

ASIA-PACIFIC NAZARENE THEOLOGICAL SEMINARY

**CHRISTLIKE LEADERSHIP TRAINING FOR JESUS CARES MINISTRY
(JCM) MEMBERS IN DUBAI**

**A Capstone Project Presented to
The Faculty of Asia-Pacific Nazarene Theological Seminary
In Partial Fulfillment of the Requirements for the Degree of Master of Divinity**

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ASIA-PACIFIC NAZARENE THEOLOGICAL SEMINARY


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ENTITLED
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 MEMBERS IN DUBAI

AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE
 MASTER OF DIVINITY



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ABSTRACT

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6. Abstract

This capstone project addresses the critical need for Christ-like leadership training within Jesus Cares Ministry (JCM) in Dubai, a ministry comprised of Filipino and African professionals. JCM faces challenges related to spiritual diversity and a lack of consistent leadership, hindering its mission to reach unbelievers and provide charitable assistance. This project proposes a leadership framework integrating biblical teachings, specifically adopting Ken Blanchard and Phil Hodges' "Lead Like Jesus" model. The

project aims to achieve several purposes: to encourage members to lead with a Christlike attitude of humility, love, and service; to foster unity within the organization; to improve JCM's work principles based on servant leadership; to equip members to connect effectively with non-believers; to provide JCM with a long-lasting leadership model; and to motivate leaders to participate actively in disaster relief efforts. Through a structured training program conducted in two annual cycles, targeting 15-20 working professionals within JCM, this project seeks to enhance member collaboration, improve outreach effectiveness, foster trust and morale, and ensure the ministry remains focused on its objectives, ultimately strengthening JCM's spiritual foundation and increasing its positive impact on the community.

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No portion of the work referred to in the capstone project has been submitted in support of an application for another degree or qualification of this or any other university or other institute of learning.


Mae R. Relato
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April 25, 2025
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DEDICATION

This capstone project is humbly dedicated to my very supportive husband, **Rodrigo P. Relato**, whose steadfast faith and enduring love guided me even as he entered eternal rest with our Lord Jesus Christ. Though his earthly journey ended mid-path, his legacy of courage and devotion remains the bedrock of my determination.

To my children, **Jerrome, Miracle May, and Jerrmay**, whose patience and encouragement carried me through trials and triumphs—your unwavering support is a living testament to the power of family.

And to my grandchildren, **Gabin, Ethan, Iggy, and Gigi**, whose boundless energy and curiosity remind me of life's simple joys—may this work inspire you to chase your dreams with unbridled passion and curiosity.

Though this chapter closes, the lessons of love, sacrifice, and hope that you all embody will forever shape my journey.

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CHAPTER I

INTRODUCTION

Definition of a leader

According to Webster's New World Dictionary, a leader is defined as "a person or thing that leads; directing, commanding, or guiding head, as of a group or activity". But what makes a good leader?

In today's changing world, leadership is not reserved for a selected few. Anyone can take on a leadership role, whether in a professional, community, or personal capacity. However, being an effective leader needs more than just a title or position. It necessitates a set of personal characteristics, talents, and actions that motivate and guide people to achieve common goals.

Background

My journey as a civil engineer began in the Philippines when I worked at the Department of Education, Culture, and Sports (DECS). It was later renamed the Department of Education (DepEd). I was part of the department's Education Project Implementation Task Force (EDPITAF), overseeing the construction of school buildings across the country. These projects were foreign-assisted, allowing us to develop educational infrastructure that greatly benefited students and communities nationwide.

In the early 1990's, I had the opportunity to visit the Middle East, specifically the United Arab Emirates, where my husband had been working for quite some time. During my stay, I met fellow Christians from my hometown, Oas, Albay. It was a heartwarming experience to reconnect with people from my roots, sharing stories and experiences despite being miles away from home. One of the people I met was Jack Zaragoza, who was working in the construction industry. As we spent more time together, we became well

acquainted. One day, I asked him if his company needed an engineer. He replied, "Let me check and I will let you know."

Shortly after, Jack returned with good news. A newly established sister company of his employer was looking for an estimator. He provided me with the office contact details and the name of the person to speak with, Jean Lelièvre, a Belgian professional overseeing the hiring process. I called Jean immediately, and we had a telephone interview. He asked about my professional experience, and from the way he sounded, it seemed like he was impressed. Right then and there, he made me an offer that I could not resist.

The very next day, I started working. Conveniently, the office was just five minutes away from where I was staying. On my first day, Jean gave me a tour of the office and introduced me to my new colleagues. He also oriented me about my duties and responsibilities. My job title was Estimator, which meant that I had to read construction plans, determine the required sizes and quantities of materials, and ensure accurate estimates for building projects.

The first project I handled was a high-rise building in Abu Dhabi. When the contractor handed me the sets of drawings, I was shocked. Doubt crept in—I found myself questioning my ability to take on this role, especially since I was in a foreign country with no familiar colleagues to turn to for guidance. To add to my apprehension, I was the only Filipino female employee in the company. After working late nights for several days, I finally completed the material estimates and released the required materials for production. They were then delivered to the construction site, which was located several hundred kilometers away.

The project was completed successfully, and when it was reviewed, the consultant had nothing but praise for my work—I had delivered it with zero error. That moment became a turning point in my career. My name quickly gained recognition in the construction industry, reaching as far as the Sultanate of Oman, the Kingdom of Saudi Arabia, Qatar, Iran, Bahrain, Kuwait, Jordan, and Egypt. With my growing reputation, my

boss, Jean started including me in high-level meetings with key stakeholders. I became more involved in major projects and industry discussions.

I had the opportunity to participate in the prestigious annual “Big 5 Show,” a global construction exhibition that brought together industry leaders. As my role in the company expanded beyond estimation, I took on greater responsibilities, including designing our first company’s exhibit for the event. With major industry players in attendance, it was crucial for our presentation to stand out. With my background in engineering and a keen eye for design, I carefully planned the exhibit to showcase our expertise and innovation in the construction field. From layout to materials, every detail was meticulously prepared to ensure we made a lasting impression. The exhibition was a huge success, attracting potential clients and industry leaders from various countries.

My contributions further solidified my position in the company, and I became even more involved in strategic planning and high-profile projects. Jean valued my work and continued to trust me with bigger responsibilities. After five years, Jean Lelièvre, was recruited by another company, however, he didn’t leave alone—he took me with him. Together, we joined the team that would establish Emirates Glass LLC, a subsidiary of Dubai Investments. We were brought in at the very conception of the project, long before the company even had its foundation. It was an exciting challenge, as we were involved in critical decisions from the ground up. We carefully selected the right equipment and machinery, ensuring they aligned with the company's vision for high-quality glass production.

Beyond the technical aspects, I played a key role in shaping the company’s operational structure. I was responsible for writing the company procedures, setting the standards that would guide Emirates Glass in its day-to-day operations. This was a defining moment in my career, as I was no longer just an estimator—I was now helping build a company from scratch. At Emirates Glass LLC, the company recognized my expertise and entrusted me with the position of Estimation Manager. This was a significant step in my career, as I now had a leadership role in handling high-profile projects.

One of the first major projects I led was the construction of the Emirates Twin Towers, a landmark development that redefined Dubai's skyline. However, this was just the beginning. My role quickly expanded, allowing me to contribute to nearly every major building in the city's skyline. Another significant project I managed was the construction of Dubai Concourse 2, a key component of the Dubai International Airport expansion, where I ensured that the glass specifications met the highest standards. Witnessing my work shape the city's landscape was both an honor and a deeply rewarding experience.

After spending eleven years at Emirates Glass LLC (EGL), a leading player in the industry, I found myself at the center of an exciting new venture. The Al Rajhi Investment Group from Saudi Arabia planned to establish a façade and glass processing company in the UAE and sought the right leadership to bring their vision to life. In a full-circle moment, Jean Lelièvre—who had left Emirates Glass LLC in 2000—and I were reunited, entrusted with building the company from the ground up. The company was named CladTech International LLC, and we found the perfect location for the factory in Ras Al Khaimah (RAK), UAE. Just as we had done before, we played a crucial role in the company's conception—carefully selecting the right machinery and equipment, planning the building structure, and setting up operations to ensure efficiency and excellence in façade and glass processing.

As part of this initiative, I was sent to Linden, Germany, to learn the software that would be used to operate the advanced machinery. This was a crucial learning experience for me, as it was essential to fully understand the technology to ensure smooth operations once the factory was up and running. Fast forward a few years, and our paths began to diverge. Jean Lelièvre decided to return to his previous company, Al Abbar Glass and Aluminium, while I made a move back to Dubai Investments. This time, I joined another division which specializes in bullet-proof glass, Lumiglass Industries. It was an exciting new chapter for me, allowing me to continue growing in the industry I love. The following year, I joined a new venture with the Royal World Glass (RWG) project—a state-of-the-art glass factory specializing in curved glass production. During the initial setup phase, I

was responsible for selecting machinery, sourcing raw materials, and establishing operational procedures. Once the factory was fully commissioned, I was entrusted with the role of Estimation and Production Planning Manager.

After three years in this role, I transitioned to **Al Habtoor Engineering**, a subsidiary of the Al Habtoor Group as a **QC/QA Engineer** for the Mafraq Hospital renovation and expansion project. This hands-on position allowed me to oversee quality control and assurance, ensuring compliance with the highest standards throughout the construction process. Upon completion, the hospital was renamed Sheikh Shakbout Medical City, marking a significant milestone in my career. This shift enabled me to leverage my technical expertise directly on-site, driving excellence in project execution.

Jesus Cares Ministry (JCM) – Description

Jesus Cares Ministry (JCM) was established in 1996 by Filipinos as a Bible study group, bringing together professionals from various fields. In 2013, the ministry expanded to include African nationals, fostering a shared space for fellowship and spiritual growth.

JCM is a welcoming and inclusive community that values both cultural and theological diversity among its Filipino and African members. Even without a permanent pastor, the ministry models servant leadership and mutual support, following Jesus' example of engaging across cultural boundaries and building unity within diversity. Leadership responsibilities are shared and rotate among members, empowering individuals to serve one another and contribute to the ministry's growth and vitality.

The mission of JCM is to reach out to unbelievers in Dubai while also providing practical and spiritual support. The ministry actively engages in charitable efforts, particularly in the Philippines, where it assists communities affected by natural disasters such as typhoons and earthquakes. This holistic approach combines spiritual encouragement through weekly prayer meetings, Bible studies, and worship services with tangible acts of service and mission support.

JCM consists of approximately 60 Filipino members and a similar number of African members. Weekly activities include prayer meetings on Tuesdays, Bible studies on Thursdays, and worship services on Fridays, with the African group holding their Friday worship at a different time. Prayer meetings are led by regular attendees, Bible studies by elders, and preaching duties rotate between Filipino and African leaders or guest speakers.

Operating as an independent ministry, JCM is not registered in the UAE due to the lack of formal affiliation with any Philippine church or organization. While this presents challenges in leadership stability and organizational structure, it also offers opportunities for organic growth and contextualized ministry tailored to the needs of its diverse community.

Looking ahead, JCM recognizes the potential benefits of leadership training and development programs to strengthen its structure and empower its members. By exploring partnerships and resources that provide counseling, leadership development, and community support, JCM aims to overcome current challenges and continue expanding its impact both locally and abroad.

Observation/Problem Statement

1. Spiritual Diversity

Some members of JCM are not born-again Christians, which can make it hard for leaders to manage the organization. This diversity often results in differing values, perspectives, and approaches. However, leaders who show humility, love, and a willingness to serve can help bring everyone together to work toward the same goals. By following Jesus' teachings, JCM can turn its diversity into a strength. This kind of leadership helps build trust and teamwork while keeping the organization focused on its main goals.

2. Organizational Challenges

Jesus Cares Ministry (JCM) faces two significant challenges:

1. **Lack of Unity Among Members:** The diverse spiritual backgrounds of JCM's members often lead to disagreements and disunity. This diversity, while enriching, complicates efforts to achieve a unified vision and approach.
2. **Need for Christlike Leadership:** JCM struggles to find leaders who consistently embody humility, kindness, and a commitment to serving others. Such leaders are essential for bridging the gaps between members with different beliefs and fostering an environment of understanding and respect. The absence of these qualities in leadership makes it difficult to establish a leadership style that effectively addresses the needs of all members.

Purpose of the Study

This project aims to develop a leadership framework integrating biblical teachings into the non-profit sector, which is the JCM. The training will adopt Ken Blanchard and Phil Hodges' 'Lead Like Jesus' model to enhance leadership practices within the non-profit sector. Moreover, the purposes are:

1. To encourage members to lead a Christ-like attitude

The goal of this project is to give JCM members leadership training like humility, love, and a -willingness to serve others. This is very important to make sure that their leadership follows biblical principles and helps the group's goal of prayer, worship, outreach, and helping others.

2. To help the organization to be united

Since not all JCM members are born-again Christians, the project tries to bring people together by teaching Christlike values of respect and understanding. This will help people work together better even if they have different spiritual beliefs.

3. To help improve JCM's work principles based on the idea of servant leadership

This will improve JCM's ability to do its charity work well by putting in place leadership training based on the principles of servant leadership. In faith-based groups, servant leadership has been shown to boost authenticity and involvement, two things that are very important for long-term success.

4. To provide trainings for JCM members on how to better connect with non-believers

The training will teach leaders how to better connect with non-believers during outreach events by acting in a way that is like Christ. This way of doing things can help their evangelism work better and bring more people to the church.

5. To provide JCM with a manual of useful ideas on how to make a long-lasting leadership

The capstone will give you useful ideas on how to make a long-lasting leadership model for JCM so that its next leaders will be able to carry out its purpose. As part of this, the group needs to encourage accountability, openness, and community support.

6. To motivate and encourage JCM leaders to participate actively in helping and giving aid to people who are victims of natural disasters in the Philippines

Christlike leadership training will motivate leaders to put service above self-interest, which will help them lead well in tough situations like helping with disaster aid in the Philippines.

By addressing these purposes, the capstone project aims to strengthen JCM's spiritual foundation, enhance its operational capacity, and ensure that its leaders embody the values of Jesus Christ in all aspects of their work.

Significance of the Study

This project proposal has four benefits.

1. It will serve to bring members together, despite their diverse backgrounds. Leaders who develop these skills improve their ability to collaborate with others and foster group harmony.
2. It will help JCM members perform better. Leaders who emulate Jesus are more effective in encouraging members to reach out to nonbelievers.
3. It will provide Christ-like leadership and foster trust and boosts morale. Leaders who prioritize others contribute to a positive environment, especially during difficult circumstances. This style of leadership also allows leaders to grow spiritually and provide better counsel to others.
4. Finally, this training will ensure that JCM remains strong and focused on its objectives over time. It will prepare leaders to efficiently manage responsibilities, allowing the ministry to prosper and assist others.

Scope and Delimitation

This project focuses on developing and implementing a Christlike leadership training program for JCM members in Dubai.

Scope

1. **Training Frequency:**

- Two training cycles annually (May and December), aligned with trainers' visits from the Philippines.

2. **Duration:**

- Each cycle spans **4 weeks** (one month).
- Training sessions held **every Friday** (4 sessions per cycle).
- **4 hours per session** (2:00 PM–6:00 PM).

3. **Participants:**

- **Target Group:** 15-20 JCM members in Dubai.
- **Demographics:** Working professionals (ages 25–60), mixed gender, 40% male, 60% Female, diverse spiritual backgrounds (born-again and non-born-again Christians).

4. **Content:**

- Biblical foundations of Christlike leadership.
- Servant leadership principles (Ken Blanchard's *Lead Like Jesus* framework).
- Practical skills for ministry, outreach, and humanitarian operations.

Limitations

1. Time Constraints:

- Members are working professionals, limiting availability to weekends.
- Training confined to **Fridays** to avoid conflicting with work schedules.

2. Cultural & Logistical Challenges:

- Budgetary restrictions for travel.
- The proposed training sessions in May & December may face limitations due to reduced participant availability, as many Overseas Filipino Workers (OFW) in Dubai typically take vacations during these months to celebrate holidays in the Philippines.

3. Spiritual Diversity:

- Not all participants are born-again Christians, requiring sensitivity in delivering biblically rooted content.

4. Sustainability:

- Dependence on external trainers from the Philippines may hinder long-term scalability. However, if this is an issue, we can also propose or introduce a hybrid approach on the later stage (on the next 2nd or 3rd training schedule).

CHAPTER 2

REVIEW OF RELATED LITERATURE

In planning the training for JCM members in Dubai, I read books and other articles that talk about leadership trainings. Some of these are below.

Books and Other Related Literature Read

In his book *Lead Like Jesus*, Ken Blanchard emphasizes that Christlike leaders must follow the example of Christ, embodying selflessness and prioritizing the needs of their followers (Mark 10:45; Philippians 2:3). Effective Christian leaders inspire others by modeling Christlike values, such as love, compassion, and integrity, which are critical for guiding faith-based organizations toward fulfilling their mission.¹

In Adeola Opeyemi Faniyi's article entitled "Exploring the Behavioral Exhibition of Servant-Leadership Toward Developing a Heart of Service in the Contemporary Church," servant leadership is defined as a style that stresses being humble, not caring about yourself, and putting others before yourself. This method is based on the selfless actions of Jesus Christ and works really well in a church setting. This style is used by church leaders to build a community where people help each other, serve, and are kind. This makes people's faith stronger and brings church members closer together.²

Open conversation is encouraged by servant leadership, which helps settle disagreements peacefully. Leaders with this style make sure that everyone feels like they are important and heard. They help people feel like they fit by making sure everyone is welcome and important. This method also motivates church members to get involved in activities and help each other.³

¹ Ken Blanchard and Phil Hodges, *Lead Like Jesus: Lessons from the Greatest Leadership Role Model of All Time* (Nashville: Thomas Nelson, 2008), 39-153.

² Adeola Opeyemi Faniyi, "Exploring the Behavioral Exhibition of Servant-Leadership Toward Developing a Heart of Service in the Contemporary Church," *Journal of Contemporary Ministry*, 20-25.

³ Faniyi, "Exploring the Behavioral Exhibition,".

Church leaders help people grow spiritually by being humble and selfless in their leadership. Their actions show others how to follow the rules in the Bible in their daily lives. This makes people want to grow in their faith and work together to reach shared goals. In general, servant leadership helps make the church a strong, peaceful place where everyone feels like they belong.⁴

This article has significantly enhanced my comprehension of how to foster a supportive community in my capstone project. This approach, which prioritizes others' needs over personal interests, can be instrumental in creating an environment where individuals collaborate, serve, and grow together, ultimately strengthening their faith and bonds within the community. I believe by applying these principles, I can develop strategies that promote unity and service, aligning with the goals of my project.

Myles Munroe's book *The Spirit of Leadership* explains how everyone has the ability to be a leader. To become a true leader, you need to discover who you are and understand your unique talents and purpose. Leadership is not something only special people can do—it's inside everyone, but it must be developed through self-awareness and confidence. By believing in yourself and working on your natural skills, you can grow into the leader you were meant to be. This self-discovery is essential because it enables individuals to recognize their unique role in problem solving and realizing their mission. True leadership is purpose-driven, concentrating on addressing challenges for which one was born rather than pursuing power or control. Leaders are motivated by conviction, vision, and a desire to serve others. Myles Munroe believes that good leaders focus on helping others grow. Instead of controlling people, true leaders inspire and empower them to succeed. Leadership means having a clear purpose and vision while encouraging others to reach their goals. Munroe says real leadership is about creating more leaders, not just followers. Great leaders help others see their own potential and build a community where leadership grows. They also challenge old ways of thinking, encourage new ideas, and push for positive changes in society. To make progress, leaders need to be brave and willing to question the rules. Munroe also points out that tough times often

⁴ Faniyi, "Exploring the Behavioral Exhibition,".

reveal true leaders because challenges bring out hidden strengths. Many famous leaders in history became great because they overcame hardships. Lastly, Munroe emphasizes that good leaders should live by values like honesty, kindness, and love for humanity. These qualities make leadership meaningful and impactful. They lead authentically, avoiding dishonesty or self-serving reasons. In summary, Munroe's ideology emphasizes that leadership is not about titles or positions, but about identifying one's unique purpose and using it to serve others while inspiring social change. He describes it this way: "Leadership is the capacity to influence others through inspiration, generated by a passion, motivated by a vision, brought by a conviction, produced by a purpose." True leaders seek conviction—something worth dying for—rather than acceptance. And great leadership must result in transformation, which translates into social progress.⁵

According to Frank Damazio, *Life-Changing Leadership: Identifying and Developing Your Team's Full Potential*, a leader emerges when driven by a specific goal, typically guided by supernatural inspiration. Without this purpose, there would be no internal motivation to lead. Mission-driven individuals develop as leaders, using a servant-leadership approach that prioritizes people and purpose over personal interests. The leader then creates an appealing vision for the aim, depicting its eventual manifestation and persuading others to participate. This vision serves not only as a personal aspiration, but also as a communal goal that is consistent with the mission's objectives. The leader displays good leadership by providing individuals with the tools and authority they need to complete tasks, as well as by establishing teams that maximize resource usage to achieve success. The focus remains on sincerely serving the cause and the individuals involved. Servant leadership involves humility, collaboration, and the desire to empower others. It emphasizes the importance of dedicated service to the objective and those who help achieve it, fostering a culture of mutual support and a shared sense of purpose. Jesus teaches that greatness is not about seeking power or glory but about serving others selflessly. He emphasizes that wanting to be great is not

⁵ Myles Munroe, *The Spirit of Leadership: Cultivating the Attributes That Influence Human Action* (New Kensington, PA: Whitaker House, 2005), 52.

inherently wrong; rather, it's the motive behind the desire that matters. The desire to be great should stem from a heart that genuinely wants to serve and love others as Jesus did. This servant-hearted approach to leadership involves putting the needs of others first and being willing to make sacrifices for their benefit, just as Jesus did by giving his life for many. The key is not to seek personal gain or recognition but to serve with humility and love, inspired by Jesus' example of coming to serve rather than to be served.⁶

According to Ken Blanchard & Renee Broadwell, Servant leadership prioritizes helping others over self-interest. It involves creating goals and helping team members achieve them. Care, listening, and a willingness to help others define this approach. Strong servant leaders have a clear vision and seek long-term relationships and results.⁷

Care and empathy are key to servant leadership. The leader try to understand their workers' needs. They listen well and consider everyone's opinion. This helps people communicate and make multi-perspective decisions. Additionally, servant leaders care about their teams' professional and emotional growth. They spend time and money improving team members' talents, making them stronger and more motivated.⁸

Servant leadership creates a collaborative, appreciated, and empowered workplace. Everyone collaborates to attain goals. Empowering team members to make decisions boosts creativity and innovation. Servant leaders build long-term team, stakeholder, and community partnerships. This boosts workplace cohesion and efficiency. This strategy promotes respect, teamwork, and progress for the firm and its employees.⁹

Jon Gordon's *"The Power of Positive Leadership"* helps leaders build character by sticking to their ideals even when others disagree. Resilient leaders stay focused on their goals despite criticism and see failures as learning opportunities. Leaders motivate their teams by encouraging them to achieve their goals. Success requires trusting others and

⁶ Frank Damazio, *Life-Changing Leadership: Identifying and Developing Your Team's Full Potential* (Grand Rapids, MI: Baker Publishing Group, 2013), 125.

⁷ Ken Blanchard and Renee Broadwell, *Servant Leadership in Action: How You Can Achieve Great Relationships and Results* (Oakland: Berrett-Koehler Publishers, 2018), 7-13.

⁸ Blanchard and Broadwell, *Servant Leadership in Action*.

⁹ Blanchard and Broadwell, *Servant Leadership in Action*.

believing in their skills. Motivating teammates to do their best boosts confidence and success. Genuinely caring about the team's satisfaction builds trust and loyalty. Leading with optimism rather than fear inspires hope and resilience, pushing others to succeed.¹⁰

Robert Bradford's "*Simplified Strategic Planning*" helps businesses establish effective strategies without complexity. Process simplifies enterprise strategy planning. The book emphasizes market trends, competitiveness, and internal strengths, weaknesses, and talents. Thus, organizations, competitive methods, and future assumptions must be carefully assessed. Clear mission, goals, and leadership team unity are needed. It creates goal-oriented action plans, budgets, and timelines. A basic, action-oriented approach helps busy managers build a strategic plan quickly. Strategic planning helps churches significantly. First, churches can assess community needs and trends to improve service. External evaluation teaches them to contribute. Churches can evaluate resources and outreach internally. We must evaluate ourselves to improve. A biblical foundation guides church mission statements. It guides outreach, discipleship, and community involvement. Church leaders must support these ideals to succeed. Leadership dedication unites everyone toward the same aims. Volunteers and staff can help churches build goal-oriented plans. Church strategic plans can guide community goals by reviewing results and progress. This improves gospel and church ministry.¹¹

Stephen Brookfield defines critical thinking as using authentic skills to solve issues, make wise decisions, and create new ideas. It involves questioning work concepts. Leaders should encourage critical thinking by encouraging questions, experimentation, and learning from mistakes. Scenario preparation, discussion, and introspection improve employee effectiveness. Employees' critical thinking and job dedication improve when they solve problems and make decisions. Critical workplace thinking improves society's

¹⁰ Jon Gordon, *The Power of Positive Leadership* (Hoboken, NJ: John Wiley & Sons, 2017).

¹¹ Robert Bradford, J. Peter Duncan, and Brian Tarcy, *Simplified Strategic Planning: A No-Nonsense Guide for Busy People Who Want Results Fast!* (Worcester, MA: Chandler House Press, 2000), 3-86.

intelligence and involvement. Critical thinking and learning in the workplace can boost engagement and appreciation regularly.¹²

In "The 7 Habits of Highly Effective People," Stephen R. Covey goes into great detail about how to be successful in work and in your personal life. The book has seven ways to help people go from depending on others to being independent and then to depending on each other. "Be Proactive," the first habit, tells you to take care of your life and focus on the things you can change. This way, you can carefully respond to things immediately. For the second habit, "Begin with the End in Mind," you need to write down your purpose and set personal goals to help you stay on track. It makes you think about what will happen in the future and how you can plan your day. The third habit is to "Put First Things First," which means to take good care of your time and set goals. Based on your goal statement, this will help you keep your mind on what's important. As the fourth practice says, "Think Win-Win," people try to see relationships and working together as good for everyone. Everyone is thought to be successful enough, and ways that work with each other instead of against each other are pushed. The sixth habit, "Seek First to Understand, Then to Be Understood," is all about relating to others when you talk and listen. To understand someone, you need to know them first. To make friends, you need to know how to solve problems. The sixth habit, "synergize," tells people to work together and see that the whole is greater than the sum of its parts. It means giving different ideas and efforts value so that better outcomes can be reached. "Sharpen the Saw," the seventh exercise, is all about continuing to grow and change. You should take care and improve your physical, mental, social/emotional, and spiritual health, if you want to be effective in the long run. In both their personal and work lives, these things can help people do better.¹³

According to the article, "***Servant Leadership and Career Commitment: The Mediating Role of Organizational-Based Self-Esteem***," servant leadership is a leadership style that fosters a supportive and empowering work environment, fostering

¹² Stephen D. Brookfield, *Developing Critical Thinkers: Challenging Adults to Explore Alternative Ways of Thinking and Acting* (San Francisco: Jossey-Bass, 1987), 135-161.

¹³ Stephen R. Covey, *The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change*, 25th anniversary ed. (New York: Simon & Schuster, 2013), 71-319.

career commitment. This approach fosters a sense of purpose and alignment with the company's goals, thereby increasing employees' organizational-based self-esteem (OBSE). This research highlights the significant role of servant leadership in enhancing OBSE, thereby boosting employee engagement and dedication. By providing necessary tools, building trust, and creating a community that values people, organizations can enhance job performance and contribute to a more positive work environment.¹⁴

Theoretical Framework

This project proposal will use the idea of Ken Blanchard's "*Lead Like Jesus*" in training the members of JCM.

The book, "*Lead Like Jesus*" authored by Ken Blanchard talks about the alignment of four key domains: **heart, head, hands and habits**. This conceptual structure focuses on a leader's inner character (heart), strategic thinking (head), actions (hands), and consistent practices (habits). It emphasizes the importance of leading with integrity, wisdom, and service.

Ken Blanchard's leadership model, as outlined in "*Lead Like Jesus*," emphasizes the alignment of four key domains: **heart, head, hands, and habits**. This framework provides a comprehensive approach to leadership, integrating spiritual principles with practical leadership strategies.

¹⁴ M. M. Elsaied, "Servant Leadership and Career Commitment: The Mediating Role of Organizational-Based Self-Esteem," *Health Services Management Research* 34, no. 2 (2021): 75–84, doi: 10.3233/HSM-211230.

The Four Domains of Leadership by Ken Blanchard

1. Heart: Inner Character

Incorporating the principles from "The Power of Positive Leadership" by Jon Gordon can profoundly shape a leader with good character. Keeping things right and trusting the process emphasizes consistency and integrity, even when faced with skepticism. Ignoring critics and doing the work shows resilience and commitment to goals, allowing leaders to maintain focus despite adversity. Embracing failure transforms setbacks into opportunities for growth and innovation, fostering a culture of experimentation. Inspiring others to live their purpose empowers team members, creating a ripple effect of motivation and engagement. Believing in others more than yourself demonstrates trust and confidence, unlocking potential and leading to remarkable achievements. Being an encourager boosts morale and motivates individuals to strive for excellence. Love as the greatest leadership principle involves caring deeply about team well-being, fostering loyalty and trust. Finally, leading with faith instead of fear inspires optimism and confidence, creating a culture of hope and resilience. These principles promote a culture of positivity, growth, and mutual support, empowering teams to contribute their best.¹⁵

2. Head: Strategies and Methods

"Simplified Strategic Planning" by Robert Bradford offers a practical approach to strategic planning, making it accessible for organizations to develop effective plans without getting entangled in complex processes. The book emphasizes gathering data on both the external environment, such as market trends and competition, and the internal situation, including strengths, weaknesses, and capabilities. It then involves examining assumptions about future developments and conducting a strategic assessment of market segments and competitive strategies. The framework includes setting a clear mission statement, defining goals and objectives, and ensuring commitment from the leadership

¹⁵ Gordon, *The Power of Positive Leadership*.

team. Action plans, budgets, and schedules are developed to translate these objectives into tangible results. The approach is designed to be practical and results-oriented, providing tools for busy managers to create a strategic plan quickly and effectively.¹⁶

In a church context, this strategic planning framework can be highly beneficial. For instance, churches can apply the external analysis by understanding the community's needs and trends, while the internal analysis can help identify the church's strengths and weaknesses in terms of resources and outreach capabilities. By setting a clear mission statement aligned with biblical principles, churches can define specific goals for outreach, discipleship, and community service. The commitment from church leaders is crucial in ensuring that these goals are supported and implemented effectively. Additionally, churches can use practical tools like brainstorming sessions with volunteers and staff to develop action plans that align with their mission. By focusing on results and regularly assessing progress, churches can ensure that their strategic plans are not just documents but living guides that help them fulfill their purpose in the community. This approach can help churches become more effective in their mission to serve and spread the Gospel.

3. **Hands: Leadership Actions**

According to Stephen Brookfield, critical thinking is about applying practical skills to solve problems, make good decisions, and come up with new ideas. It involves questioning the assumptions that guide how things are done at work and challenging them when necessary. To encourage critical thinking, leaders can create an environment where employees feel comfortable asking questions, trying new things, and learning from mistakes. They can use activities like scenario planning, debates, and reflection exercises to help employees develop these skills. Engaging employees in problem-solving and decision-making also helps them feel more invested in their work and improves their critical thinking abilities. Additionally, fostering critical thinking in the workplace contributes to a more informed and engaged community, which is beneficial for society

¹⁶ Robert Bradford, J. Peter Duncan, and Brian Tarcy, *Simplified Strategic Planning: A No-Nonsense Guide for Busy People Who Want Results Fast!* (Worcester, MA: Chandler House Press, 2000), 3-86.

as a whole. By making the workplace a place for learning and thinking, organizations can create a dynamic environment where critical thinking is valued every day.¹⁷

4. **Habits: Consistent Practices**

"The 7 Habits of Highly Effective People" by Stephen R. Covey provides a comprehensive framework for personal and professional effectiveness. The book is structured around seven habits that guide individuals from dependence to independence and finally to interdependence. The first habit, Be Proactive, emphasizes taking responsibility for your life and choices, focusing on your circle of influence rather than your circle of concern. This proactive approach helps individuals respond thoughtfully to situations rather than reacting impulsively. The second habit, Begin with the End in Mind, involves setting personal goals and creating a mission statement to guide your actions. It encourages you to envision your future and align your daily activities with your long-term vision. The third habit, Put First Things First, is about effective time management and prioritization, ensuring that you focus on what is truly important based on your personal mission statement. The fourth habit, Think Win-Win, promotes a mindset where everyone benefits from interactions and collaborations. It assumes that there is enough success to go around and encourages cooperative rather than confrontational approaches. The fifth habit, Seek First to Understand, Then to Be Understood, emphasizes empathetic listening and communication. It involves understanding others before seeking to be understood, fostering positive relationships and effective problem-solving. The sixth habit, Synergize, encourages collaboration and teamwork, recognizing that the whole is greater than the sum of its parts. It involves valuing diverse perspectives and contributions to achieve better outcomes. Finally, the seventh habit, Sharpen the Saw, focuses on self-renewal and continuous improvement. It involves maintaining and enhancing your physical, mental, social/emotional, and spiritual well-being to sustain effectiveness over time. These habits collectively help individuals

¹⁷ Stephen D. Brookfield, *Developing Critical Thinkers: Challenging Adults to Explore Alternative Ways of Thinking and Acting* (San Francisco: Jossey-Bass, 1987), 135-161.

become more effective in both personal and professional contexts by developing a principle-centered approach to life.¹⁸

¹⁸ Stephen R. Covey, *The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change*, 25th anniversary ed. (New York: Simon & Schuster, 2013), 71-319.

Chapter 3

Methodology

Background

This proposal stems from my 30 years of firsthand observation within JCM, where I have identified systemic gaps in leadership development and spiritual alignment. While formal interviews or case studies were not conducted during this proposal's preparation, my extensive organizational experience underscores the urgent need for structured interventions.

Moreover, this project proposal is based on qualitative research since it will explore subjective experiences and meanings through non-numerical data like interviews, trainings and observations. It is based purely on observation since I worked with the organization for thirty years. Hence formal interviews or case studies has not been conducted during the preparation of the project proposal. I am motivated to do this project since I believe there is a need to resolve this issue.

Upon completion of the project proposal, I intend to write to the leaders on my intentions to conduct leadership trainings and at the same time conducting Bible studies that relates to my training sessions. Thereby having comprehensive training at JCM members.

Rationale for Leadership Training and Spiritual Integration

This initiative aims to strengthen church leadership by combining managerial training (e.g., conflict resolution, financial stewardship) with spiritual integration (Bible studies, servant leadership). The goal is to equip leaders with practical skills for efficient operations and biblical principles to foster ethical decision-making, humility, and unity. By merging these two pillars, the church ensures leaders serve holistically, balancing administrative tasks with spiritual growth, aligning with its mission and values.

The proposal combines leadership training (workshops on conflict resolution, communication, and planning) with Bible studies (servant leadership, integrity) to help JCM members lead effectively and spiritually. This ensures leaders can manage tasks, resolve disagreements, and make ethical decisions while staying true to the church's values. The goal is to create a balanced framework that strengthens both practical skills and faith, fostering a united, mission-driven community.

Participant Selection

The leadership training program will focus on 15–20 mature members (Cycle 1) who have shown strong commitment to JCM. These individuals will be chosen based on two key qualities: long-term dedication and willingness to learn. First, they must have served the church for many years, demonstrating maturity in their faith and service. Second, they must be ready to give time for training sessions, even with busy work schedules, because they believe in growing as leaders. The goal is to choose members who are not only experienced but also eager to learn practical leadership skills and deepen their spiritual growth through Bible studies. This way, the training will benefit both the church and the participants.

Ethical considerations

Training materials will be distributed exclusively to registered participants, with a written agreement requiring them to use resources solely for personal learning during the program. To comply with UAE's cultural and legal frameworks, participants will sign a confidentiality pledge confirming they will not reproduce, share, or distribute materials outside the training group. This ensures alignment with local norms while fostering a safe, ethical learning environment.

Expected Outcome

The project will equip JCM members with leadership skills (conflict resolution, strategic planning) and spiritual principles (servant leadership, integrity) through trainings and Bible studies. By aligning leadership training with ethical values, it will foster sustainable growth, compliance with UAE's cultural norms (via material distribution agreements), and leaders who balance efficiency with humility, reinforcing JCM's mission and unity.

Training Program Overview

This program will provide twice-yearly leadership training (May and December) for 15–20 JCM members in Dubai, as outlined in **Table 1**, to help them lead effectively in their church roles. Each session runs 4 weeks, with weekly Friday meetings (4 hours each, 2:00–6:00 PM). Participants—a mixed group of men and women aged **25–60** from various professions—will learn practical skills for guiding their congregation, serving their community, and working together. The goal is to build strong, collaborative leaders through structured training.

Table 1: Training Schedule & Participants

Component	Details
Number of Trainings	Twice a year (May & December)
Duration per Cycle	4 weeks (1 month)
Session Frequency	Every Friday (4 sessions/month)
Hours per session	4 hours (2:00 – 6:00PM)
Participants	15-20 JCM member in Dubai
Gender	Mixed (estimated 60% female, 40% male)
Age Range	25-60 years
Occupations	Professionals (healthcare workers, accountants, engineers, teachers, administrators, sale & marketing staff, entrepreneurs)

Table 2: Expenses Incurred

Expense Category	Cost Estimate (USD)	Frequency
Airfare (Manila–Dubai)	\$700 rate/trainer (round-trip)	Twice year (May & December)
Accommodation	\$135 per trainer	Per month
Food (Dubai)	\$275 per trainer	Per month
Visit Visa	\$190 Per trainer	3 months (standard)
Training Materials	\$10/participant (workbooks, stationeries, pens)	40 Target participants
Total Cost	\$ 3,000	

Table 2 outlines the estimated expenses for a leadership training program in Dubai, totaling \$3,000. Key costs include airfare (\$700 per trainer, twice yearly), accommodation (\$135/month per trainer), food (\$275/month per trainer), visit visas (\$190 per application & valid for 3 months), and training materials (\$10 per participant for 40 attendees). These expenses are structured to support trainers and participants during the program's execution.

Table 3: Comparison of Expenses

Expense Category	1 Cycle (USD)	2 Cycles/Year (USD)	2 Cycles/3 Months (USD)
Air Ticket	\$700/trainer	\$700/trainer x 2 = \$1,400	\$700/trainer
Visa	\$190/trainer	\$190/trainer x 2 = \$380	\$190/trainer
Accommodation	\$135/trainer	\$135/trainer x 2 = \$270	\$135/trainer x 3 = \$405
Food	\$275/trainer	\$275/trainer x 2 = \$550	\$275/trainer x 3 = \$825
Training Materials	\$200/cycle	\$200/cycle x 2 = \$400	\$200/cycle x 2 = \$400
Total Cost	\$1,500	\$3,000	\$2,520

This table compares expense projections for leadership training cycles, structured by frequency: 1 cycle, 2 cycles/year, and 2 cycles. Costs include airfare, visas, accommodation, food, and training materials, with totals ranging from \$1,500 (1 cycle) to \$3,000 (2 cycles/year). The breakdown highlights how expenses scale with program frequency, emphasizing recurring costs like accommodation and food, which increase proportionally with duration.

Cost Scenarios

Expenses vary by cycle frequency: **1 Cycle** covers costs for a single training session. **2 Cycles/Year** doubles expenses (e.g., air tickets, visas) for May and December sessions. **2 Cycles within 3 Months** charges air tickets/visas once but incurs accommodation/food costs for a three-month stay, with cycles spaced two weeks apart.

Exchange rate:

1 USD = AED 3.68 = Peso 57 (Approx. depending on the current exchange rate)

Assumptions

Participants commit to attending all sessions. Venues (e.g., local churches or community centers) are provided free of charge. Trainers volunteer their time, with costs limited to travel, lodging, and materials.

Risks

The initiative faces risks related to trainer availability (e.g., scheduling conflicts, visa approval delays) and participant attrition due to competing work demands, which could disrupt training continuity and impact outcomes.

This structured training plan balances JCM's operational constraints with its mission to cultivate Christlike leadership. While limited by budget and time, the program's focus on servant leadership, biblical principles, and practical ministry skills aligns with research on effective church leadership development. By prioritizing collaboration and cultural adaptability, the project aims to strengthen JCM's capacity to serve both its members and beneficiaries in the Philippines.

CHAPTER 4

IMPLEMENTING CHRIST-LIKE LEADERSHIP TRAINING IN JCM

This letter proposes a Christ-like leadership training program for Jesus Cares Ministry (JCM). It is designed to enhance leadership skills, foster collaboration, and align practices with biblical principles. The program will run in 2026 with two four-week training periods (May and December), each featuring weekly sessions on topics like servant leadership, conflict resolution and biblical foundations. Its goal is to strengthen JCM's leadership capacity, promote spiritual growth, and reflect Christ-centered values in community service. The letter seeks approval to finalize dates and preparations, emphasizing the program's potential to improve decision-making and church growth.

Applying Ken Blanchard's Principles

To improve leadership within JCM, Ken Blanchard's *Lead Like Jesus* paradigm provides practical answers. This paradigm focuses on four important domains:

1. Heart: Aligning motivations with Christ-centered ideals.
2. Head: Creating a clear vision based on service.
3. Hands: Demonstrating servant leadership via action.
4. Habits: Practice spiritual practices like prayer and reflection.

Integrating these principles into leadership training for JCM members helps align behaviors with biblical teachings and fosters a culture of trust and collaboration.

Methodology for Christlike Leadership Training Project

The methodology for this project involves a structured approach to designing, implementing, and evaluating a Christlike leadership training program for JCM members. This methodology is grounded in a combination of theoretical frameworks, practical skills development, and participatory engagement.

Training Design and Delivery

1. Curriculum Development:

- **Biblical Foundations:** Include teachings on Christlike leadership principles from the Bible (e.g., Matthew 20:26-28, Philippians 2:3-4).
- **Servant Leadership:** Integrate Ken Blanchard's *Lead Like Jesus* framework focusing on the heart, head, hands, and habits.
- **Practical Skills:** Cover topics such as effective communication, conflict resolution, and team collaboration.

Sample Curriculum for Christlike Leadership Training

Introduction

This curriculum is designed to equip JCM members with Christlike leadership skills, focusing on biblical principles and practical applications. The training will be conducted over four weeks, with sessions held every Friday.

Week 1: Foundations of Christlike Leadership

1. Biblical Foundations:

- Study key scriptures on leadership (e.g., Matthew 20:26-28, Philippians 2:3-4).
- Discuss the importance of humility and service in leadership.

2. Servant Leadership Principles:

- Introduce Ken Blanchard's *Lead Like Jesus* framework (heart, head, hands, habits).
- Explore how these principles apply to real-world leadership scenarios.

3. Group Activity:

- Participants will reflect on their current leadership styles and identify areas for improvement.

Week 2: Effective Communication and Team Collaboration

1. **Communication Skills:**

- Teach effective communication strategies for leaders (active listening, clarity).
- Discuss the role of empathy in building strong team relationships.

2. **Team Collaboration:**

- Explore strategies for fostering a collaborative environment (trust-building, conflict resolution).
- Introduce tools for effective team management (e.g., delegation, feedback).

3. **Case Study:**

- Analyze a case study of successful team collaboration in a faith-based organization.

Week 3: Visionary Leadership and Strategic Planning

1. **Visionary Leadership:**

- Discuss the importance of having a clear vision for organizational success.
- Explore biblical examples of visionary leaders (e.g., Nehemiah).

2. **Strategic Planning:**

- Introduce tools (SWOT-Strengths, Weaknesses, Opportunities, Threats) for strategic planning.
- Guide participants in developing a strategic plan for their ministry or project.

3. **Group Exercise:**

- Participants will work in groups to develop a strategic plan for a hypothetical project.

Week 4: Mentoring and Sustainability

1. **Mentorship:**

- Discuss the role of mentorship in leadership development.
- Pair participants with experienced leaders for one-on-one mentorship.

2. **Sustainability and Legacy:**

- Explore strategies for sustaining leadership impact over time.
- Discuss how leaders can build a lasting legacy in their organizations.

3. **Final Reflection:**

- Participants will reflect on their learning journey and set goals for continued growth.

Assessment and Evaluation (practical)

- **Pre- and Post-Training Surveys:** To measure changes in leadership competencies and spiritual alignment.
- **Focus Groups:** To gather qualitative feedback on the effectiveness of the training content and delivery.

This curriculum provides a structured approach to developing Christlike leadership skills among JCM members, emphasizing both theoretical foundations and practical applications.

2. **Training Sessions:**

- **Frequency:** Conduct training sessions every Friday for four weeks during each cycle (May and December).
- **Duration:** Each session will last four hours (2:00 PM–6:00 PM).
- **Venue:** Utilize local churches or community centers in Dubai.

3. **Facilitators:**

- **Trainers:** Invite experienced Christian leaders from the Philippines to facilitate the training sessions.
- **Mentorship:** Pair participants with experienced leaders for one-on-one mentorship during and after the training.

Evaluation Plan

The assessment process begins with pre-training surveys to gauge participants' baseline leadership skills and spiritual alignment. Post-training, surveys measure changes in competencies, while focus groups gather qualitative feedback on content and delivery effectiveness. Finally, follow-up interviews conducted one to three months later evaluate long-term impact and sustainability, ensuring the training's lasting influence on participants' growth and ministry roles.

1. Pre-Training Assessment:

- **Surveys:** Administer surveys to participants before the training to assess their current leadership skills and spiritual alignment.

2. Post-Training Evaluation:

- **Surveys:** Conduct surveys after the training to measure changes in leadership competencies and spiritual alignment.
- **Focus Groups:** Hold focus groups to gather qualitative feedback on the effectiveness of the training content and delivery.

3. Follow-Up Evaluation:

- **Interviews:** Conduct follow-up interviews with participants three months after the training to assess long-term impact and sustainability.

The project will unfold in three phases: Phase 1 (Preparation) involves assessing needs and designing the curriculum from January to April 2026. Phase 2 (Implementation) includes conducting training workshops in May 2026 (Cycle 1) and December 2026 (Cycle 2). Finally, Phase 3 (Evaluation) evaluates results and provides feedback for Cycle 1 from June to August 2026 and for Cycle 2 from January to March 2027, ensuring continuous improvement.

Table 4: **Implementation Timeline**

Phase	Activity	Timeline
Phase 1: Preparation	Needs assessment & curriculum design	January-April 2026
Phase 2: Implementation	Conduct leadership training	May (Cycle 1) & December (Cycle 2) 2026
Phase 3: Evaluation	Analyze results & provide feedback	June-Aug 2026 (Cycle 1) & January-Mar 2027 (Cycle 2)

Resources Needed

The initiative requires experienced Christian leaders from the Philippines to facilitate training sessions, ensuring alignment with JCM’s spiritual and leadership goals. Materials include Bible study guides, leadership books, and multimedia tools (e.g., videos, digital platforms) to engage participants. Venues will be hosted at local churches or community centers in the UAE, leveraging free or low-cost spaces to reduce costs. Funding covers travel, accommodation for facilitators, and materials, with a detailed budget to ensure transparency and feasibility.

Ethical Considerations

Participants must provide informed consent, clearly understanding the project’s purpose, scope, and expectations. Confidentiality will be strictly maintained, ensuring all feedback, survey responses, and discussions remain private. Cultural sensitivity is paramount in the UAE context, requiring adaptability in training content to respect Islamic norms and local regulations (e.g., material distribution guidelines). This ensures alignment with UAE’s ethical and legal frameworks while fostering trust and inclusivity.

CHAPTER 5

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Jesus Cares Ministry (JCM) in Dubai will empower its leaders to serve others with Christ-like humility and love, modeling Jesus' example of sacrificial service. By fostering a culture of servant leadership, JCM will unite its diverse members—Filipino, African, and others—in a shared mission to glorify God through acts of kindness, compassion, and selfless care for others, rooted in biblical teachings like Jesus' call to “serve others” (Matthew 20:26–28). Leaders will prioritize others' needs, lead with integrity, and reflect God's love in their actions—whether through community outreach, mentorship, or daily interactions—embodying humility by “washing others' feet” metaphorically, bridging cultural and spiritual differences through shared values, and leading not for power but to empower others, as Jesus did when He gave His life for others. By equipping leaders to serve with humility and love, JCM will build a ministry where every action points to Christ's grace, fostering a community that glorifies God and serves others with compassion.

The ministry started with Filipino professionals and later welcomed African members, but their different backgrounds sometimes cause misunderstandings. To resolve this challenge, JCM needs a leadership training program to unite everyone and teach leaders to serve others in ways that honor God.

The training will happen twice a year (May and December 2026), with weekly Friday sessions over four weeks. It is designed for 15–20 JCM members aged 25–60 who work and want to lead better. Lessons will focus on servant leadership (putting others first), Bible teachings (how to lead with God's principles), teamwork (working together smoothly), and reaching outsiders (sharing God's love with people outside the church).

To ensure the training aligns with God's purpose for Jesus Cares Ministry (JCM), an assessment will be done first to seek leaders' input to discern their greatest learning needs, trusting in the guidance of the Holy Spirit. Tailored courses will then be crafted, rooted in Scripture and JCM's unique mission, to equip leaders with the humility, love,

and with a servant-heart modeled by Christ. Interactive sessions—including group activities, prayerful discussions, and reflections on biblical principles—will foster engagement and deepen understanding, as participants grow in their ability to lead with integrity and compassion. Post-training evaluations will follow, inviting participants of the training to share feedback and insights, allowing JCM to refine its approach and ensure the training bears fruit in service to others.

Jesus Cares Ministry (JCM) in Dubai will uphold UAE laws and cultural traditions, ensuring its leadership training respects the nation's values while staying rooted in biblical principles of integrity and respect. By prioritizing confidentiality and fostering an environment where every member feels valued, JCM seeks to reflect Christ's call to "love your neighbor as yourself" (Mark 12:31). The program's goal is to empower leaders to make wise, God-honoring decisions, collaborate in unity, and nurture spiritual growth among members, mirroring Jesus' example of humility and service (Philippians 2:3–4). Over time, JCM aims to become a beacon of Christ-like leadership, recognized for serving communities with compassion, truth, and grace—ultimately glorifying God through actions that uplift others and point to His love that transforms individual's heart for His glory.

To sustain the training's impact, Jesus Cares Ministry (JCM) will pair leaders with mentors who offer ongoing spiritual guidance and support, rooted in biblical principles of discipleship and accountability. For busy members, virtual sessions will provide flexibility, ensuring accessibility while honoring the Holy Spirit's call to adapt to diverse needs. Long-term, JCM aims to cultivate a Christ-centered leadership model that endures as the ministry grows, anchored in humility, love, and teamwork—values that mirror Jesus' example of serving others. By prioritizing these traits, JCM will spread hope through leaders with a servant heart fulfilling its mission to glorify God and serve communities with compassion, even as it expands.

Significance of Equipping JCM Leaders to Shine Christ's Light in Dubai

As this capstone proposal culminates, it is with a spirit of hopeful expectation that I present the Christlike Leadership Training program for Jesus Cares Ministry (JCM) in Dubai. This project is more than an academic endeavor; it is a Spirit-led response to a tangible need within JCM: a yearning for leadership rooted in the unwavering character of Christ.

Throughout this proposal, we have explored JCM's unique journey, a ministry born from the fellowship of Filipino professionals and blessed by the inclusion of African nationals. We've acknowledged the challenges that accompany such diversity – the potential for disunity, the varying theological perspectives, and the pressing need for leaders who can bridge divides with grace and wisdom. This training, therefore, is designed to equip JCM leaders and members to effectively manage these responsibilities, allowing the ministry to grow.

This training offers a pathway to deeper spiritual formation, enhanced ministry effectiveness, and a stronger witness for Christ in the vibrant city of Dubai. By embracing the principles outlined in this proposal, JCM will not only address its immediate leadership needs but also lay a foundation for sustainable growth and lasting impact. In addition, this training can reinforce a message of unity that will allow JCM's members to share their spiritual beliefs.

Therefore, I present this proposal as a call to action, a strategic investment in the future of JCM and the countless lives it touches. I urge JCM to embrace the following key elements for success:

- **A Commitment to Biblical Truth:** This training must be firmly anchored in Scripture, drawing guidance and inspiration from Jesus' model of servant leadership. Only by aligning with God's Word can JCM leaders truly reflect His character.

- **An Emphasis on Practical Application:** The training must not remain theoretical but should equip JCM leaders with the practical skills and tools needed to navigate real-world challenges.
- **A Dedication to Spiritual Growth:** This training must foster a deeper relationship with Christ, encouraging JCM leaders to seek His guidance in all decisions and actions.
- **A Focus on Cultural Sensitivity:** This training must recognize and respect the cultural context of Dubai, ensuring that JCM's ministry is both effective and appropriate.
- **A Long-Term Vision:** This training must cultivate a legacy of Christ-like leadership that extends far beyond the immediate future, empowering JCM to serve with excellence for generations to come.

I am convinced that by wholeheartedly embracing these principles, JCM can transform its leadership landscape and become an even brighter beacon of Christ's light in Dubai. The potential benefits are immense: a ministry characterized by unity, compassion, and a relentless commitment to serving others; leaders who inspire trust, foster collaboration, and empower others to reach their full potential in Christ; and a strengthened witness that draws others to the saving grace of our Lord Jesus.

May this capstone project serve as a catalyst for spiritual renewal, leadership development, and missional impact within JCM. As you move forward, may the Holy Spirit guide your every step, empowering you to build a ministry that honors God, serves others, and shines brightly as a testament to His love in the heart of Dubai. With unwavering faith and a spirit of humble service, JCM can truly make a difference in the lives of countless individuals, bringing hope, healing, and the transformative power of the Gospel to a world in need. May God bless you and guide you as you strive to lead like Jesus.

Recommendations

Continuity in Implementing Christ-like Leadership Training for JCM Members in Dubai

It is with a deep sense of purpose and conviction that I strongly recommend the full implementation of the Christlike Leadership Training program for Jesus Cares Ministry (JCM) members in Dubai, as this project is not merely an academic exercise but a strategically vital investment in the future effectiveness and spiritual health of JCM.

As detailed throughout this proposal, JCM faces specific challenges stemming from spiritual diversity and a lack of consistent, Christ-centered leadership. These challenges, if unaddressed, threaten the ministry's unity, outreach effectiveness, and long-term sustainability. This training directly tackles these issues, offering a practical framework for cultivating leaders who embody humility, love, and a servant's heart.

The proposed training program is designed with JCM's unique context in mind. The scheduled training cycles, held in May and December, accommodate the schedules of working professionals, making participation feasible. The curriculum, focusing on biblical teachings, servant leadership principles, and practical skills, aligns perfectly with JCM's goals of fostering unity, improving outreach, and promoting a culture of service. The inclusion of group activities and discussions ensures that the training is engaging and promotes active learning.

Therefore, I specifically recommend that JCM's leadership:

- **Prioritize the training's core objective:** Encourage JCM members to internalize a Christlike attitude, thereby helping to reinforce prayer, worship, outreach, and charitable service.
- **Emphasize unity:** The diversity within JCM can be a strength, and the goal is for this training to facilitate that goal. Promote Christian values of understanding and respect, and use them to bring the members together.

- **Actively engage in servant leadership** The program provides training to put servant leadership principles in place. The authenticity and involvement are important to the group, so this can boost JCM and have a long-term success.
- **Support the outreach:** Teach the leaders on how to connect with non-believers at their outreach events. This can boost JCM's evangelism efforts and attract more people to JCM.
- **Implement the manual:** Provide a durable model for JCM that can aid the organization in the future. It is important that the group encourages openness, community support, and accountability.
- **Encourage participation:** Encourage leaders to take part in helping those who have been affected by natural disaster in the Philippines. Instill them to prioritize the JCM mission, and they will be able to provide aid in tough circumstances.

By successfully implementing this Christlike leadership training, JCM will realize a number of significant benefits:

- **Enhanced Unity:** The training will equip leaders with the skills to navigate differences and foster a more cohesive and harmonious community, mitigating conflicts arising from diverse backgrounds.
- **Improved Outreach Effectiveness:** Leaders who embody Christ's love and compassion will be more effective in reaching out to non-believers, increasing JCM's impact in Dubai.
- **Increased Member Engagement:** A culture of servant leadership, fostered by the training, will inspire greater trust, boost morale, and encourage active participation from all members.
- **Sustainable Ministry:** The training will lay a foundation for long-term success by preparing leaders to manage responsibilities effectively and ensure JCM remains focused on its objectives.

I am confident that this Christlike Leadership Training program has the potential to transform JCM, strengthening its spiritual foundation, enhancing its operational capacity, and equipping its leaders to serve with greater effectiveness and purpose. I urge you to

embrace this opportunity to invest in the future of JCM and empower its members to become true reflections of Christ's love in Dubai. With prayerful commitment and diligent execution, this initiative will undoubtedly yield a bountiful harvest for the glory of God.

APPENDIX 1

The Letter of Intent

Date: December 1, 2025

Subject: Proposal for Leadership Training Program

Dear Bro. Ivic Omana,,

Greetings in the name of our Lord Jesus Christ!

I am pleased to submit a proposal for a comprehensive leadership training program at Jesus Cares Ministry (JCM), set to begin in 2026. The primary objective is to enhance leadership skills, foster a collaborative environment, and improve decision-making processes, all aligned with biblical principles.

*The proposed training will take place over two periods: May and December 2026, with four weeks of training each month, featuring one session per week. Each session will last approximately four hours and will cover key topics such as **servant leadership**, **biblical foundations**, **collaborative culture**, and **conflict resolution**. The benefits of this program include **enhanced leadership**, **improved decision-making**, **spiritual growth**, and **church growth**.*

Once approved, we will finalize the dates according to the church's calendar and proceed with the preparation. This program will not only enhance JCM's leadership capabilities but also contribute to a more collaborative and effective community, reflecting the values of Christ-like service. I am eager to discuss this proposal further and explore how it can support JCM's mission.

Thank you for considering this proposal.

Sincerely,

Sis. Mae R. Relato

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