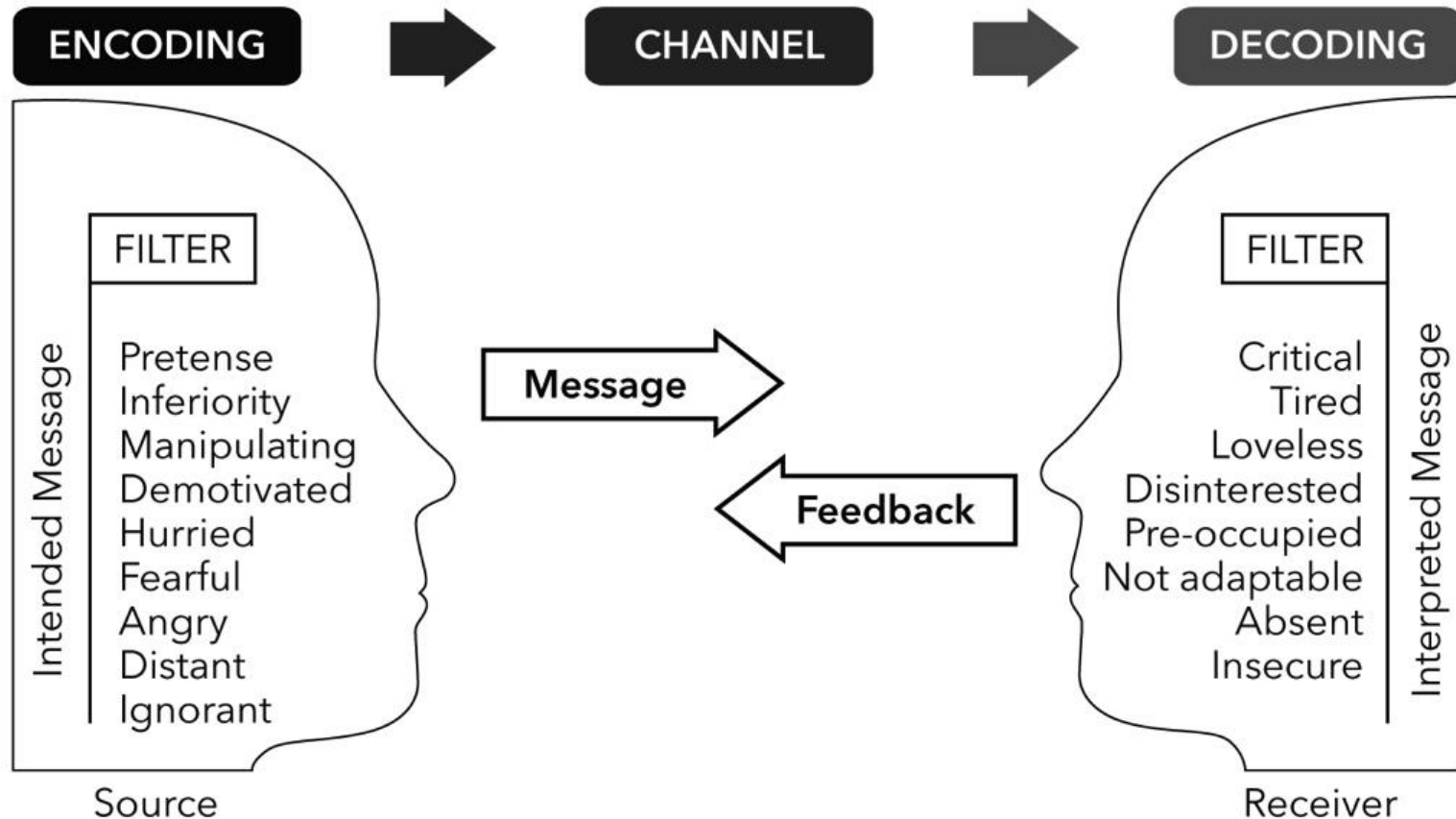


Withdrawn

Fathers Should Lead The Way In Effective Communication

Investigative Listening

The Communication Process





Degrees Of Communication

- Level 1: Chit chat
 - This is very superficial, e.g., "How are you?"
- Level 2: Facts
 - This is when you share or ask for details, for instance, "How did you do on your test?"
- Level 3: Opinion or solutions
 - This happens when you respond with your idea or suggest a solution to the issue at hand.



Degrees Of Communication

- Level 4: Feelings
 - This happens when you connect with the person on a “feelings” level by reflecting that you understand more than the facts; you understand what the situation has done to the emotions of the person.
- Level 5: Total transparency
 - This intimate communication is experienced when there is nothing hidden between two people.
- The most important thing to remember is: Stay in the room of the feeling!



Listening Skills

- The sender starts with an 'I message':
 - Not 'I think', but 'I feel' ... when ...
- The listener stays with the feeling until the sender feels understood, by ...
 - Lending an ear to the core emotion
 - Reflecting what she/he hears.
- Only then (if needed) move to solutions



Fathers Are Providers

- The idea of being accountable for others is not a concept widely believed in some individualistic cultures, but it is foundational in Kingdom culture.
- Children should grow up with the sense of security that “my father will provide for me.”



Discuss

- What should the understanding be when husband and wife share the financial responsibility?



4:00 pm :
POTENTIAL



A Father Affirms Potential



A Father Validates Potential

- Father God is the Affirmer:
 - John 14:12; 20:21
 - 2 Corinthians 5:20; 6:1
- A father needs to:
 - Realise that affirmation is vital
 - Affirm according to the need of the season.
 - Affirm each child according to his or her gifts.
 - Confirm gender identity.
 - Release his children into destiny – the rite of passage.



The Importance Of Affirmation

- Affirmation of positive behavior produces far better developmental results than the correction of negative behavior.
- Simply put, affirmation is a better educator than correction.



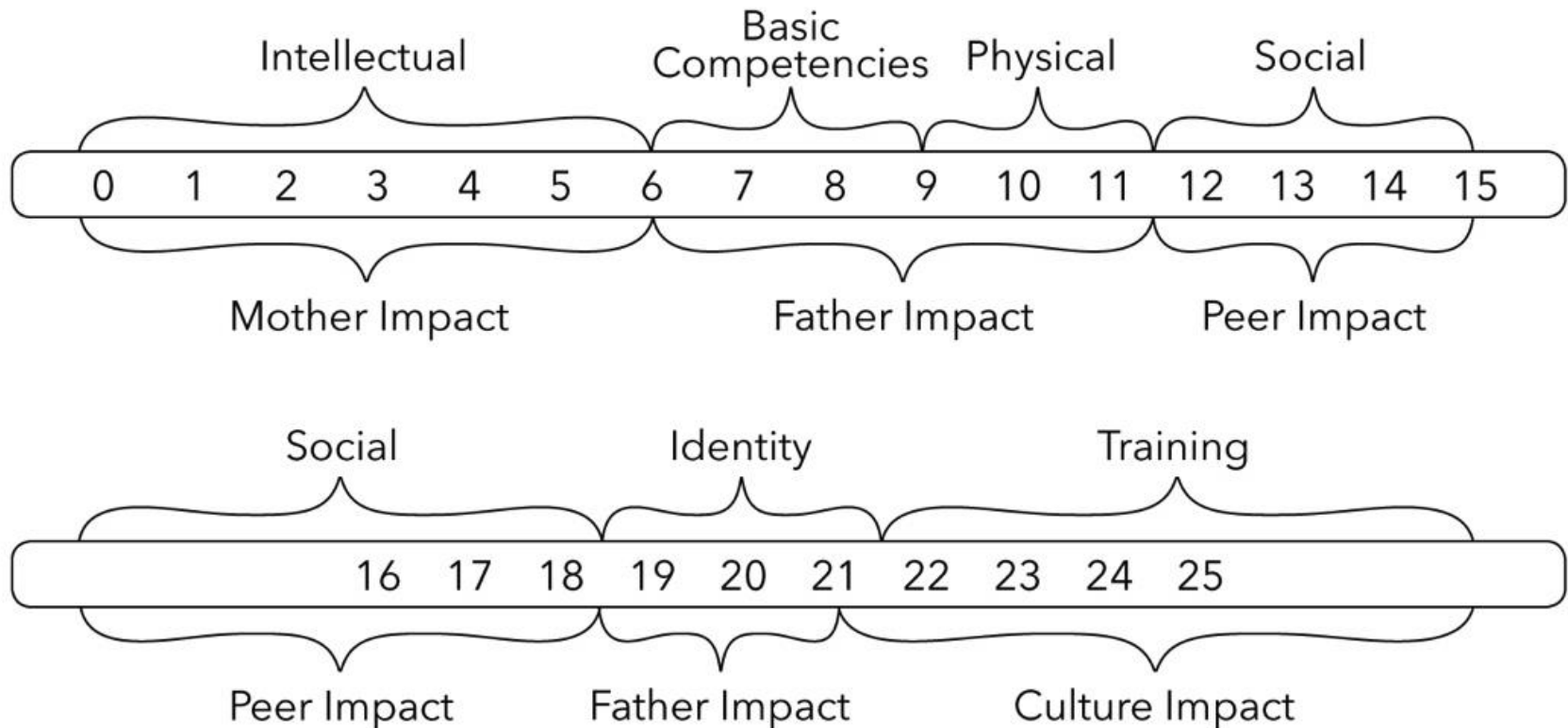
How To Affirm: One Minute Affirmation

- Praise people immediately.
- Tell people what they did right – be specific.
- Tell people how good you feel about what they did right, and how it helps the organization and the other people who work there.
- Stop for a moment of silence to let them 'feel' how good you feel.
- Encourage them to do more of the same.
- Shake hands or touch people in a way that makes it clear that you support their success in the organization.

-- Ken Blanchard, The One Minute Manager



Affirm According To The Needs Of The Season



Affirm each child according to his or her gifts, character and unique style



- Discover the gifts society generally would not affirm.
- Affirm the unique values your child carries.
- Know the social style of your child and affirm accordingly



DISC

	D	I	S	C
Characteristics	Driver	Inspirer	Supporter	Calculator
Value to others	Initiates change	Creates enthusiasm	Builds relationships	Pursues excellence
Motivated by	Results, Challenges	Recognition, Affirmation	Relationships, Team harmony	Quality, Excellence
Strengths	Gets things done	Gets people motivated	Good team player	Accurate and precise
Weaknesses	Insensitive, Impatient	Impulsive, Not detailed enough	Doesn't initiate, Sacrifices results for harmony	Too thorough and loses track of time
Would improve by	Listening	Pausing	Initiating	Deciding



Confirm Gender Identity

- Fathers should constantly confirm the uniqueness of the gender of their children:
 - Girls should be validated for their femininity and boys for their masculinity.



Restoration



Stepping from failure to restoration



Restoration

- We bond in weakness, not in strength
- STOP playing the ***blame game***
 - Justifying yourself is the opposite of moving forward in weakness.
 - If we don't own our failures, we can't correct them.
 - A wrong reaction to a transgression is just as bad.
- STOP playing the ***shame game***
 - Self-pity is destructive; it enslaves, not liberates.
 - Playing victim doesn't set us free or serve anyone.
 - To own the problem we need to step towards the solution, not towards the self-pity spa.



A United Front

1. The father and mother should be a united front in deciding on the moral environment for the children.
 - Be careful not to critique each other in front of the children.

2. Be united by the transferal and interpretation of faith.
 - The most important principle for a child to learn is the principle of obedience.
 - Mothers generally have a better pulse of their children's struggles and emotions.
 - Fathers generally have the bigger picture in better focus.



Imparting Intimacy To The Children

- Intimacy is the special connection between two people where words are not always necessary.
- The intimacy between husband and wife creates environment in which intimacy can be transmitted.
- Children thrive in an atmosphere of harmony



Imparting Intimacy To The Children

- Intimacy is enhanced by:
 1. Being connected by the eyes
 - Our eyes communication connection or disconnection
 - By watching mom's eyes, children know if mom is connected with dad
 2. By sharing wounds which unite
 - Couples bare their hearts by being transparent
 - We are attracted by strength, but bond through weakness
 - The most intimate space is the space of pain



Beyond The Borders Of My House **....This is a call to father the nation**

- We will win battles, but lose the war if we only try to address the problem of fatherlessness within our own homes.
- Our time calls for substitute fathers, mentoring families, foster care, adoption, extended families and sport coaches who will take up the responsibility of life-coaching in society.
- We need the common will to all step beyond the borders of our comfort zone and father the fatherless!



Beyond The Borders Of My House.... **...this is a call to father the nation**

*Passion is created in the tension between the crisis
and the vision*

- We have a crisis of fatherlessness; We have the vision of a Promised land by applying the fundamental responsibilities as taught in this seminar.
- Let us therefore step passionately forth into our responsibilities!



NEXT STEPS



❑ Each of you should now work with your churches/Men's leaders to run this same one-day "*Fathering Essentials*" program once per year as a refresher for Christian Men and for new Christian men

❑ Each of you should work with your churches to run annually (over two consecutive half-Saturdays), the "*MAN-A-GWAN*" fathering development program for non-Christian men in your community. Slides are available under "Ministry Resources" at:

<http://manmentoringanation.yolasite.com/>

❑ Form a local MAN Community of Fathering Practice (called MAN UNITED CLUB) made up of local Christian Men who have done this *Fathering Essentials* program PLUS Non-Christian Men who have done the *MAN-A GWAN*" fathering development program.

***** Tell us when you have formed by sending an email to mentoringanation@hotmail.com. We will send you a custom-banner, and support you otherwise !!**