



Presents

Pastoral Leadership that Transforms

(Single Module Edition)

PLT (Pastoral Leadership that Transforms) helps church planters and pastors put Jesus' disciple-making mandate at the very core of their church's ministry by equipping leaders to produce disciples whose transformed lives lead to repeating the disciple-making process generation after generation.

Based on materials previously published as
"Local Church Disciple-making", and "Becoming A Disciple-making Church"

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*L – These topics relate primarily to leading multiplying churches.

*D – These topics relate primarily to discipling followers and
leaders.

*D/L – These topics relate to both discipling and leading.

Vision to See, Faith to Believe, Courage to Do

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Making An Impact: Three Essentials

1. Vision to See

Vision is _____.

Vision is a mental picture of a future reality.

Proverbs 29:18 states, "Where there is no vision, the people perish." (KJV)

Vision provides a sense of _____ and _____ for our lives.

We need _____ vision.

a. CORPORATE VISIONARIES

One great visionary of the twentieth century was Henry Ford.

Another company also believed they had a great product. ...Today _____
_____ is sold in every nation on earth.

If corporations can have global impact, so should the _____ of Christ.

b. CHRISTIAN VISIONARIES

Bible-based vision has compelled missionaries to work to reach the world with the message of salvation through faith in Christ. Some like Billy Graham have impacted the entire globe.

Not all visions result in global impact, but biblically motivated vision should always produce _____ and more effective _____.

Vision is _____ to making an impact! But the _____ of our vision is crucial; any old vision will not do.

Our vision for our churches ought to flow from the heart of God and reflect His passion. Scripture makes clear God's passion for the world. He does not hide his vision from us.

d. GOD'S VISION AND PASSION FOR THE _____

The Great Commission is found in the *entire Bible!!*

Eph. 3: 5-6, 9-11.. He planned this from the beginning

Ps. 46:10 .. His rule will extend to all nations

Gen. 22:13 .. God's promise to Abraham: global blessing

Ex. 9:16 .. Pharoah was told of God's plan for the world

I Chron. 16:24 .. Worldwide proclamation commanded in Old Testament

Zeph. 2:11 .. The prophets understood God's global vision

(The references and explanations above reflect research shared by Pastor Rick Warren. This material was shared in a message entitled "Why We Must Finish the Task," which was delivered at the Finishing the Task Conference at Saddleback Church, Lake Forest, CA, USA on Dec. 4, 2018.

e. JESUS' VISION FOR THE _____

Matthew 28:18-20

Jesus tells (commands) His disciples to make _____ throughout the world. His goal is not just converts, but true followers (_____).

Colossians 1:28 Those who come to Christ are to grow to _____.

Romans 12:2 ... _____

Acts 1:8

Here Jesus clarifies two key elements regarding how His command is to be fulfilled. First He makes it clear that the _____ to do this flows from God Himself. The Holy Spirit gives us power to fulfill our Lord's command. Secondly, He shows that the entire _____ is to be continually reached with the Gospel

f. A VISION OF JESUS FOR EVERYONE

2 Peter 3:9

When God inspired Peter to write that He wants _____ to come to repentance, that means **everyone** ... from our neighbor to those on the other side of the world.

g. A VISIONARY CHURCH IN ACTION

Acts 2:42-47

Key ingredients of their ministry included the teaching of the _____, heartfelt _____, eating together, communion, and _____.

Time to Reflect

What is God's vision for your ministry or your church?

Take a moment now to write down some of the scriptural elements that must be part of your vision. Look back over this section to review what foundational scriptural principles must be included. You may use the space here or use a separate piece of paper.

Now think through any of the unique issues of your ministry and the challenges you face. It might not yet be clear how these will impact the way you carry out your vision. But it's good to start reflecting on how God has prepared you for the ministry that is especially yours.

Some of these may include geographical setting, the kind of community, the kinds of people you will be reaching. All these and others may affect specific areas of your ministry or the way you work to carry out your vision

What is your special part in this vision?

.

2. **Faith to Believe**

Faith is not a feeling. It is confident _____ that God will work consistently within the boundaries of His character and commands. Faith _____ over time.

a. BELIEVE JESUS' VISION

Matthew 28
Acts 2

We must truly understand and believe that a primary purpose for our church is to reach our neighborhood, our city, our nation, and the whole _____.

We are to be about the business of making _____ – that means leading people to Christ and helping them grow to _____.

The church is not a _____ for members where all we do is look out for one another.

b. BELIEVE HE WANTS YOU INVOLVED

Matthew 9:37-38

He needs _____!!

c. BELIEVE THAT PURSUING THE VISION BRINGS GLORY TO GOD

ALL THE _____, ENERGY, AND RESOURCES SPENT IN FOLLOWING THE VISION ARE WORTH IT

The promise of _____

Philippians 4:17

Paul challenges the Philippians to give for the sake of the credit God will give to them. In other words, they will be blessed when they participate in God's work monetarily.

The same principle works when we give time and energy to serve the Lord. We are blessed beyond belief when we serve Him. If this is not your experience yet, then step out in faith and become involved and watch God bless.

The _____ of seeing lives changed

3. Courage to Do

a. RESPONDING TO GOD'S CALL

Isaiah 6:8

b. COUNTING THE COST

Romans 5:1-5

DEPENDING ON GOD'S POWER

Philippians 4:13

Ephesians 5:18

Vision to see, Faith to believe, Courage to do. When you make these three essentials for impact the foundation of your ministry, you will find great joy as you watch God work!

Overview: A Simple Church Planting Process

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1. Train Disciple-making Leaders (If starting with a team from parent church.)

These leaders from existing church become a team to plant new church(es) in new area(s). If there are only 1 or 2 pastors reaching a new area, begin with Step 2.

2. Begin Small Disciple-making Groups

- A. Initial groups flow from some type of evangelistic outreach. This could be personal evangelism in a new village or urban area. Or it could be evangelism on a larger scale such as The JESUS Film in a village or urban area.
- B. Those who indicate decisions and those who are interested to learn more about Jesus become the members of the small group (Usually a group has 3-4 people minimum up to about 12 maximum. If more than 12 interested people, start another group. One leader may lead several groups throughout the week.)
- C. All groups start by studying the basics of who God is, who Jesus is, what He has done for us, and the basics of salvation and initial follow up.
- D. Groups continue on the disciple-making pathway according to the teachings explained in the rest of this training.

3. Gather the small groups for a combined meeting – Church.

- A. A church begins by having the members of 2-3 small groups meet together for a weekly meeting that includes worship and teaching/preaching. 10-15 adults (plus children) meeting weekly are a typical size for a new church.
- B. Small groups continue to meet as the key disciple-making and leadership development component of the church.

4. Repeat and MULTIPLY the process

- A. Through the disciple-making process explained in this training, you will develop the next generation of leaders from within the church you started. These next generation leaders will then start new groups and new churches in new areas.
- B. The process continues generation after generation until the Lord returns.

PRAY ... PRAY ... PRAY ... PRAY ... PRAY ... PRAY ...
PRAY
“Getting Ready”

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Preparing for the Journey

Don't rush the process.

This is a long journey, not a short _____.

a. PERSONAL PREPARATION

Prerequisites include:

- Being right with God
- A growing _____ with God
- Having a realistic self-appraisal
- Testing your motives
- Willing to be _____ (Mark 6:30)
- Being ready to move from “business as usual” to “business unusual”

b. BEING PART OF A TEAM

It requires a _____ to effectively implement a vision.

1. Does the team agree on _____ to work together?

Not only procedural issues,

but also _____ matters

2. Are team members ready to establish true biblical
_____?

- Are we willing to _____ one another and our opinions? (Philippians 2: 1-4)

- Is team purpose more important than personal _____?
- Are we ready to create an atmosphere of acceptance and true _____?
- Are we ready to submit to Jesus' _____ for our church and our team?

We ask you to take very seriously the action steps on this page regarding preparing for the journey both personally and as a team.

Preparing for the Journey...Action Steps

1. Spend 30 minutes alone with God (individually).

Begin with thanks and worship (read a few Psalms ... 95-98; 145-150).

Read psalm 139:23-24. Ask God to search your heart and reveal any sin that hinders your walk with Him today. Confess that sin and thank Him for His forgiveness according to 1 John 1:9.

Yield the throne of your life to the Lordship of Christ. Acknowledge Christ and the indwelling Holy Spirit as the source of all power in your life. Galatians 2:20; Philippians 4:13; Ephesians 5:18.

Are you ready to follow the vision God gives for your ministry? Will you by faith trust Him for new levels of impact and fruit? Will you courageously commit to say "Here am I Lord, use me."? Pray as long as necessary to make these commitments

Commit yourself to being an open, honest, team member, participating in a way that honors the Lord and contributes to the vision process for your ministry.

2. Join with leaders from your country to encourage each other as a team.

Get to know each other better and begin to create a healthy team spirit by having each team member:

- Tell about their family including parents/siblings/children.
- Describe his/her spiritual journey.
- Tell why they became part of this training.
- Describe what is most exciting as they consider the future of your ministry.

Discuss ...

1. Are we willing to honor one another as we seek to multiply His church? (Philippians 2: 1-4)
2. Are we committed to glorifying the Lord and not making our own kingdom?

The Healthy Church

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“The key issue for churches in the twenty-first century will be church health, not church growth.” (Rick Warren, *Purpose Driven Church*, p.17)

1. The Healthy Church is an Obedient Church

- a. THE CHURCH SHOULD REFLECT THE _____ OF GOD FOR THE WORLD.
- b. THE CHURCH SHOULD FOLLOW JESUS’ FINAL COMMANDS. Matthew 28:19

2. The Healthy Church is a Properly Functioning Church

(Ephesians 4)

- a. PROPER FUNCTION PRODUCES _____. Eph. 4:11-12
- b. PROPER FUNCTION LEADS TO INDIVIDUAL _____. Eph. 4:13
- c. PROPER FUNCTION EXALTS CHRIST. Eph. 4:15
- d. PROPER FUNCTION INVOLVES _____. Eph. 4:16

3. The Healthy Church Plans for Stages in Personal Growth

- a. APPLICATION MUST BE THE GOAL OF _____.
(Deuteronomy 6:6-9)

HEARTFELT APPLICATION OCCURS IN _____ OVER TIME.

“Come and See” (Evangelize) John 1:19-4:54 or John 1:1-4:54

“Follow Me” (Establish) Mark 1:16-3:12

“Be with Me” (Equip) Mark 3:13-16:20

“Remain in Me” (Multiply) John 13-17

4. The Healthy Church Views Ministry as Process

a. THE TYPICAL CHURCH FOCUSES ON _____.

The Program Based Church (Copy picture from teacher)

The program based church gathers people together and fills their lives with activities to keep them busy and content, but they easily lose all vision for outreach and personal growth.

b. IN CONTRAST, THE CHURCH DESIRING TO MAKE DISCIPLES DEVELOPS A **PROCESS** APPROACH TO MINISTRY

The Process Based Church (Copy picture from teacher)

The ultimate goal is to have the ministries of the whole church working together to make disciples. Because disciple-making is at the core of Jesus' vision for His church, it should be at the core of our vision for our church.

We call the whole process INTENTIONAL, SEQUENTIAL disciple-making!

Disciple-making Small Groups

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1. The Priority of Small Groups

Jesus' chosen method for building into the lives of His disciples was the _____.

There are many benefits to duplicating His _____.

- Multiplying the leader's _____.
- Intensifying impact through shared experience
- Utilizing insight of group members
- Growing _____ through mutual accountability

2. What Kinds of Small Groups Build Disciples?

Groups that enhance discipling impact must make an _____ effort to help individuals move through the discipling phases.

Remember... intentional, sequential disciple-making!

a. LEVEL ONE GROUPS (Hull's "Come and See" stage)

These groups focus on the person of Christ.

b. LEVEL TWO GROUPS (Hull's "Follow Me" stage)

This level focuses on the development of an intimate _____ walk with the Savior

c. LEVEL THREE GROUPS (Hull's "Be With Me" and "Remain in Me" combined)

Here the focus is ongoing spiritual maturity.

Those involved as leaders of small groups typically meet as a group monthly with a member of the pastoral staff. This becomes their Level Three Group as they minister as leader of a group on any of the three levels.

The section titled "Disciple-making Groups part 2" includes additional content on "Keeping Groups Strong and Vibrant." The concept of ongoing leader training and encouragement is fundamental to the success of discipling small groups.

3. Visualizing the differences in Level 1-2-3 Groups

Please do not simply purchase some small group materials and allow them to automatically guide you through the discipling phases.

Bill Hull actually recommends crafting a Bible-based, phased _____ of the disciple. (Hull, *Revival that Reforms*, Revell, 1998, pp.143-4)

Another option is a three-column chart. Develop a name for each group level, or just use Level 1, 2, and 3. Remember that Level 3 groups cover both of Bill Hull's final two phases. In each column place the key ingredients (try to include life _____, not just knowledge) that would mark the disciple's life who is ready to move into the next phase.

A very limited example follows: (You may not agree with location of each item.)

Level One

Come and See

Understands Jesus
Salvation
Assurance
Growing
Obedience
Telling Others
Church
Baptism

Level Two

Follow Me

Jesus is Lord
Worship
Structure of Bible
Time in Word
Prayer
Clear witnessing
Fellowship
Giving
Spirit-controlled Life
Initial Ministry

Level Three

Be with Me and
Remain in Me

Ongoing Growth
Ministry set
Bears Fruit
Willing to suffer
Strong in basics
Models Jesus

Disciple-making expert ,Leroy Eims, lists thirty discipling objectives in his book, *The Lost Art of Disciple Making*, (Zondervan, 1978, p.75).

1. Assurance of salvation
2. The quiet time
3. Victory over sin
4. Separation from sin
5. Christian fellowship
6. The Bible
7. Hearing the Word
8. Reading the Word
9. Bible study
10. Scripture memory
11. Meditation on the Word
12. Application of the Word
13. Prayer
14. Personal testimony
15. Lordship of Christ
16. Faith
17. Love
18. The tongue
19. The use of time
20. The will of God
21. Obedience
22. The Holy Spirit
23. Satan, the enemy
24. Dealing with sin
25. Assurance of forgiveness
26. Second coming of Christ
27. Witnessing
28. Follow-up
29. Giving
30. World vision

Once you have determined the areas to be covered within each level, you may then move on to choosing resources to help disciple your people.

4. Choosing Appropriate Small Group Materials

Please remember that **growth is not about _____ a program or class, or filling in _____ in a study guide..**

With that caution in mind, the following resources are very good choices.

LEVEL ONE

Navigator's *Lessons on Assurance*
Campus Crusade's *Ten Basic Steps*, Intro, Books 1-3
"The ABC's of Christian Growth" is a resource available as an internet download at www.bible.org.

LEVEL TWO

Navigator's *Design for Discipleship*, Books 1-4
Campus Crusade's *Ten Basic Steps*, Books 4-8, or 4-10

LEVEL THREE Navigator's *Design for Discipleship*, Books 5-7
The Bible

A comprehensive Internet resource for Disciple-making content is now available: www.EveryPerson.com

Note: For Level Three, the order of the material studied is less important. Once levels one and two are completed, level three involves life-long learning and application of a wide variety of topics and issues.

In addition to the materials listed above, we will also be discussing the Bible-based disciple-making materials (p.17) written by World Ministries' Vice President, Dr. Bud Pederson. Dr. Pederson's materials use the Bible alone as our text book and guide to help us grow our disciples through the various disciple-making levels.

5. The Back to the Basics Approach

The simplest way of all to approach small group ministry is the "back to the basics" method. Simply start all groups at _____ and move them through the levels over time. Don't be in a hurry to rush through the resources.

This works for the majority of people because ...

- Most have never been intentionally disciplined.
- Review brings us back to the feet of our Savior.
- It solidifies what we believe.
- It enables us to share more readily with others.
- Group accountability prevents us from the "been there done that" syndrome.

- Newer believers gain from exposure to more mature group members.
- Long term believers are re-enthused as new believers grow.

6. Provide Training before Beginning

Please be aware that two major errors are responsible for causing the failure of small group ministry in most churches. They are ...

- Launching groups with leaders who are not fully _____.
- Assuming group leaders will function well without ongoing _____, _____, and accountability.

Group leader training in a real _____ is the best way to accomplish this. Normally, the pastor leads this group using the same resources that Level 1-2 groups will begin with. After leading the group himself for many weeks, the pastor may then ask other members of the training group lead the meeting. The pastor and other group members may then evaluate how the group members are developing as small group leaders. If available, the Willow Creek publication, *Leading Life Changing Small Groups*, is an excellent tool to help understand small group dynamics.

7. The Ultimate Goal

The church should grow _____ (by conversion growth) as believers take seriously Christ's command to take the gospel to the world. Small groups must underline our Great Commission responsibility.

And ...

The church grows _____ as individuals become stronger, deeper, more mature, and more Christ-like through small group involvement. Intentional, sequential small groups keep the process moving forward.

May God grant this kind of fruit in your church, and may He use you to help produce it. There is no greater joy!!

Challenge Question --- Who will you personally disciple?

***This is a journey, not a race. Pace yourselves.
Do not grow weary. Don't expect it to be easy.***

1 Corinthians 15:58

Small Group 4 Phase Bible-based Curriculum

Come and See Stage: John 1:19-4:54

Follow Me Stage: Mark 1:16-3:12

Be with Me Stage: Mark 3:16-16:20

Remain in Me Stage: John 13-17

Ask the following questions on Observation, Interpretation and Application for the Bible passages in each disciple making stage. Study the text one paragraph per meeting. If it takes more than 1 meeting per paragraph, that's fine also. Just don't go too fast.

1. Observation: *What does God say in this passage?*

Use 6 key questions to find what the text says.

What? Where? When? How? Why Who?

Ask and **answer** these key questions in light of the verses in this passage.

2. Interpretation: ***What** does the passage mean? What do the actual verses, phrases, or word mean? **Why** is it recorded in God's Word?*

3. Application: *What difference does this make for my life?*

Is there a promise to claim, a command to obey, a truth to believe, a sin to avoid, or an example to follow in this passage?

After completing your observation, interpretation, application study of each paragraph, use the same paragraph to answer two more questions.

1. *What do you learn in this passage about being a follower (disciple) of Christ?*

2. *How did Jesus win and develop His followers in this passage?*

The Definition of a Disciple

The answer to the first question will help define what a disciple should believe (knowledge), be (character), and do (obedience) at this stage of development.

The Development of a Disciple

The answer to the second question will also give great insight into the ways and methods that Jesus used to develop His own disciples.

As a result of the answers to these two questions, we will know from His own example how to win others to faith in Christ and how to develop their lives.

This study is adapted from disciple-making studies written by Dr. Walter (Bud) Pederson, Vice President, World Ministries

Disciple-making Small Groups - Part 2

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In Part 1 of Disciple-making Small Groups we discussed:

- The priority of small groups
- What kinds of small groups build disciples?
- Visualizing the differences in Level (Phase) 1-2-3 groups
- Choosing appropriate small group materials
- The back to the basics approach ... *intentional, sequential*
- Getting Started

We addressed two major errors that are often responsible for either the failure or the diminished effectiveness of small group ministries in churches. The errors were:

1. Launching groups with leaders who are not fully equipped
2. Assuming group leaders will function well without ongoing training, encouragement, and accountability

Today we want to take a closer look at how to avoid these problems.

1. *Launching Effective Disciplemaking Small Groups*

_____ *leaders are essential to the success of your small group ministry!!*

To be fruitful in leading disciplemaking groups, leaders must be _____. In addition, leaders ought to have training and experience (at least limited experience) in leading a group before they are given the responsibility to lead their own group.

INITIAL SMALL GROUP LEADER TRAINING

An actual group _____ with the Pastor is the best way to ensure quality training for your leaders.

In terms of _____ issues, by meeting with them in a small group your potential leaders will:

1. Experience the true Christian 'community' that a small group provides.
2. Review and appreciate with a fresh heart the basics of the Christian faith.

3. Be _____ to renew and revitalize their walk with Christ.
4. Grow in _____ to a disciple fully experiencing the Level 2 characteristics or be confirmed as one already living at that level.
5. Have the opportunity to see their Pastor's _____ and catch His vision.

But _____ is not the only purpose for this group. It is extremely important that the initial group for potential leaders also receive training in how to lead small groups.

Provide Actual Opportunity to Lead

Potential leaders must be given opportunity to _____ their leadership skills and gifts. After the group has met for several months, they should be making good progress in the disciple-making curriculum and having a positive, encouraging group experience

Honesty and openness in the group ought to allow for the members to lovingly share with each other their impressions of how well each leads the group. In nearly every setting where a group of potential leaders is trained, there are surprises. Sometimes reluctant trainees discover an unexpected gift and fulfillment in leading, and others discover exactly the opposite. Every leader should be affirmed in their willingness to be part of this process.

This opportunity to lead is important in order to ensure launching your groups with the very _____ leaders.

Commonly asked questions about the training group

What if Pastor does not have small group leadership experience?

What materials do we use?

Is the initial training group like a "real group"?

2. Keeping Groups Strong and Vibrant

This section addresses the error of assuming that group leaders will function well without ongoing training, encouragement, and accountability.

The solution to this problem is _____ leader training. When leaders are continually encouraged and challenged in their development as leaders, their groups will benefit and thrive.

3. Raising up New Leaders

World Ministries advocates developing _____ leaders (or leader-in-training) within each group. The leader observes the members and over time encourages one or members to take charge of the group on occasion. Eventually the apprentice position can be formalized and the leader and the leader-in-training spend additional time going over effective group leadership.

No system builds _____ better than small groups.

Work hard to _____ your leaders.

_____ them and give them ongoing help.

Always have new leaders in training. You will be thrilled to see what the Lord does through you and your people!!

Leadership Basics for Small Groups

1. Group Dynamics

- Have each person introduce themselves at 1st meeting or when new people are added - Share backgrounds (jobs, school, ages, kids, etc)
- Purpose here is to find common ground and build relationships between members

2. Lay a common foundation

- Introduce the content for each meeting every time you meet
- Give opportunity for attenders to say how they applied the last meeting or to ask questions
- Not everyone will have done the assignment or read the scripture(s) etc, so do it together

3. Facilitate Discussion

- Ask Questions-don't lecture or teach or preach
- Prepare about 5-10 questions to ask during the meeting
- Ask follow up questions as people respond (listen for the Spirit's guiding!)
- Have answers/stories of your own prepared to spark discussion if necessary
- Don't be afraid of the silence! Try to avoid being the first to answer your questions. As a leader you do not want to dominate the conversation, only lead it!
- Go deep! Ask personal questions, try to follow up. They don't have to answer, but many times they will

4. Prayer Requests and Prayer

- Take time to share what is going on and to pray for each other
- If possible, pass out paper for people to write down the prayer requests of group members so they can pray for one another during the week

General:

- Don't dominate the conversation, lead it! Your goal should be to only talk for a small percentage of the time, allowing others to share their thoughts/responses/experiences/questions.
- What are your expectations for the group as the leader? Are these communicated to the members? Do they know why they are meeting? What are their goals/visions for the group? How do they line up with what you are thinking? Make sure this gets communicated and discussed.

A common vision for most discipleship groups involves:

1. Building relationships between group leader and group members and between the group members. (The disciple-making methods of Jesus and Paul were highly relational – life on life.)
2. Helping members to grow in their walk with God.
3. Sharpening each other as iron sharpens iron. These elements are all facilitated by the 4 basic steps outlined above.

The study will only be as good as the group allows it to be. Challenge them to be open and honest, even if their thoughts/ideas aren't the "right" answers. Their input and openness/honesty will determine the quality of the study. On the other hand, be gentle, but make sure you don't allow inappropriate or unbiblical answers to be the last thing said.

Thanks to Dave Hine III (son of Dr. Dave Hine) for providing the essential content of this page. Dave Hine III serves as a volunteer small group leader and trainer of small group leaders for his church in Waldorf, MD USA.

"Developing a Team Spirit"

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Our world today is vastly different from the world in which most of us grew up. It is critical that the church recognizes that our world has changed and that the church must also change in order to be effective in the world in which we now live!

Why Teams?

We can't do it _____. We need each other more than ever. Culture is too complex for one person to understand it and impact it. WE _____ WORK TOGETHER. John 17:21. John 13:34-35.

1. BIBLICAL AND PRACTICAL PRECEDENTS

God is a _____ TEAM _____.

Jesus used _____ TEAMS _____.

Jesus' Body is a _____ TEAM _____.

(Easum and Bandy, "Better Together: Building ministry teams that make a difference.", 2000. Easum and Bandy Associates, 2.)

. *A cord of three strands is not quickly broken.* Ecclesiastes 4:12.

If a cord of three strands is even stronger than a two-stranded cord, should not a cord of many strands (a true team) be stronger still?

Is it easy to weave strong individuals into a true team? Of course not, but the eventual _____ is worth it.

2. BIBLICAL COMMUNITY ... A BY-PRODUCT AND GOAL

This is not about meeting in the same place at the same time doing your own thing and calling it team. It's about sharing _____, sharing responsibility, holding each other accountable, and _____ TOGETHER toward God-given goals. This is Biblical community (Acts 2:42-47).

Who is your team?

You are a team member of the leadership group in your area.

You are the team leader of the group members you disciple and train. You are not just a teacher or trainer. Your ministry will be most effective when you become a team.

Teams Require a New Kind of Leader

a. WHAT KIND OF LEADER IS REQUIRED?

Key components of the type of leader necessary to build teams and lead the church in the 21st century include: (Bill Easum, "Leadership on the Other Side"; 5,79,11.)

The leader should

- Provide an _____ that helps transform people and empower leaders to do what God has called and equipped them to do
- Promote the goal of _____ (people of changed hearts and changed minds, fully devoted to Christ) who will make other disciples.
- Follow the Lord and be empowered by the Holy Spirit.
- Constantly _____ as needed.
- Serve Jesus in the midst of the congregation instead of serving the congregation.
- Willing to personally _____ in order to carry out their mission.
- Ultimately ... **Leaders are people who transform people into disciples rather than merely taking care of people.**

6. How Should Your Team Function?

Every team needs:

- a. Clear _____ owned by each member.
- b. Complementary roles.
- c. Common strategy. There must be agreement on a philosophy of _____ to fulfill the goals
- d. **Committed relationships.** Nothing sets apart the team from a committee more than _____.
- e. A coaching Leader.

DEVELOPING YOUR COACHING SKILLS

The following guidelines will help the team leader to develop a true team spirit.

(Better Together, 6.)

- Take primary responsibility for team_____.
- Grow in the process of facilitating the team.
- Establish an _____ that encourages personal growth.
- Reproduce
- Keep control in the Lord's _____.

TEAMS DEVELOP OVER TIME

Easum and Bundy (“Better Together”, p. 5) note the following steps of team development.

Early development

Chaos

Resolution

True team (community)

Teams are a must for 21st century ministry.

Emphasizing Evangelism

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Disciple-making and evangelism cannot be separated. True evangelism includes follow up and ultimately leading people to maturity in their faith, and true disciple-making involves taking Christ's message of salvation to the whole world, beginning where we live. Jesus had both aspects in view. He talked about proclaiming salvation in His name to the whole world, but He spoke equally as strongly about believers obeying all He commanded.

Our training to this point has majored on how to build churches that help lead people to maturity. We have mentioned, but not dwelt on what some would call the evangelism component. ***If we are not producing multiplying disciples who take Jesus' message of salvation beyond the walls of our churches, we are missing the whole point of the Gospel!!***

We must be balanced.

Helping Every Christian Develop Their Outreach Potential

Most Christians either share their faith comfortably or feel guilty because they don't. Prolonged lack of sharing our faith often leads to a numbing of our conviction that we should be involved in evangelism at all.

Hybels and Mittelberg, in *Becoming A Contagious Christian* (Zondervan), recognize that personality and giftedness by God do legitimately play a part in how effective Christians are in outreach. However, though gifts and personality may vary, it is very clear from Scripture that we have both an individual and corporate responsibility to share the Gospel.

PRAYING

This task is for everyone. We all ought to pray for unbelievers among our family, friends, and associates. In fact, prayer is essential to changing the hearts and minds of those who don't know Christ. World Ministries encourages churches to have every attender develop a personal prayer list of individuals they desire to see come to faith in Christ. A sample prayer card is included at the end of this section on outreach.

INVITING

Many people find that they are able to invite unbelievers and unchurched individuals to church or to special events that have either a direct or indirect evangelistic purpose. This is an especially valuable ministry of outreach, and

churches ought to train and equip their people to stronger and more faithful in inviting others to services, special events, or programs where the message of Christ is made clear.

SHARING

As mentioned earlier, every Christian should be able to say when asked that Jesus Christ changed his or her life. (1 Peter 3:15) In fact, ideally every Christian should be _____ in how to personally share the Gospel with another individual. However, this does not mean that every Christian will become an evangelist. Everyone needs to be equipped and _____ to share their faith, but surveys indicate that about 1 out of 10 are _____ to freely, regularly, and spontaneously share. Evangelism will not increase in a vacuum. You must provide the resources, training, and encouragement to develop this emphasis among your people.

To summarize ... everyone can pray; most can invite, and the numbers of those who share can be increased.

Training in How to Personally Share the Gospel

During this session we will focus on equipping ourselves and our disciples to share the Gospel personally. Though many tools are available, we will discuss *The Four Spiritual Laws*, by Bill Bright. This Gospel presentation is available in a printed booklet, as a smartphone app and is also found at www.campuscrusade.com/four_laws_online.htm

The JESUS Film (especially for group evangelism)

The *Jesus Film* is a gift to the body of Christ from the mission organization, Campus Crusade for Christ International. It is based on the Gospel of Luke, and it has been translated into more languages than any film ever made. The JESUS Film is available as smartphone app and for free download at www.jesuskfilmmedia.org

Go into all the world and preach the Good News to all creation. Mark 16:15:

***And you will be My witnesses in Jerusalem, and in all Judea and Samaria,
and to the ends of the earth.***

Acts 1:8

And the Lord added to their number daily those who were being saved.

Acts 2:47

May the Lord use you to see His Kingdom and your church increase!!

“Staying Power”

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Spiritual Power

Ultimately, _____ is a _____ issue that requires the power of God and the willingness of pastor and leaders to look to Him for the tenacity to complete what He has called them to do.

Just as Jesus was the ultimate model of servant leadership (Philippians 2:1-11), so is He also the ultimate model of endurance through opposition and suffering.

Relationships

Leaders who endure are characterized by strong, growing, healthy _____ ... with the _____ and with _____.

In an article entitled “An Effective Leader is a Life-long Learner”, Dave Kraft of the Navigators Church Discipleship Ministry highlights several key elements present in the lives of fruitful leaders. Despite the title of the article, the concept of healthy relationships is underlined by what Kraft reports.

Kraft quotes Professor Bobby Clinton of Fuller Seminary as concluding that less than 30% of leaders in the Bible finished well. “He defines ‘finished well’ as walking closely with the Lord and being productive for Him at the end of their life.” Certainly our goal is to finish well. Clinton then notes five characteristics that enable leaders to finish well.

1. They maintain a personal vibrant relationship with God.
2. They maintain a learning posture.
3. They live by identifiable goals and are characterized by a good degree of self-control in their mind, will, and emotions.
4. They see the need for meaningful supportive, personal relationships and devote time to developing a network of such intentional relationships, starting with their marriage and family.
5. They have a clear vision, strong biblical convictions, a great sense of perspective, and a life-long commitment to please and honor the Lord in all things.

Helpful Hints for Survival

Peter Blowes, a missionary to Argentina, offers help for long-term ministry survival in the article, “Ten Tips for Frustrated Servants”. (source unknown)
His tips follow in paraphrased form.

1. Cultivate humility.
2. Develop patience.
3. Trust in God's sovereignty.
4. Don't try to change history.
5. Develop a bad memory.
6. Be realistic – Don't promise more than you can deliver.
7. Do not assume responsibility for what is not your responsibility.
8. *Have a Plan B ... or C ... or D – Keep your options open and hold your expectations loosely.*
9. Don't assume that everything will go well or get better.
10. Never stop appreciating the good.

Remember, ultimate victory comes with the Lord's return. There will be no more frustration or struggles then. That's worth the wait.

The bond between pastor and people is strengthened dramatically when these types of guidelines are in place.

Final thoughts

IT'S ALL ABOUT JESUS

No matter how hard we work and no matter how much we persevere, if it's done "in the flesh", it misses the mark. Success and growth are no substitute for a right relationship with God. Our love for the Lord must be central to all that we do.

**Help us Lord to do the right things for the right reasons
and to always love YOU with our whole heart!!**

FRUITFULNESS IS A GIFT OF GOD'S GRACE

No matter how hard we work and no matter how much we persevere, _____ controls the _____ of our fruitfulness. Success, in God's kingdom, is not the result of human effort alone, even though He chooses to use those who serve Him wholeheartedly. It is a _____ that defies logic that God uses yielded, yet imperfect, servants to accomplish His work in the world today. It is by His grace alone that we enjoy the privilege of being used by Him. He also determines which field, and which seed, and which sower will see the five-fold increase, the 30-fold increase, or the 100-fold increase. We must not covet the seat of honor that, in our minds, goes with the most visible or the largest amount of fruit. We are called to _____. HE provides the _____ sovereignly ... and graciously!

Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. Colossians 3:23-24 NIV

The horse is made ready for the day of battle, but victory rests with the Lord. Proverbs 21:31 NIV

**Yes Lord, we will serve YOU with our whole heart.
We will prepare, and plan, and carry out the plans You give.
But we realize that all fruit, all success, is a gift of Your grace.
Thank you, Lord, for the privilege of participating in Your work!**

Action Steps

1. Personally review these materials.
2. Develop a chart for the components of the 3 levels of disciple-making groups.
3. Begin to personally study Jesus' Disciple-making ministry using the "Come and See", "Follow Me", and Be with Me" guides.
4. Choose materials for your disciple-making small groups.
5. Begin your first disciple-making small group. (This group may be a group of leaders you are preparing to multiply, or it may be a group of new believers or un-discipled believers.)
6. Systematically teach your leadership trainees these materials we have studied all week.
7. Work on becoming a good team leader and creating a good team spirit among your followers.
8. Teach and practice personal evangelism with your disciples.
9. Plan your outreach strategy together including target areas and assigning leaders to these areas. Plan outreach events such as JESUS Film showings.
10. Begin your first small groups in each target area.
11. Combine small groups together to form churches --- or if a small group grows to the size of a beginning church, start more small groups in the area to reach more people.
12. Celebrate conversions with baptisms.
13. Repeat the process generation after generation.

Key to blanks ... Part 1

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motivation and direction
God's vision
Coca Cola
body of Christ
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source

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Lord
people

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God alone
degree
mystery
persevere
fruit

Planning for Church Transformation

Adopting your Purpose, Vision and Plan

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1. Beginning the Task

Though different names are often used to describe essential components, nearly all leaders or authors recognize three key elements in the transformation process.

- **The Purpose**
- **The Vision**
- **The Plan**

a. THE PURPOSE

Dan Southerland, pastor and author of *Transitioning* (Zondervan, 1999, pp. 48-49), says your purpose statement should be:

- _____ *Biblical* _____
- _____ practical _____
- _____ transferable _____
- _____ short _____

For example, the purpose of Southerland's church (Flamingo Road Church, Fort Lauderdale, Florida) is "to honor God by leading people to become fully devoted followers of Jesus Christ." (p.63)

Inward vs. outward focus

The way the purpose is stated (even when biblically sound) can have a subtle influence on the overall climate of a congregation. What comes first in a sentence may be emphasized and possibly lead to neglect of what is stated later in the sentence.

For example, when Bethel Fellowship Community Church was founded in the U.S., its stated purpose was "To worship the Lord and to build multiplying disciples whose love for the Lord results in reaching our community, the city of Philadelphia, and the world with the Gospel of Jesus Christ." The church did well in worship and in ministering to Christians to strengthen them as disciples, but evangelism was secondary.

The purpose (with an accompanying vision) was later modified to read "To turn the unchurched into fully devoted followers of Jesus Christ." As a result, the

evangelism fervor increased, and both new believers and languishing Christians were becoming disciples.

b. THE VISION

While the purpose is typically stated succinctly in a single sentence, the vision is often several sentences that describe God's unique call for your church. It reflects an understanding of the target audience that your church is best equipped to reach as well as a verbal description of what the church's ministry might look like several years from now. The vision may be amplified and elongated (though not beyond a couple paragraphs) to include goals and core values.

c. REFINING YOUR PURPOSE AND VISION (and plan)

Leading Congregational Change (p. 52-3) makes the following observations regarding the process of creating and refining the church's vision.

1. First submit the process to God in prayer, seeking His clear guidance.
2. Senior Pastor often writes first draft, gaining insight through feedback from someone he can trust.
3. Honest feedback from the vision team comes next, allowing true openness, participation, prayer, and the chance to freely suggest changes.
4. The original document is revised and resubmitted to team.
5. Continue until true consensus is reached.

Caution: Do not share with the congregation too quickly. Team consensus is mandatory before moving to congregation for support. You will be working on steps 1-5 for the first several months or more of the PLT process.

Revealing the vision before true consensus among leaders has developed often has the same results as when the marathon racer sprints full speed for the first quarter mile. Be wise; conserve your energy. And above all, PRAY!!

Once you complete preliminary work on determining your vision, you will want to put everything in a form that will enable you to share it with others.

2. Spread the Vision

- a. Create a "vision document" as a written foundation for the change process you will implement. This document begins with your purpose statement and a summary of your vision. It may also include any slogans you have adopted and a listing of the key values that drive your vision.

You will also find it extremely valuable to add a series of statements as to how this vision will impact the pastor's role, the role of staff, the roles of elders and

deacons, and ministry structures such as Worship, Sunday School, small groups, and committees.

This document should receive formal recognition as central to the direction and ministry for your church by formal vote of the highest governing board for your congregation. In addition to formal vote, you are looking for complete "buy-in" on the part of your leaders.

You may choose to share this document in draft form with other leaders and portions of your congregation (see steps d-e below) before finalizing the content. When the document fully expresses all the Lord has led you to pursue, then have the leaders give formal approval by voting

A recent version of World Ministries' vision statement follows this page.

Dan Southerland (Transitioning, pp. 85-94) offers the next steps in broadening your people's exposure to the vision.

b. Share with other _____ *leaders* _____. It is critical that all other leaders in your congregation be brought on board at this point. These may include teachers, various workers, helpers, and assistants. Southerland notes, "Nothing devalues and alienates a leader as quickly as not knowing what is coming next before the rank and file know." (p. 85) Without the support of all who consider themselves leaders, you may encounter serious opposition to new initiatives.

c. Share with the entire _____ *church* _____. You need the support of the majority of your people in order to move forward with your vision; therefore, you must painstakingly share it in a variety of ways so that your members have multiple opportunities to hear, process, and buy-in. Among the best methods (pp. 89-94) are:

- _____ *preaching* _____
- small group presentations and interaction
- repeated exposure to your _____ *purpose* _____ statement.
- creative vision-like phrases or slogans that add flavor to your purpose
- Scripture
- encouraging and leading selective attendance at conferences
- suggesting _____ *books* _____ and tapes
- include "God at Work" stories during your services
- "_____ *hang* _____ *out* _____" with those who need to catch your vision
- _____ *live* _____ out your vision personally.

A Reminder ...

This is a journey, not a race. Pace yourselves. Do not grow weary.

Don't expect it to be easy.

1 Corinthians 15:58



World Ministries' Vision Statement

Revised 2019

PURPOSE: World Ministries exists to assist in fulfilling Christ's Great Commission by championing globally the cause of making multiplying disciples, by equipping nationals to lead church planting movements of disciple-making churches, and by expressing Jesus' love and compassion to the unreached everywhere.

SLOGAN: Equipping Leaders, Planting Churches, Multiplying Disciples

VISION: We are called to train and coach pastors, church planters, and local church and organizational leaders to multiply their disciple-making impact. Movements of disciple-making churches will develop among unengaged and unreached people groups in nations where the Lord directs us to minister.

PASSION (The heartbeat behind our vision and purpose): The passion of World Ministries is to *serve* churches, pastors, and Christian leaders around the world by coaching them to penetrate culture, lead men and women to Christ, and help these believers grow to maturity.

VALUES (Underlying principles and distinctives):

- World Ministries is responsive to the leading of the Spirit of God. Though we work hard and plan strategically, we are determined to allow the Lord to work through us in all things. Expansion of the ministry begins with relying on the Lord to empower and to guide according to His timing.
- We are servants of the Body of Christ and of local churches.
- This ministry is characterized by a God-given, genuine care for people. We are a highly relational ministry where people are valued above programs and where all with whom we come in contact are treated with respect, sensitivity, and compassion.
- Though we believe "a worker is worthy of his wages," this ministry is not financially driven. We seek support from a variety of sources, including corporations, foundations, churches and individuals, to provide for our staff and to fund our overseas initiatives.