

STRONGER CHURCHES TRAINING MODULES

| | Module 1 | Module 2 | Module 3 | Module 4 | Module 5 | Module 6 |
|--|--|---|---|---|--|--|
| Title | 7 Paradigm Shifts to Fulfill the Mission | Clear and Inspiring Vision | Mobilizing Leadership | Body Mobilized According to Their Gifts | Proper Stewardship of Resources | Integration of Text and Context |
| Key Scripture | Romans 12:2 | Hebrews 11:8-10 | 2 Timothy 2:2 | 1 Corinthians 12:4-11 | Luke 12:42-28 | John 1:14; 1 Cor 9:19-23; Acts 17:18-28 |
| Objectives | <ol style="list-style-type: none"> 1. Evaluate one's paradigm regarding God's mission. 2. Explain the "7 shifts" to another using the charts contained in this lesson. | <ol style="list-style-type: none"> 1. Analysis-Guide the church to discern God's vision in its own context and reality. 2. Knowledge- Define God's vision in its own context and reality. 3. Application- Communicate God's vision in its own context and reality. | <ol style="list-style-type: none"> 1. Identify emerging leaders for the growth and reproduction of the church. 2. Training emerging leaders for the growth and reproduction of the church. 3. Mentor emerging leaders for the growth and reproduction of the church. | <ol style="list-style-type: none"> 1. Motivate members of our church to discover our respective gifts. 2. Apply spiritual gifts to context for the benefit of the church and our community. | <ol style="list-style-type: none"> 1. Understand holistic stewardship 2. Describe the 5 T's of stewardship | <ol style="list-style-type: none"> 1. Understand the concrete reality of the society where you serve. 2. Articulate a Biblical message that is relevant and appropriate. |
| Session 1: Biblical Foundations | <ol style="list-style-type: none"> 1. Extracting to incarnating 2. Authoritarian to servant leadership 3. Segmented to integrated faith 4. Buildings to communities 5. Closed to open systems 6. Owning and controlling to managing and sending 7. Addition to multiplication | <ol style="list-style-type: none"> 1. What is vision? 2. How can it be defined? 3. How is the vision discerned? 4. How is the vision communicated? | <ol style="list-style-type: none"> 1. How to identify Emerging leaders 2. How to train emerging leaders 3. How to mentor emerging leaders | <ol style="list-style-type: none"> 1. Encouraging the congregation regarding our gifts 2. Congregation and "ministry unemployment" 3. Coaching people instead of carrying out events 4. Eight key characteristics that must exist | <ol style="list-style-type: none"> 1. Earth or terrain 2. Time 3. Talents and gifts 4. Temple, our body 5. Treasure | Knowing the context <ol style="list-style-type: none"> a. Entering b. Challenging c. Appealing |
| Session 2: Tools | <ul style="list-style-type: none"> • Evaluating needed paradigm shifts | <ul style="list-style-type: none"> • How to write a vision statement • Evaluating a vision statement | <ul style="list-style-type: none"> • Accountable leadership tool • Evaluating our leadership | <ul style="list-style-type: none"> • Spiritual gifts • Evaluating mobilizing membership | <ul style="list-style-type: none"> • Discussion groups • 6 Principles of Christian offering • Evaluate holistic stewardship | <ul style="list-style-type: none"> • Cultural, social & personal aspects regarding God • Communicate within the context • Evaluating text and context |
| Session 3 | Action plan and goals Intro to reporting Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring |

| | Module 7 | Module 8 | Module 9 | Module 10 | Module 11 | Module 12 |
|--|---|---|--|--|--|---|
| Title | Evangelism | Comprehensive Discipleship | Service with the Community | Fellowship | Worship | Five Guidelines for a Healthy Church |
| Key Scripture | Matthew 28:18-20 | Mark 1:16-20 | Luke 4:18 | 1 Corinthians 12:4-11 | John 4:23-24 | Isaiah 65:17-25; Revelation 21:1-5 |
| Objectives | <ol style="list-style-type: none"> 1. Define Gospel 2. Explain evangelization 3. Teach the church about the importance of mobilizing believers to evangelize. | <ol style="list-style-type: none"> 1. Broaden one's perspective of discipleship. 2. Teach a Christlike lifestyle that reflects transformation. 3. Design a practical path for discipleship formation. 4. Evaluate the discipleship path through the new key tools introduced. | <ol style="list-style-type: none"> 1. Explain compassionate service. 2. Lead the church in joining the Holy Spirit in showing loving, compassionate, and serving testimony for the wellbeing of the Body of Christ and the community in which it finds itself. | <ol style="list-style-type: none"> 1. Understand the development of good relationships between members and the community. 2. Value the development of good relationships between members and the community. 3. Promote the development of good relationships between members and the community. | <ol style="list-style-type: none"> 1. Identify the elements of good, Biblical, and healthy worship. 2. Guide your church to a Biblical, more profound, understanding of worship. 3. Develop contextualized worship in our local church. | <ol style="list-style-type: none"> 1. Teach a transforming perspective Regarding the Gospel. 2. Battle spiritual dualism. 3. Create healthier congregations. |
| Session 1: Biblical Foundations | <ol style="list-style-type: none"> 1. Definition of Gospel 2. Definition of evangelism 3. Reasons to evangelize 4. Evangelism must have discipleship as its objectives 5. Evangelism implies the mobilization of all of the church | <ol style="list-style-type: none"> 1. Discipleship 2. Discipleship before the Great Commission. 3. Discipleship and the Great Commission. 4. Discipleship after the Great Commission. | <ol style="list-style-type: none"> 1. Compassionate service 2. Two sides of the same coin. 3. The Holy Spirit is active in your community. 4. Development of compassionate service projects. | <ol style="list-style-type: none"> 1. The Trinity: Model for fellowship and union for the Church. 2. Jesus and fellowship with His disciples. 3. Fellowship between the first believers. 4. Fellowship in the letters of Paul and John. | <ol style="list-style-type: none"> 1. Definition of worship 2. Worship pillars | <ol style="list-style-type: none"> 1. An Incomplete understanding of the Great Commission. 2. Toward a Biblical worldview. 3. The world belongs to God. 4. God created us for relationships. 5. God is transforming the world. |
| Session 2: Tools | <ul style="list-style-type: none"> • One on One poll • Evangelism styles • Evaluating our evangelism | <ul style="list-style-type: none"> • Model for discipleship path development | <ul style="list-style-type: none"> • Holistic ministry • Evaluating the impact of the church with the community. | <ul style="list-style-type: none"> • Promoting fellowship • Conflict resolution: PATIN • Evaluating healthy fellowship | <ul style="list-style-type: none"> • Evaluating our dynamic worship. | <ul style="list-style-type: none"> • Questions |
| Session 3 | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Pastor mentoring | Action plan and goals Healthy church report Church planter profile |

Introduction to the Facilitator Guide for Stronger Churches Modules

Welcome! Multiplication Network is so glad you have chosen to strengthen your church using the Stronger Churches training pathway. The Lord, Jesus Christ, is with you as you begin this journey of faith!

Multiplication Network promotes the health and planting of churches through pastor and leader training. Free access to our materials is ready for downloading and printing at: www.multiplicationnetwork.org Translations and adaptations for your context are also encouraged. The Stronger Churches modules enable the local church to have greater health and deeper impact in the communities where God has placed you as ambassadors of His Kingdom. Each module is designed to make measurable progress toward health and give specific action toward impact for a church community. The user will be introduced to the *Take Your Church's Pulse* (TYCP) tool and *The Ten Characteristics of a Healthy Church* through the training modules.

The Stronger Churches training modules provide material and suggestions for people who wish to lead the training in their church or other churches. If you need help leading the training, please contact one of the Multiplication Network representatives in your country (list available on our website: www.multiplicationnetwork.org). Multiplication Network also offers a training event, Introduction to Stronger Churches workshop, for your use to introduce leaders to the Stronger Churches training modules. You can obtain information about this through the Multiplication Network website or representative.

Resources available to Stronger Churches modular training leaders are:

1. Facilitator Guide
2. Participant Guide
3. PowerPoint Slides
4. Take Your Church's Pulse tool (online www.tydp.multiplicationnetwork.org or download paper version).
Note: Leader is encouraged to use this before the modules and after the modules for comparison.

HOW TO USE THE MODULES



1. **Introduction to Stronger Churches Workshop** - Facilitators are encouraged to review the Introduction to Stronger Churches Workshop individually or with other leaders to gain a stronger understanding of: Passion, Vision, Mission; the five commitments of a healthy church; and the five functions of a healthy church before starting to teach the modules.
2. **Take Your Church's Pulse (TYCP)** - Participants are encouraged to measure their churches health before and after the modular training in order to serve as a prayer guide, to measure the progress made toward health and impact by the church and to inspire praise, thanksgiving, and celebration for all that God has done. The pre-module assessment and post-module assessment can be completed using the paper or online versions of *Take Your Church's Pulse* (www.tygp.multiplicationnetwork.org)
3. **Modular Training** - The modular approach is based on an Action/Reflection model where a participant will receive instruction at intervals, allowing for field experience between training modules. Those who participate in modular training learn incrementally. In fact, some call this "just-in-time learning," as the participants put into practice what they learned between modules and then return to report on what happened. Usually, the participants gather monthly for modular training (12 monthly trainings for 12 modules). This allows for a full month of implementation of learning before returning to receive the next modular training. The monthly frequency of training helps with peer accountability and mutual encouragement as well.
4. **Reporting** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training, a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and a focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
5. **Pastor Track Mentoring** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training, the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.

THE CHURCH PLANTER PROFILE

PERSONAL INFORMATION

| | | | |
|-------------|-----------------------|----------------|---|
| PHOTO | SURNAME: _____ | | |
| | GIVEN NAME: _____ | | |
| | MARITAL STATUS: _____ | | GENDER: M <input type="checkbox"/> F <input type="checkbox"/> |
| | DATE OF BIRTH: _____ | AGE: _____ | # OF CHILDREN: _____ |
| | ADDRESS: _____ | | PHONE: _____ |
| CITY: _____ | STATE: _____ | COUNTRY: _____ | EMAIL: _____ |

INFORMATION OF THE AREA WHERE THE NEW CHURCH WILL BE PLANTED

| | | | |
|-------------|--------------|----------------|--|
| NAME: _____ | | ADDRESS: _____ | |
| CITY: _____ | STATE: _____ | COUNTRY: _____ | |

INFORMATION OF THE MOTHER CHURCH

| | | | |
|----------------------|--------------|----------------------|--------------|
| NAME: _____ | | PASTOR'S NAME: _____ | |
| MENTOR'S NAME: _____ | | PHONE: _____ | EMAIL: _____ |
| ADDRESS: _____ | | NEIGHBORHOOD: _____ | |
| CITY: _____ | STATE: _____ | COUNTRY: _____ | |

TESTIMONY OF THE CHURCH PLANTER

Two lines are the minimum required. If you need more space, please use the reverse side of this sheet.

How was your life before accepting Christ? _____

How did you meet Christ? _____

How were you called to church planting? _____

PRAYER REQUESTS

1. _____

2. _____

3. _____

 CHURCH PLANTER'S SIGNATURE

 MENTOR'S SIGNATURE

_____/_____/_____
 MONTH / DAY / YEAR

FACILITATOR GUIDE



FACILITATOR

DO: Welcome your group to Stronger Churches. Thank them for desiring to help their church become the church that Christ desires it to be.

DO: Spend a bit of time getting to know one another. Ask participants to share their name, the name of their church, and its location.

SAY: We have an exciting number of modules ahead of us. Modules that will challenge our way of thinking as well as to help us.

Today's module is called 7 Paradigm Shifts to Fulfill the Mission. At the end of the module, you will be able to:

1. Evaluate one's paradigm regarding God's mission.
2. Explain the "7 shifts" to another using the charts contained in this lesson.

TIME FOR SHARING & PRAYER

Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.

– Romans 12:2 (NIV)

1. What should we do as believers?
2. What shouldn't we do as believers?

TIME FOR SHARING & PRAYER

As you will notice, before we get too far in the module, we want to spend some time in God's Word, give opportunities for testimonies, and prayer. Let's begin.

ASK: Who would like to read Romans 12:2?

ASK: 1. What should we do as believers?

Let God transform me into a new person by changing the way I think.

2. What shouldn't we do as believers?

I should not copy the behavior and customs of this world.

SAY: In this module, we will make some shifts in the way that we view and respond to our part of God's mission. We call that a paradigm shift. Through 7 paradigm shifts, we see the importance of transformation regarding how we live out our faith to accomplish the mission of God in this world.

Would anyone like to share a testimony on how God has transformed you or another?

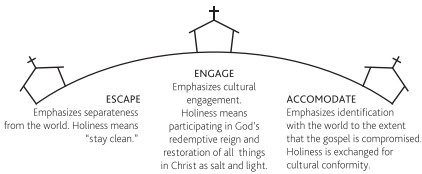
Session 1: Biblical Foundation

The Gospel Message:

If you declare with your mouth, "Jesus is Lord," and believe in your heart that God raised him from the dead, you will be saved.

– Romans 10:9 (NIV)

1. FROM EXTRACTING TO INCARNATION



2. FROM AUTHORITARIAN TO SERVANT LEADERSHIP

Read Philippians 2:5-8

DO: Pray.

Session 1: Biblical Foundation

SAY: **The Gospel Message.** Read Romans 10:9

SAY: The resurrection is the basis of the Gospel message. It is the source of its power. Many people in leadership have diverted from this fundamental and central message and instead have depended on trusting themselves, their technical ability, or even technological advances to seek strength, sustenance, and the inspiration required. The result of this reality is the inability to see how the transformation God can work in our context.

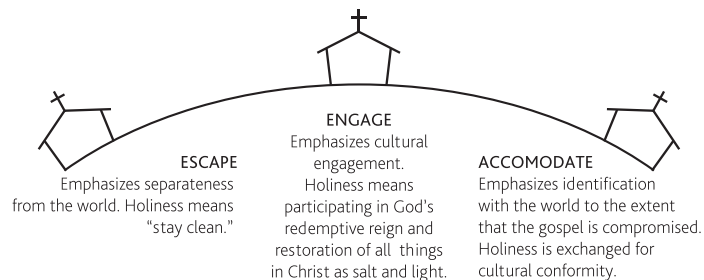
Nevertheless, when we make a paradigm shift, changing our leadership's thinking in these 7 key areas based on the power of the resurrection, we can experience meaningful advancement in the mission.

1. FROM EXTRACTING TO INCARNATION

The Gospel is not about making everyone go to church (extraction)... It is about getting the Church to go to the world! In this way, the Church participates in God's mission in the world, thus being "sent" out. That is incarnating the Gospel in the world.

A healthy church will actively participate in God's great mission of redeeming and restoring every aspect of life in Christ, through Himself.

DO: Review the Model



SAY: 2. FROM AUTHORITARIAN TO SERVANT LEADERSHIP

What distinguishes Christian leadership from worldly leadership is the foundation of serving others.

To reach a significant advancement in mission, we need to modify our secular thinking of "lording over people" and substitute it with the concept of "mobilizing teams according to their gifts."

DO: Read Philippians 2:5-8 and review the table.

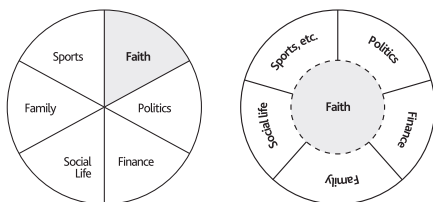
| AUTHORITARIAN LEADER | SERVANT LEADER |
|---|--|
| Says: "Follow me" | Says: "Let's follow Jesus!" |
| Decides what is their mission and objectives for the church. | Works with other leaders in order to discern the vision and objectives God has for the church. |
| Does not delegate, only gives orders. | Gets others cooperatively involved. |
| Makes decisions independently. | Encourages others to participate in the decision-making process. |
| Complains of the weaknesses of the congregation. | Strengthens the congregation in their weaknesses. |
| Does everything by themselves — preaches, visits, prays, teaches, leads worship, etc. | Trains others for ministry and affirms them in their respective tasks. |
| Sees other leaders as competition and a threat. | Sees other leaders as companions and a blessing for their life. |

| AUTHORITARIAN LEADER | SERVANT LEADER |
|---|--|
| Says: "Follow me" | Says: "Let's follow Jesus!" |
| Decides what is their mission and objectives for the church. | Works with other leaders in order to discern the vision and objectives God has for the church. |
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| Sees other leaders as competition and a threat. | Sees other leaders as companions and a blessing for their life. |

3. FROM SEGMENTED TO INTEGRATED FAITH

"There's not a square inch in the whole domain of human existence over which Christ, who is Lord overall, does not exclaim, 'Mine!'"
 - Abraham Kuyper

Read Galatians 2:20

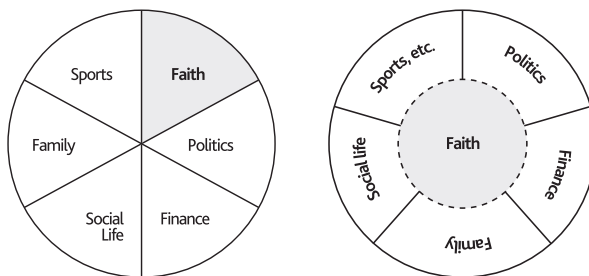


3. FROM SEGMENTED TO INTEGRATED FAITH

SAY: True discipleship means a change of worldview, a new way of interpreting reality. Worldview from a biblical standpoint covers all areas of life and does not cause faith to be fragmented.

"There's not a square inch in the whole domain of human existence over which Christ, who is Lord overall, does not exclaim, 'Mine!'" -Abraham Kuyper

ASK: Will someone read Galatians 2:20?



DO: Have participants look at the circle on the left. Note that each activity is separate from the other. However, the circle on the right shows that faith touches each activity.

ASK: According to Galatians 2:20 – how should faith impact our lives? When you think about your life and activities, does your faith touch each one? Or are you more like the circle on the left? If the left, what do you need to do today?

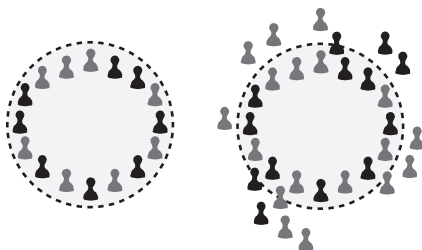
4. FROM BUILDINGS TO COMMUNITY

Read Ephesians 2:21-22

Where did the Church meet in the first century?

| |
|-------------------------------------|
| Acts 2:46 & Acts 5:42 |
| Acts 8:3 |
| Acts 10:22 |
| Acts 12:12 |
| Acts 16:29-32 |
| Acts 16:40 |
| Acts 18:7 |
| Acts 20:20 |
| Romans 16:3-5 & 1 Corinthians 16:19 |
| Romans 16:11 |
| Philippians 4:22 |
| Colossians 4:15 |
| 2 Timothy 4:19 |

How does 1 Peter 2:4-5 describe believers?



4. FROM BUILDINGS TO COMMUNITY

SAY: One of the revolutionary differences between the early church and other contemporary religions is that Christians used to gather in houses. They didn't have their own building and all of them were part of the priesthood. The thinking was, "We don't go to church; we are the Church." A place is simply a resource utilized to gather for liturgy and prayer, all of which can be done anywhere!

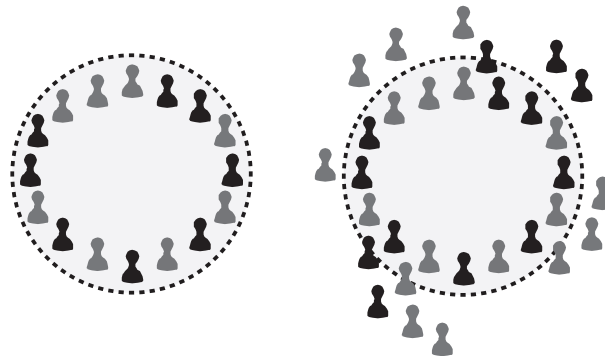
ASK: What are some examples of places the church can meet? Will someone read Ephesians 2:21-22?

DO: Have people divide into groups of 2 or 3. Assign groups a section of the table. Then have them come back to share their findings.

| | |
|-------------------------------------|-----------------------------------|
| Acts 2:46 & Acts 5:42 | Temple courts and in homes |
| Acts 8:3 | From house to house |
| Acts 10:22 | Home of Cornelius |
| Acts 12:12 | Home of Mary |
| Acts 16:29-32 | Home of prison guard |
| Acts 16:40 | Home of Lydia |
| Acts 18:7 | Home of Titius Justus |
| Acts 20:20 | Public settings and private homes |
| Romans 16:3-5 & 1 Corinthians 16:19 | Home of Priscilla and Aquila |
| Romans 16:11 | Home of Narcissus |
| Philippians 4:22 | Caesar's household |
| Colossians 4:15 | Home a Nympha |
| 2 Timothy 4:19 | Home of Onesiphorus |

ASK: How does 1 Peter 2:4-5 describe believers?

5. FROM A CLOSED TO AN OPEN SYSTEM



SAY: Systems are sets made up of interconnected components that allow them to accomplish one or several tasks.

For example, think about cattle in a pen. The cattle are given everything they need within the pen; there is no need to go outside the pen. It is a *closed* system.

However, think about ranchers driving the cattle to a water hole to get watered. The cattle are in an *open* system, whereby they leave the system in which they are grazing to go to another place/system on the ranch.

In the sorting between open and closed systems, the open system has strong links with the outside, while closed systems are characterized by working regardless of the surrounding cultural and sociological ethos.

A church, a community of believers, is a system. It is important that the community of believers remains strong and attracts people to its system. It is also important that the church looks outside its system to meet the needs of its community. The local church must consider this context as the base element for its programs and projects. If a church remains closed, looking to and only serving the needs of the church, it will die.

6. FROM OWNING AND CONTROLLING TO MANAGING AND SENDING

What does the Bible say about the body of Christ in 1 Corinthians 12:12?

According to Ephesians 4:1-16, what is the responsibility of apostles, prophets, evangelists, pastors, and teachers?

As we stop owning and controlling and seek to steward and release, how will you release people in your church to contribute to the vision of the church?

6. FROM OWNING AND CONTROLLING TO MANAGING AND SENDING

SAY: The focus of the leadership, in many cases, is on the “self.” Our ego makes little difference to others, and even less to the “lost.” It is a type of control.

Instead, a visionary leader awakens and implements the dreams and visions of the members of the community.

ASK: What does the Bible say about the body of Christ in 1 Corinthians 12:12?

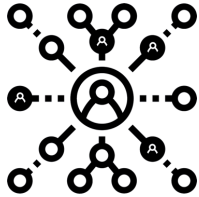
According to Ephesians 4:1-16, what is the responsibility of apostles, prophets, evangelists, pastors, and teachers?

SAY: It is necessary to redirect our perspective. An “owning and controlling” attitude is normally subject to fear. A “managing and sending” attitude of equipping and empowering the saints. When one equips a believer, the believer is given the tools and resources needed to witness to others. When one empowers a believer, the believer is given the authority/power to share.

ASK: As we stop owning and controlling and seek to steward and release, how will you release people in your church to contribute to the vision of the church?

7. FROM ADDITION TO MULTIPLICATION

Read 2 Timothy 2:2



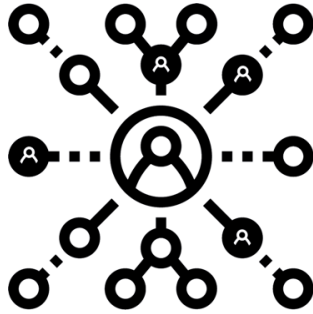
A FULL-TIME WORKER

A SEMINARY STUDENT

A CHURCH BUILDING

7. FROM ADDITION TO MULTIPLICATION

ASK: Will someone read 2 Timothy 2:2?
What do we learn from this passage?



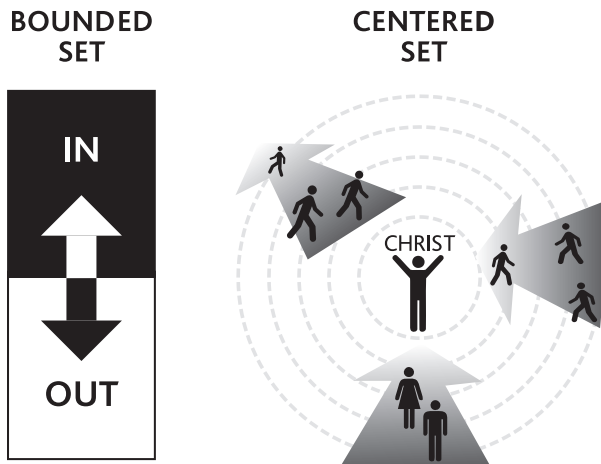
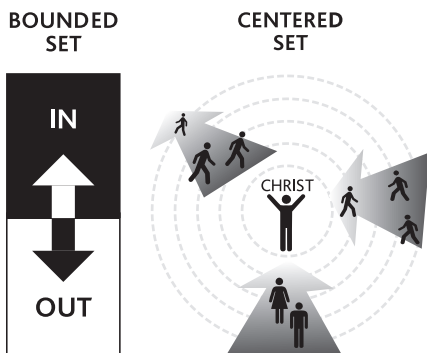
SAY: There are three systemic obstacles that can hinder multiplication when they become requirements:

A FULL-TIME WORKER | It is necessary to change the expectation of full-time workers to church planters with more than one vocation.

A SEMINARY STUDENT | In most seminaries, students are trained academically trained in theology and doctrine with few courses in pastoral care or practical skills. It is necessary to consider a more practical teaching strategy that requires training/internships while studying, thus providing more practical skills for the church planters.

A CHURCH BUILDING | We need a change in our mentality to comprehend that a sacred space turns sacred when two or three gather in Jesus' name and that all the cosmos is holy land and, therefore, ideal for the praise our Lord.

ASK: How has this impacted you and your church?



Session 2: Tools

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

1 2 3 4 5 6 7 8 9 10

FROM EXTRACTING TO INCARNATION

1 2 3 4 5 6 7 8 9 10

FROM AUTHORITARIAN TO A SERVANT LEADERSHIP

1 2 3 4 5 6 7 8 9 10

FROM SEGMENTED TO AN INTEGRATED FAITH

1 2 3 4 5 6 7 8 9 10

FROM BUILDINGS TO COMMUNITY

1 2 3 4 5 6 7 8 9 10

FROM A CLOSED TO AN OPEN SYSTEM

1 2 3 4 5 6 7 8 9 10

FROM OWNING AND CONTROLLING TO MANAGING AND SENDING

1 2 3 4 5 6 7 8 9 10

FROM ADDITION TO MULTIPLICATION

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in a Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 2) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Write your desired goal here: _____

Steps to reach it: _____

Write your present-day reality here: _____

Write your outcome at the top. Write your present-day reality at the bottom. Write the first one or two steps/ actions you know you need to take towards the outcome.

At step #5, write what needs to be in place or happening immediately before the desired outcome is reached. Work backwards. What should step #4 be—to reach #5? As you work from the bottom up and from the top down, fill in the middle steps. This process helps you to think about all steps/actions involved to accomplish your outcome.

Coming Up: Stronger Churches Module 2

The following module will guide the church to discern (Analysis), define (Knowledge) and communicate (Application) the vision of God in its own context and reality.

APPENDIX 1

If you desire to delve further into any of these *changes*, we recommend the essay "*7 Shifts in Mission for a Harvest Breakthrough.*"



FACILITATOR GUIDE

OBJECTIVE

At the end of this module, the participant will be able to:

- Guide the church to discern God's vision in its own context and reality (analysis).
- Define God's vision in its own context and reality (knowledge).
- Communicate God's vision in its own context and reality (application).

TIME FOR SHARING & PRAYER

⁸ By faith Abraham, when called to go to a place he would later receive as his inheritance, obeyed and went, even though he did not know where he was going. ⁹ By faith he made his home in the promised land like a stranger in a foreign country; he lived in tents, as did Isaac and Jacob, who were heirs with him of the same promise. ¹⁰ For he was looking forward to the city with foundations, whose architect and builder is God.

– Hebrews 11: 8-10 (NIV)

1. When Abraham left his home, did he know beforehand where he was going? Support or explain your answer.
2. As a foreigner, what allowed Abraham to feel comfortable in inhabiting the promised land?

TEACHER

DO: Praise the group for completing Module 1 and returning for Module 2.

SAY: In a few minutes we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Clear and Inspiring Vision.

At the end of this module, you will be able to:

- Guide the church to discern God's vision in its own context and reality (analysis).
- Define God's vision in its own context and reality (knowledge).
- Communicate God's vision in its own context and reality (application).

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and to give opportunities for testimonies and prayer. Let's begin.

ASK: Who has traveled to a foreign city or country and how did you feel?

ASK: Who would like to read Hebrews 11: 8-10?

ASK: (Allow time for responses before moving to the next question.)

1. When Abraham left his home, did he know beforehand where he was going? Support or explain your answer.
2. As a foreigner, what allowed Abraham to feel comfortable in inhabiting the promised land?
3. What does the text mean by "looking forward to a city with eternal foundations?" Did Abraham physically see this city or did he have a vision of its appearance?

SAY: According to these verses, it is noticeable that Abraham lived not by sight but by faith. He was guided in his pilgrimage by a vision of the future.

3. What does the text mean by "looking forward to a city with eternal foundations?" Did Abraham physically see this city or did he have a vision of its appearance?

In this module we will observe the importance of a clear and defined vision for the leader in the local church.

Before we get to the process of learning how to write a vision, would anyone like to share a testimony of information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

1. WHAT IS VISION?

Read Proverbs 29:18

A vision is a clear mental picture of a preferred future.

It is NOT a pithy slogan or motto on a T-shirt or mug or a paragraph that is fitting for every other church in the community.

A vision is a congregation's answer to the question, "What is that preferred future God is leading us into?"

Session 1: Biblical Foundation

1. WHAT IS VISION?

ASK: Will someone read Proverbs 29:18?

SAY: Vision allows the church to see clearly what God wants it to be and do, so that the Body of Christ may be unified as it gives witness to God's new creation in its community.

A vision is a clear mental picture of a preferred future. It is NOT a pithy slogan or motto on a T-shirt or mug or a paragraph that is fitting for every other church in the community.

A motto can be a great marketing tool, particularly if it distills the essence of your vision in a memorable fashion. It can serve as a shorthand descriptor of your vision but a great vision will be too rich and deep to summarize in a few words.

A vision for one congregation may overlap the visions of other churches in similar circumstances. After all, we serve one Savior and the same Scriptures shape our congregations. Yet God has a unique and special role for each body of believers.

A vision will ultimately work itself out into specific goals but instead of bogging down in the details, it holds out a dream of what could be as we join God in bearing witness to the full reality of God's Kingdom in our midst.

A vision is a congregation's answer to the question, "What is that preferred future God is leading us into? God has us here in this place, currently, with these particular people, gifts, and challenges. What is that clear mental picture of the place where God is taking us as a congregation?"

How did Jesus describe the condition of the church in that moment?

Matthew 9:36-38

2 Timothy 4:1-7 | Matthew 9:36-38

2. HOW CAN IT BE DEFINED?

“A vision looks into the future and sees what God wants to do through you to carry out His redemptive purposes.”

1. Vision is the God-given ability to SEE those things that are not but could become REALITY.
2. The church's vision determines its direction and all its ministries. The process starts when you feel DISSATISFIED with the way things are. There must be some discomfort with the status quo. You see a better FUTURE, an attainable ideal toward which to work.
3. Having vision is also a matter of FAITH because you must deal with things that you can't see concretely. Without faith there can be no vision. And if there is no vision, then there is no mission.
4. A vision is a CHALLENGING and CLEAR picture of the future of the ministry.

VISION IN THE BIBLE

Genesis 12:1-3; 13:14-18

2 Samuel 7:5, 8, 12-16

What was Jesus' vision?

2. HOW CAN IT BE DEFINED?

ASK: Would someone like to read the definition?

“A vision looks into the future and sees what God wants to do through you to carry out His redemptive purposes.”

SAY: 1. Vision is the God-given ability to SEE those things that are not but could become REALITY.

DO: Provide an example.

SAY: 2. The church's vision determines its direction and all its ministries. The process starts when you feel DISSATISFIED with the way things are. There must be some discomfort with the status quo. You see a better FUTURE, an attainable ideal toward which to work.

DO: Provide an example.

SAY: 3. Having vision is also a matter of FAITH because you must deal with things that you can't see concretely. Without faith there can be no vision. And if there is no vision, then there is no mission.

ASK: Is anyone able to give an example?

SAY: 4. A vision is a CHALLENGING and CLEAR picture of the future of the ministry.

SAY: We are going to spend some time in small groups looking at visions in the Bible.

DO: Assign groups of 2-3 the passages and have them identify the vision revealed.

Genesis 12:1-3; 13:14-18

2 Samuel 7:5, 8, 12-16

DO: Have groups report back.

VISION IN THE BIBLE

Genesis 12:1-3; 13:14-18

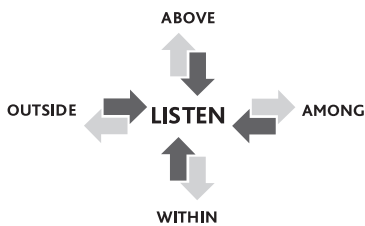
2 Samuel 7:5, 8, 12-16

What was Jesus' vision?

3. HOW IS THE VISION DISCERNED?

We have a visual that helps us see and understand how a vision is found.

- **From Above:** *What is God saying in His Word about His will and His way?*
- **From Within:** *What is the Holy Spirit saying about what we are uniquely to do?*
- **From Outside:** *What is our community/culture saying about needs and opportunities?*
- **From Among:** *What is our congregation saying about gifts & passions?*



Read Acts 26:19

Read Acts 16:6-10

Read Hebrews 10:24-25

DO: In the same small groups, look at the vision of Jesus. What is Jesus' vision? How did Jesus describe the condition of the church in that moment?

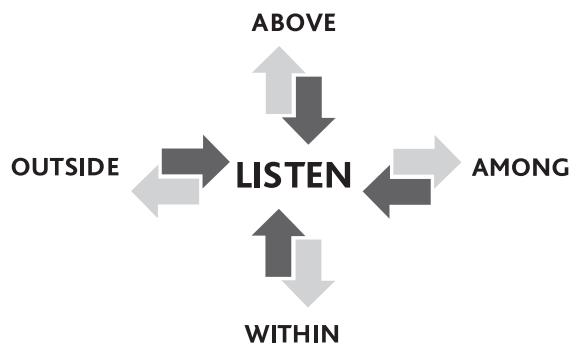
Matthew 9:36-38

2 Timothy 4:1-7 | Matthew 9:36-38

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- **From Within:** *What is the Holy Spirit saying about what we are uniquely to do?*
- **From Outside:** *What is our community/culture saying about needs and opportunities?*
- **From Among:** *What is our congregation saying about gifts & passions?*



SAY: True biblical vision isn't created; it's captured. It isn't manufactured; it's revealed. For example, Paul said, "I wasn't disobedient to the vision from heaven" (Acts 26:19).

DO: Read Acts 16:6-10.

ASK: How does this passage illustrate the four-directional listening process?

ASK: Will someone read Hebrews 10:24-25?

SAY: The author of Hebrews shows us a vision of a church in community and in action. We must discern in community what kind of church we should be and the action(s) we should take.

Leadership, alongside the members, moves from this process of discernment to cooperative accomplishment of the vision God has for them.

4. HOW IS THE VISION COMMUNICATED?

- a. Clarity
- b. Kindness
- c. Sensitivity
- d. Coherence
- e. Optimism
- f. Conviction

4. HOW IS THE VISION COMMUNICATED?

SAY: It is important that the community discerns the vision and it must be communicated using the following 7 characteristics:

DO: As you go through the characteristics, provide examples or ask why the characteristic is important.

SAY:

a. Clarity – The desired objective must be easily understood.

b. Kindness – Vision should be communicated courteously.

c. Sensitivity – Communication of vision should be done with empathy, recognizing emotional involvement.

d. Coherence – There must be agreement between the vision and what the leaders say, think, feel, and do

e. Optimism – Communicating and dreaming together about vision must be positive; it should communicate a better future for all.

f. Conviction – The message must be capable of convincing the hearts and minds of the majority of those expected to help fulfill the vision.

SAY: A process that has worked for some is to gather the leaders of the congregation and invest a day discovering the hopes and dreams God has put in each of their hearts. Later, a similar but simplified process can be used to gain the widest contribution of the whole congregation. This provides everyone with the opportunity to contribute what God has laid on their heart.

DO: Divide into groups of 2-3 and have them answer the following question:

ASK: What would be a way of involving the congregation to clarify a vision?

DO: Ask the groups to report back.

Session 2: Tools

HOW TO WRITE A VISION STATEMENT

A. THE DEVELOPMENT OF THE VISION

1. **WRITE** out the vision. Use short, simple phrases that are easy to remember so you can memorize it and communicate it effectively.
 - List 5-7 words or short phrases to describe where your church is located.
 - Lists 5-7 words or short phrases that describe your church as it is.
 - List 5-7 words or short phrases that describe what your church could be.
 - What do the three ideas above suggest about a potential vision for the church? Do not worry about wordsmithing at this point.
 - Attempt to create a short phrase that captures the heart of this potential vision.
2. **THINK BIG!** The driving force is a vision that is clear, biblical, achievable, and challenging.
3. Be **CREATIVE**. Feel free to think in new or different ways.
 - Consider developing a word picture, such as a mirror, tree, strong tower, etc. to illustrate the vision
4. **ASSESS** the vision:
 - Is it clear?
 - Is it challenging?
 - Is it forward-looking?
 - Is it possible?
5. Share the vision with **CLARITY** and **CONVICTION**. A common vision, centered on the person of Jesus Christ, will be the unifying factor for the team.
 - Create an environment in which others can identify with the same vision.
 - Set up a team to work toward the reality of the chosen vision.
 - Create a vision broad enough to allow for experimentation and to deal with failure.
 - Look for new and fresh ways to keep the vision in everyone's sight.

Remember | A leader must share the vision with others to ensure confirmation by the greater faith community.

1. In groups or pairs, write a vision statement for your congregation, keeping in mind: what does God want the church to be like in 5 years?

God wants us to be _____

2. Share the vision ideas you wrote and discuss which of them best communicate how your church should be.

Write a concise and clear vision statement: _____

3. What biblical support does your vision have? _____

4. Now fine-tune the vision statement so that it is clear and simple. What are some ideas for communicating it to the church and inviting it to adopt it as its own? _____

Examples of vision statements of some local churches:

"Each member of the Woodville Church grows as a disciple of Jesus Christ through expository preaching and the teaching of the Word of God, and with praise that glorifies God, reaching the community through acts of service"

- Woodville Church, Michigan (USA)

"A community that walks according to the principles of the Kingdom, loving God and loving people."

- Roca Firme Christian Church, Quito - Ecuador

Evaluating Your Vision Statement

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

| CLEAR AND INSPIRING VISION STATEMENT | | | | | | | | | | | |
|--------------------------------------|---|---|---|---|---|---|---|---|---|---|----|
| 1. | The church leadership gathers every year to plan and evaluate. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | Our local church has a clear and defined vision statement. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | The leadership of our church knows where we will be in two years. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | The pastor and its leadership communicate clearly the vision of our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | I feel inspired by the vision of our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | I know the vision and the plans of our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | I feel motivated by the future of our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in a Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 2) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 3

You will help your church identify, train, and mentor emerging leaders for the growth and reproduction of the church.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Identify emerging leaders for the growth and reproduction of the church.
2. Train emerging leaders for the growth and reproduction of the church.
3. Mentor emerging leaders for the growth and reproduction of the church.

DEVOTIONAL

And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.

– 2 Timothy 2:2 (NIV)

AS LEADERS GO ... SO GOES TO THE CHURCH

How many generations of leadership are cited in Paul's multiplication process?

What words reference Paul's multiplication process?

How can the pastor or church planter apply the concept of multiplying leaders in their context?

FACILITATOR

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Mobilizing Leadership.

By the end of this module, you will be able to:

1. Identify emerging leaders for the growth and reproduction of the church.
2. Train emerging leaders for the growth and reproduction of the church.
3. Mentor emerging leaders for the growth and reproduction of the church.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we want to spend some time in God's Word, give opportunities for testimonies, and pray. Let's begin.

ASK: Who would like to read 2 Timothy 2:2?

SAY: As leaders go ... so goes the church.

ASK: How many generations of leadership are cited in Paul's multiplication process?

DO: Allow time for responses to questions.

What words reference Paul's multiplication process?

How can the pastor or church planter apply the concept of multiplying leaders in their context?

SAY: In this module, we will see how the leader can expand the impact of their leadership by multiplying emerging leaders in the local church.

Before we get to the process of multiplying emerging leaders, would anyone like to share a vision statement, testimony, or information on the report on how God has transformed you or another?

Session 1: Biblical Foundations

1. HOW TO IDENTIFY EMERGING LEADERS | 2 Timothy 2:15

Four things that people need from leaders:

- trust
- compassion
- stability
- hope

Read 2 Timothy 2:15
Read John 15:5
Read Titus 1:5-9

What is the difference between character (BEING) and skills (ACTIONS) of a leader?

According to the Bible verses, write the characteristics and skills of a leader in a local church.

| CHARACTER | SKILLS |
|-----------|--------|
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |
| _____ | _____ |

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundations

1. HOW TO IDENTIFY EMERGING LEADERS

ASK: Will someone read 2 Timothy 2:15?

SAY: Every time God makes a redemptive move, He raises up a leader.

ASK: Can you give examples of this? (Some examples: Ruth, Daniel, Moses, Saul/Paul.)

SAY: Four things that people need from leaders: trust, compassion, stability, and hope.

DO: Either divide into groups of 2-3 or allow people to work individually.

SAY: After reading the following Bible references, explain in your own words the relation between the text and multiplying leaders in your local church.

- 2 Timothy 2:15
- John 15:5
- Titus 1:5-9

DO: Have the individuals/groups share.

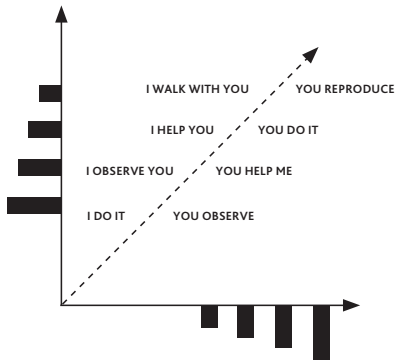
ASK: What is the difference between character (BEING) and skills (ACTIONS) of a leader?

DO: Emphasize in this section the character (BEING) of the leader and the use of their skills (ACTIONS).

ASK: According to the Bible verses, write the characteristics and skills of a leader in a local church.

| CHARACTER | SKILLS |
|-------------|---------------|
| Hardworking | Teaching |
| Focused | Discipling |
| Honest | Hospitality |
| Disciplined | Encouragement |
| Obedient | Correction |

2. HOW TO TRAIN EMERGING LEADERS | 2 Timothy 2:15, 1 Thessalonians 5:11

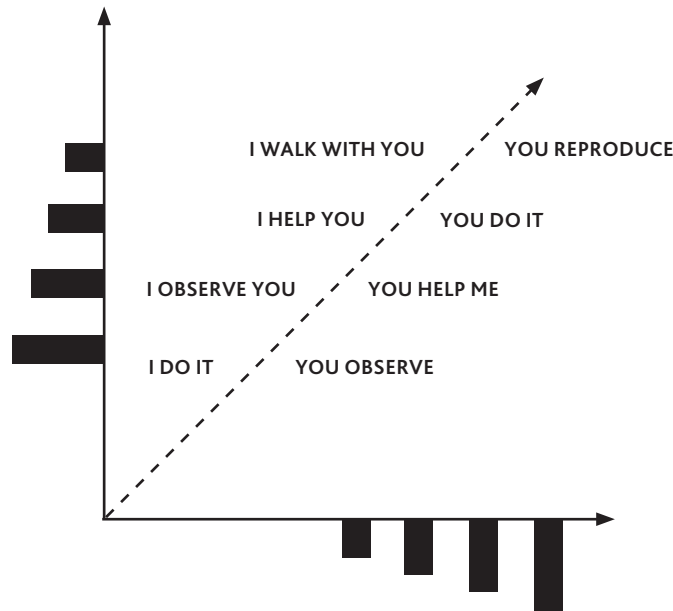


2. HOW TO TRAIN EMERGING LEADERS

ASK: Will someone read 1 Thessalonians 5:11?

SAY: Look at the chart in your manual. When you look at the bottom left, you can see that the leader does the work. Often leaders stop there and they never see the need to train others. However, we are responsible to train emerging leaders.

As we walk up the chart from lower left to upper right follow this pattern when training leaders.



Benefits of this Model:

Take Risks

Model

Teamwork

Accountable Leadership

ASK: What are the benefits of this type of model?

SAY: Take Risks | The leader must take risks, delegating authority to emerging leaders to carry out activities. It is always a good policy to correct in private and affirm in public.

Model | The leader must perform and assign simple tasks to observe before assigning more complex tasks.

Teamwork | The leader must identify success and encourage each other to work and grow together.

Accountable Leadership | The leader must give leaders the three elements they need to succeed: A clear objective/mission to achieve, clear boundaries/rules to guide their work, and clear measurements/metrics scoreboard that shows if the mission is being achieved.

3. HOW TO MENTOR EMERGING LEADERS? |
Proverbs 27:17

1. Value
2. Model
3. Encourage
4. Be humble
5. Listen
6. Clear up
7. Give time
8. Review
9. Give resources
10. Provide perspective

Without trust, there cannot be confidentiality and without confidentiality, all trust is lost.

| HEALTHY MENTOR | TOXIC MENTOR |
|---|--------------------------|
| Listens | Underestimates |
| Encourages | Criticizes |
| Treats moments as just-in-time learning | Backs up inappropriately |
| Helps see the options | Rescues |
| Guides with questions | Freely advises |
| Remembers that growth depends on the mentee | Builds barriers |

Which characteristics of a healthy mentor and a toxic mentor do you see in yourself? Discuss with your group later.

3. HOW TO MENTOR EMERGING LEADERS? | Proverbs 27:17

DO: As you discuss ways to mentor leaders, prior to class, identify verses you want to be read. Assign these verses prior to starting the list.

- SAY:**
1. Value: build up; don't tear down. (Galatians 5:13, Ephesians 5:21, Romans 12:10)
 2. Model: do not intervene (intervention, if necessary, can come later and privately).
 3. Encourage: do not discourage, especially publicly. (I Thessalonians 5:11, Romans 15:7, Ephesians 4:32)
 4. Be humble: do not be arrogant. (Philippians 2:3)
 5. Listen: do not speak—advice and correction can come later.
 6. Clear up: do not complain or cause further confusion.
 7. Give time: do not take shortcuts.
 8. Review: do not fail to reinforce through praise and gentle correction.
 9. Give resources: do not investigate for them.
 10. Provide perspective: Do not give easy answers; rather, allow them to try to resolve issues and questions that arise.

SAY: Without trust, there cannot be confidentiality and without confidentiality, all trust is lost.

DO: Explain the chart of a healthy and toxic mentor. Provide examples of behaviors as you explain the characteristics.

| HEALTHY MENTOR | TOXIC MENTOR |
|---|--------------------------|
| Listens | Underestimates |
| Encourages | Criticizes |
| Treats moments as just-in-time learning | Backs up inappropriately |
| Helps see the options | Rescues |
| Guides with questions | Freely advises |
| Remembers that growth depends on the mentee | Builds barriers |

Which characteristics of a healthy mentor and a toxic mentor do you see in yourself? Discuss with your group later.

Session 2: Tools

ACCOUNTABLE LEADERSHIP TOOL

There are three things every leader needs to thrive as they lead the church:

- A Clear Objective
- A Clear Set of Rules
- A Clear Scoreboard

When playing the game of football (for the Americans...soccer), these three elements are clear. First, the object of the game is to move the ball toward your opponent's goal and score by putting the ball past the goalie and into the net. The football team uses all of their skills and all of their energy to achieve the objective. Second, the rules are also very clear in football and include things like you can't dribble the ball outside of boundary lines and tripping your opponent results in a penalty. Without rules, the game resembles rugby more than football! Third, football has a scoreboard in order to know if you are winning at the game. Recording and keeping track of the number of goals is absolutely essential to gauging how the team is performing and who wins the game.



The accountable leadership strategy tool offered in this module brings together all three elements for effective leadership in the church. What in football we call the goal, Christians call the mission. What in football we call the rules, Christians call ethical standards, policies, and theological positions. And what we call the score in football, Christians call measuring what matters most to Christ and His church. A football game ultimately isn't about how many plays are executed but how many goals are scored. The church needs to learn this lesson as well: our activity and programs are there to serve the mission Christ has given His church.

When training and multiplying new leaders, show them the Mission (Object), the Theological, Ethical and Policy Boundaries (Rules), and Measurements they are Accountable for (Score):

MISSION (OBJECT)

¹⁸ Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

– Matthew 28:18-20 (NIV)

As you are training a new leader, they need to know how their area of ministry is clearly helping the church move toward making more and better disciples who follow Christ and imitate Him with their lives. For example, the youth group leader you are training needs to know they are responsible for ensuring young people become disciples of Jesus. A leader needs to know what they are responsible for and are blessed when we make that responsibility clear. While pizza parties and mission trips are great activities, the ultimate goal for a leader being trained to lead youth is to see young people become followers and imitators of Jesus.

BOUNDARIES (RULES)

And the Lord God commanded the man, "You are free to eat from any tree in the garden; but you must not eat from the tree of the knowledge of good and evil, for when you eat from it you will certainly die."

– Genesis 2:16-17 (NIV)

As you are training new leaders, they need to know what the boundaries to their leadership are. By having clear boundaries, the leader is empowered to act toward the goal of the ministry without having to ask continually for permission from others. For example, a clear financial boundary expressed in a ministry budget lets the leader act without having to ask permission to use finances. A football player knows that as long as they follow the rules, they are free to pass the ball and dribble toward the goal without having to continually ask the coach for permission to pass the ball. In fact, no team could ever win if every pass required permission from the coach. Clear boundaries help the leader act with authority and freedom toward the goal.

MEASUREMENT (SCORE)

With many other words he warned them; and he pleaded with them, "Save yourselves from this corrupt generation." Those who accepted his message were baptized, and about three thousand were added to their number that day.

– Acts 2:40-41 (NIV)

As you are training new leaders, they need to know what measurements they will be held accountable for in their ministry. This blesses them with a focus on the things that matter most and keeps the leader from distraction toward things that don't matter as much. The measurements that leaders are held accountable for should lead the church toward its mission of more and better disciples. For example, the youth group leader you are training could have seven measurements that are kept track of:

1. Spiritual conversations
2. New believers
3. Baptisms
4. New leaders in training
5. New small groups
6. New people in small groups
7. New leaders with a group

(See the ABC Report created by Multiplication Network www.multiplicationnetwork.org/resources/ministry-toolbox/149-abc-church-planting-report-1)

When training new leaders for ministry there must be monthly reporting of results. There are many beneficiaries to reporting:

1. The leader themselves is blessed with clarity and accountability.
2. The leader's trainer and mentor can see how the training is progressing and give additional instruction where needed, celebrate successes with praise, and encourage perseverance.
3. The prayer partner knows how to specifically pray for the leader.
4. The entire church knows how to give support and celebrate with the leader.

How will you use the Accountable Leadership Tool in your training of leaders? How will you use reporting of measurements in the training leaders?

Evaluating Our Leadership

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

| MULTIPLYING LEADERSHIP | | | | | | | | | | | |
|------------------------|--|---|---|---|---|---|---|---|---|---|----|
| 1. | Multiplying leadership creates opportunities to develop new leaders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | There are others who are being trained and prepared to lead in the future. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | I feel that the leadership of the church seeks to grow and multiply. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | I can identify at least two new leaders who were trained during the last year. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | The leadership helps and guides those who wish to actively participate in the church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | The quality and commitment of our leadership is very good. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | The leadership is decisive for the direction the church desires to take in the future. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 take Your Church's Pulse (TYCP) questions for this module (Session 3) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 4

You will motivate the members of your church to discover their respective gifts in order to apply them to their own context for the benefit of the church and community.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Motivate members of your church to discover their respective gifts.
2. Apply spiritual gifts to the context for the benefit of the church and the community.

TIME FOR SHARING & PRAYER

Read 1 Corinthians 12: 4 -11

Even though there is diversity of services (gifts), according to v. 6, who is behind the giving of those gifts?

What are 'some of the gifts given through the work of the Spirit?

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called **Body Mobilized According to Their Gifts**

By the end of this module, you will be able to

1. Motivate members of your church to discover their respective gifts.
2. Apply spiritual gifts to the context for the benefit of the church and their community.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we want to spend some time in God's Word, give opportunities for testimonies, and prayer. Let's begin.

ASK: Who would like to read 1 Corinthians 12: 4 -11?

ASK: (Allow time for responses before moving to the next question.)
Even though there is diversity of services (gifts), according to v. 6, who is behind the giving of those gifts?

What are some of the gifts given through the work of the Spirit?

SAY: Given this context, the words "service" and "given" refer to the work of the Holy Spirit through spiritual gifting.

In this module, we will see the importance of the discernment and use of those gifts in the membership, the body of Christ.

Before we get to the process of learning how to mobilize according to gifts, would anyone like to share a testimony or information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

1. SHARED LEADERSHIP | Romans 12:6-7; Romans 15:14

"The members of the Church work in unity, utilizing their gifts to serve their congregation and cause an impact in their community."

LEADERS ENCOURAGE MEMBERS REGARDING THEIR GIFTS

| TEACHING WHY? | EQUIPPING WHOM? | EMPOWERING HOW? |
|------------------|--------------------|--------------------|
| | | |

Session 1: Biblical Foundation

1. SHARED LEADERSHIP | Romans 12:6-7; Romans 15:14

SAY: In these passages, we can see there are various gifts, and we recognize that gifts are for the building up of the church.

ASK: Who would like to read Romans 12:6-7 and Romans 15:14?

SAY: According to the passages, it should be noted that the use of believers' gifts correlates to the measure of faith.

ASK: Here's a common question: Are gifts and talents the same thing?

SAY: Natural talents and spiritual gifts are closely related. A believer with a musical talent can also have the spiritual gift of edification and use music to encourage and inspire other believers to grow closer to the Lord. A person who is a talented organizer may also have the gift of leadership for supervising church activities in a way that believers grow and reach non-believers.

ASK: Will someone read the quote?

"The members of the Church work in unity, utilizing their gifts to serve their congregation and cause an impact in their community."

SAY: LEADERS ENCOURAGE MEMBERS REGARDING THEIR GIFTS.

There are far too many inactive Christians in the established churches that are not serving nor involved in ministry activities. When the members of the body are not trained to find their God-given places for service and ministry, the church experiences a major issue of "unemployment" among the faith community.

DO: Working in groups, read Exodus 18:13-26 and develop the three instructions given in the passage. Afterwards, have the groups report out.

| TEACHING WHY? | EQUIPPING WHOM? | EMPOWERING HOW? |
|------------------|--------------------|--------------------|
| | | |

2. CONGREGATION AND "MINISTRY UNEMPLOYMENT"

Read 1 Corinthians 12:4-6

List some of the differences that the Apostle Paul mentions that you can see in your own church setting:

| Different GIFTS | Different SERVICE (MINISTRY) | Different WAYS |
|-----------------|------------------------------|----------------|
| | | |

Read 2 Timothy 2:1-2

Note how closely this model follows the advice the Apostle Paul gives to Timothy.

2. CONGREGATION AND "MINISTRY UNEMPLOYMENT"

SAY: Sometimes a congregation gets used to not working because it thinks that God has just called the pastor to do ministry. This happens more in the well-established churches than in the ones that are recently planted. It is important to teach, choose, and empower leaders from the beginning so that this mistaken concept does not find root.

Truly, the members of the church have many things to occupy their time, and some frequently utilize the excuse of being too busy to be involved in the church's ministry. Others may have been involved in the wrong type of service, which did not fit their giftedness, and now they want nothing to do with service or ministry. These are just a couple of the reasons why it is so important to guide people in the discovery and training in different functions to which God has given them gifts and talents to be developed.

DO: Divide participants in groups of 2-3. Read 1 Corinthians 12:4-6 and list some of the differences that the Apostle Paul mentions that you can see in your own church setting:

| Different GIFTS | Different SERVICE (MINISTRY) | Different WAYS |
|-----------------|------------------------------|----------------|
| | | |

ASK: What did you find from the 1 Corinthians passage?

SAY: We may need to rethink how we view the members of our congregation. We should focus on recognizing each member as an individual God has sent to the church and accompany them in their personal journey of self-discovery as they mature as Christians. We have the privilege of guiding them to serve according to their gifts and talents, responding to the opportunities God presents.

ASK: Will someone read 2 Timothy 2:1-2? As we read it, note how closely this model follows the advice the Apostle Paul gives to Timothy.

3. COACH PEOPLE INSTEAD OF CARRYING OUT EVENTS

Read Ephesians 4:1-3

| CHARACTER | CONSIDERATIONS |
|-----------|----------------|
| | |
| | |
| | |
| | |
| | |
| | |

4. MINISTRY BASED ON GIFTS

Read 1 Peter 4:10-11

Write down ways to minister in the local church through individual spiritual gifts.

3. COACH PEOPLE INSTEAD OF CARRYING OUT EVENTS

SAY: If we, as a church, want our strategies to focus on people, we must focus on training, thereby increasing the number and effectiveness of communicators of the Gospel (people who can communicate the Good News both in personal conversations and public places).

ASK: Will someone read Ephesians 4:1-3?

ASK: What are the directions given to us by Ephesians 4:1-3 concerning the character of the people we teach, equip, and empower?

ASK: What are some other considerations that must be kept in mind concerning the church?

| CHARACTER | CONSIDERATIONS |
|-----------|----------------|
| | |
| | |
| | |
| | |
| | |
| | |

4. MINISTRY BASED ON GIFTS

SAY: Christians who do not use their gifts are, in general, inactive believers. They are not doing the things which God has created, equipped, and called them to do. Inactive Christians are not healthy Christians!

One of the characteristics of a Spirit-guided church should be having the highest possible percentage of active members in some ministry, based on the gifts they possess. Fulfilling the ministry (learning and doing things that intersect the mission with the world), motivates people, which produces stronger and enthusiastic faith.

DO: Read 1 Peter 4:10-11 and write down ways to minister in the local church through individual spiritual gifts.

EIGHT KEY CHARACTERISTICS THAT MUST EXIST FOR THE LOCAL CHURCH TO EFFECTIVELY MOBILIZE

A clear and inspiring objective. When everybody works for a shared goal, the energy of the team grows and it gives a sense of a common purpose among the members of the team.

A structure designed to reach the goal. The team should be organized in a way that helps the team achieve the set goals.

Competent team members. A winning team always has competent team members, people who understand well their responsibilities and work.

A shared commitment. Each team member understands that sometimes individual preferences must be sacrificed for the good of the team.

A cooperation environment. The team must promote good communication and the desire to help others.

A standard of excellence. Efficient teams do not accept mediocre results; they work with excellent judgment.

External support and recognition. The teams that have support and recognition from others tend to develop better objectives.

Fundamental leadership on principles. When the leadership takes decisions based on principles, it acquires trust. Consequently, the team works better and achieves its goals.

Session 2: Tools

SPIRITUAL GIFTS SURVEY (30 MIN.)

Directions

This is not a test, so there are no wrong answers. The Spiritual Gifts Survey consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test.
- Usually, your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

| | |
|---|--|
| 1 | Highly characteristic of me/definitely true for me |
| 2 | Most of the time this would describe me/be true for me |
| 3 | Frequently characteristic of me/true for me—about 50 percent of the time |
| 4 | Occasionally characteristic of me/true for me—about 25 percent of the time |
| 5 | Not at all characteristics of me/definitely untrue for me |

Begin the survey here:

1. I have the ability to organize ideas, resources, time, and people effectively. ____
2. I am willing to study and prepare for the task of teaching. ____
3. I can relate the truths of God to specific situations. ____
4. I have a God-given ability to help others grow in their faith. ____
5. I possess a special ability to communicate the truth of salvation. ____
6. I can make critical decisions when necessary. ____
7. I am sensitive to the hurts of people. ____
8. I experience joy in meeting needs through sharing possessions. ____
9. I enjoy studying. ____

10. I have delivered God's message of warning and judgment. ____
11. I can sense the true motivation of persons and movements. ____
12. I have a special ability to trust God in difficult situations. ____
13. I have a strong desire to contribute to the establishment of new churches. ____
14. I take action to meet physical and practical needs rather than merely talking about or planning to help. ____
15. I enjoy entertaining guests in my home. ____
16. I can adapt my guidance to fit the maturity of those working with me. ____
17. I can delegate and assign meaningful work. ____
18. I have an ability and desire to teach. ____
19. I am usually able to analyze a situation correctly. ____
20. I have a natural tendency to encourage others. ____
21. I am willing to take the initiative in helping other Christians grow in their faith. ____
22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger. ____
23. I am a cheerful giver. ____
24. I spend time digging into facts. ____
25. I feel that I have a message from God to deliver to others. ____
26. I can recognize when a person is genuine/honest. ____
27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality. ____
28. I am willing to yield to God's will rather than question and waver. ____
29. I would like to be more active in getting the Gospel to people in other lands. ____
30. It makes me happy to do things for people in need. ____
31. I am successful in getting a group to do its work joyfully. ____
32. I can make strangers feel at ease. ____
33. I can plan learning approaches. ____

34. I can identify those who need encouragement. ____
35. I have trained Christians to be more obedient disciples of Christ. ____
36. I am willing to do whatever it takes to see others come to Christ. ____
37. I am attracted to people who are hurting. ____
38. I am a generous giver. ____
39. I can discover new truths. ____
40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out. ____
41. I can sense when a person is acting in accord with God's will. ____
42. I can trust in God even when things look dark. ____
43. I can determine where God wants a group to go and help it get there. ____
44. I have a strong desire to take the Gospel to places where it has never been heard. ____
45. I enjoy reaching out to new people in my church and community. ____
46. I am sensitive to the needs of people. ____
47. I have been able to make effective and efficient plans for accomplishing the goals of a group. ____
48. I often am consulted when fellow Christians are struggling to make difficult decisions. ____
49. I think about how I can comfort and encourage others in my congregation. ____
50. I can give spiritual direction to others. ____
51. I can present the Gospel to lost people in such a way that they accept the Lord and His salvation. ____
52. I possess an unusual capacity to understand the feelings of those in distress. ____
53. I have a strong sense of stewardship based on the recognition that God owns all things. ____
54. I help others understand God's Word and apply it to their lives. ____
55. I can sense when a person is acting under God's leadership. ____
56. I try to be in God's will continually and be available for His use. ____
57. I feel that I should take the Gospel to people who have different beliefs from me. ____
58. I have an acute awareness of the physical needs of others. ____

59. I am skilled in setting forth positive and precise steps of action. ____
60. I like to meet visitors at church and make them feel welcome. ____
61. I explain Scripture in such a way that others understand it. ____
62. I can usually see spiritual solutions to problems. ____
63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling. ____
64. I feel at ease in sharing Christ with nonbelievers. ____
65. I can influence others to perform to their highest God-given potential. ____
66. I recognize the signs of stress and distress in others. ____
67. I desire to give generously and unpretentiously to worthwhile projects and ministries. ____
68. I can organize facts into meaningful relationships. ____
69. God gives me messages in line with Scripture to deliver to His people. ____
70. I can sense whether people are being honest when they tell of their religious experiences. ____
71. I enjoy presenting the Gospel to persons of other cultures and backgrounds. ____
72. I enjoy doing little things that help people. ____
73. I can give a clear, uncomplicated presentation. ____
74. I have been able to apply biblical truth to the specific needs of my church. ____
75. God has used me to encourage others to live Christ-like lives. ____
76. I have sensed the need to help other people become more effective in their ministries. ____
77. I like to talk about Jesus to those who do not know Him. ____
78. I can make strangers feel comfortable in my home. ____
79. I have a wide range of study resources and know how to secure information. ____
80. I feel assured that a situation will change for the glory of God even when the situation seems impossible. ____

SCORING YOUR SURVEY (5 MIN.)

Follow these directions to determine your score for each spiritual gift.

Place in each box your numerical response (1-5) to the item number that is indicated in the space.

For each gift, add the numbers in the boxes and put the total in the TOTAL box.

| | | | | | | | | | | | |
|------------------------|----|---|----|---|----|---|----|---|----|---|-------|
| LEADERSHIP | 6 | + | 16 | + | 27 | + | 43 | + | 65 | = | TOTAL |
| ADMINISTRATION | 1 | + | 17 | + | 31 | + | 47 | + | 59 | = | TOTAL |
| TEACHING | 2 | + | 18 | + | 33 | + | 61 | + | 73 | = | TOTAL |
| KNOWLEDGE | 9 | + | 24 | + | 39 | + | 68 | + | 79 | = | TOTAL |
| WISDOM | 3 | + | 19 | + | 48 | + | 62 | + | 74 | = | TOTAL |
| PROPHECY | 10 | + | 25 | + | 40 | + | 54 | + | 69 | = | TOTAL |
| DISCERNMENT | 11 | + | 26 | + | 41 | + | 55 | + | 70 | = | TOTAL |
| EXHORTATION | 20 | + | 34 | + | 49 | + | 63 | + | 75 | = | TOTAL |
| SHEPHERDING | 4 | + | 21 | + | 35 | + | 50 | + | 76 | = | TOTAL |
| FAITH | 12 | + | 28 | + | 42 | + | 56 | + | 80 | = | TOTAL |
| EVANGELISM | 5 | + | 36 | + | 51 | + | 64 | + | 77 | = | TOTAL |
| APOSTLESHIP | 13 | + | 29 | + | 44 | + | 57 | + | 71 | = | TOTAL |
| SERVICE/HELPING | 14 | + | 30 | + | 46 | + | 58 | + | 72 | = | TOTAL |
| MERCY | 7 | + | 22 | + | 37 | + | 52 | + | 66 | = | TOTAL |
| GIVING | 8 | + | 23 | + | 38 | + | 53 | + | 67 | = | TOTAL |
| HOSPITALITY | 15 | + | 32 | + | 45 | + | 60 | + | 78 | = | TOTAL |

GRAPHING YOUR PROFILE (5 MIN.)

For each gift, place a mark across the bar at the point that corresponds to your TOTAL for that gift.

For each gift, shade the bar below the mark that you have drawn.

The resulting graph gives a picture of your gifts. Gifts for which the bars are long are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

| | 5 | 10 | 15 | 20 | 25 |
|------------------------|----------|-----------|-----------|-----------|-----------|
| LEADERSHIP | | | | | |
| ADMINISTRATION | | | | | |
| TEACHING | | | | | |
| KNOWLEDGE | | | | | |
| WISDOM | | | | | |
| PROPHECY | | | | | |
| DISCERNMENT | | | | | |
| EXHORTATION | | | | | |
| SHEPHERDING | | | | | |
| FAITH | | | | | |
| EVANGELISM | | | | | |
| APOSTLESHIP | | | | | |
| SERVICE/HELPING | | | | | |
| MERCY | | | | | |
| GIVING | | | | | |
| HOSPITALITY | | | | | |

EVALUATING OUR MOBILIZED BODY ACCORDING TO THEIR GIFTS

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

| MOBILIZED BODY ACCORDING TO THEIR GIFTS | | | | | | | | | | | |
|---|--|---|---|---|---|---|---|---|---|---|----|
| 1. | The church helps its members to discover their spiritual gifts. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | The leadership of the church trains the membership according to their discovered gifting. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | The church provides clear information to those who wish to serve according to their interests and talents. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | I feel the church does everything possible so that I use my gifts appropriately. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | Individuals have been trained to serve or lead in the congregation and in the community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | There are ample opportunities of service and ministry for those who wish to serve. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | Our ministerial structure is well-suited for mobilizing people to serve. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

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Time-bound: It mentions an exact time period.

Example:

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- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 5

You will learn about holistic stewardship of the resources that God has given us.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training; Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Guide the church to an understanding of holistic stewardship.
2. Describe the five T's related to stewardship.

TIME FOR SHARING & PRAYER

Read Luke 12:42-48

DO: Welcome the group back.

SAY: In a few minutes we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Resources

By the end of this module, the participant will be able to

1. Guide the church to an understanding of holistic stewardship.
2. Describe the five T's related to stewardship.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and give opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Luke 12:42-48?

ASK: (Allow time for responses before moving to the next question).
What is it we should avoid doing as believers regarding the good use of money and material assets?

Do you practice generosity? Do you know a generous person? Why do you think of them as generous?

SAY: According to the previous text, we see the importance of having holistic stewardship not only economically but also with every other resource God provides. In this module, we see how God provides for us to do our work with valuable and important resources.

We do not own anything in the Kingdom of God; we are only stewards. God is the creator of heaven and earth and He is the legitimate owner of the entire cosmos.

ASK: Before we get to resources, would anyone like to share a testimony or information on the report on how God has transformed you or someone else in your community?

What is it we should avoid doing as believers regarding the good use of money and material assets?

Do you practice generosity? Do you know some generous person? Why do you think of them as generous?

Session 1: Biblical Foundation

ADEQUATE STEWARDSHIP | Matthew 6:19-21, 2 Corinthians 9:6-9, 15

The "5 T's" of Stewardship

1. Terrain or Earth
2. Time
3. Talents and Gifts
4. Temple, our Body
5. Treasure

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

ADEQUATE STEWARDSHIP | Matthew 6:19-21, 2 Corinthians 9:6-9, 15

SAY: STEWARDSHIP

The church effectively challenges its members to be good stewards of their possessions, resources, and goods (time, talent, and treasure). It utilizes these resources and financial donations to carry out the work of the Kingdom of God in the church and its community.

As humans created in the image of God, we have been called to be stewards of all creation for the glory of God. Healthy congregations recognize the "cultural mandate" God has given us and understand the higher calling this represents.

Matthew 6:19-21 reminds us that we have been given possessions, resources, and goods, not to be saved for what we want, but rather to use them for God and His Kingdom.

God wants us to take good care of our material possessions. There are around 500 verses in the Bible that talk about prayer and another 500 about faith. However, more than 2,000 verses speak to the issue of our material possessions.

God wants Christians to learn to willingly share what they have with other people, to be generous (2 Corinthians 9:6-9, 15).

THE "5 T'S" OF STEWARDSHIP

DO: As you go through the 5 T's, take time to pause between each concept, allowing participants to ask questions and/or make comments.

EARTH OR TERRAIN | Genesis 1:12; 8:21-22

As the texts show, God values the earth and is committed to its wellbeing. Psalm 104:31 tells us that God rejoices or takes pleasure in His creation! What are some of the reasons the Psalmist gives for God's rejoicing? Already at the very beginning, God gave responsibilities to Adam and Eve in the Garden of Eden (Genesis 1:26).

When we have a right relationship with God through Jesus Christ, we are called to honor God by being responsible stewards of our natural resources.

TIME | Colossians 4:5

God gives us the hours, days, weeks, and years of our lives as gifts to use wisely (Psalm 90:12, John 9: 4, Colossians 4: 5). We are to make the most of every opportunity (redeem the time) (Ephesians 5:16).

Genesis 1:5, 2:2, Exodus 20:11. How did God divide each day of creation? How was the creation week divided? How does our rest honor God? What happens when we rest well? What happens when we do not take time to rest?

Think about the many opportunities our society provides for our recreation and entertainment. Which of these opportunities honor God by providing rest and renewal for your body and spirit? Which do not?

TALENTS AND GIFTS | 1 Corinthians 12:1-11

We receive talents and other gifts from God. God gives us these abilities to honor Him and do good for others.

1 Peter 4:10-11. What are some kinds of gifts exercised in the church? As parents, we strive to help our children and youth develop their gifts and talents. In turn, what can we as church leaders do to help adults in the Body to develop their gifts and talents?

TEMPLE, OUR BODY | Psalm 139:13-14

God gives each one of us the gift of having a physical body. How does Psalm 139:13-14 describe our body? Name some of the things that make our bodies so amazing and marvelous.

Ephesians 2:10: We are the work of God, created in Jesus Christ to do good deeds. Take a few moments to reflect on what is important to you, as a leader or parent, in the training of your children or youth to discipline their bodies. What are some practical ways that you can do this?

In 1 Corinthians 6:19-20, 9:27, we see that Paul wanted to ensure that his body honored God and was a place where the Holy Spirit would find a good home.

TREASURE | Matthew 25:14-30

The parable of the talents teaches us about how we use our financial and material resources. We should also reflect on the ways in which we can develop those financial and material resources.

Matthew 25:14-30 can be summed up by saying God provides economic resources to be administered and multiplied so that we can satisfy our needs and the needs of our families. Proverbs 11:24-25 encourages us to share with the needy.

It is important that the church leadership leads by example in the matter of resource stewardship. Leaders must give offerings and tithes with thanksgiving and joy. Churches must teach Christian stewardship to all members as a part of the discipleship program.

It is part of responsible leadership to teach about the blessing of giving and the proper stewardship of resources.

A strong church will have a clear and inspiring vision that will be communicated by the leaders as they mobilize all the congregation to ministry. God provides the necessary resources, which are to be managed appropriately, while the community of believers accomplishes their task of pointing to the mission of God in their community context.

It is the responsibility of the leaders and the treasurer to account for the income and expenses and inform about how these have contributed to a more effective participation in the mission of God. It is essential to report periodically to the congregation about the ways in which their tithes and offerings are being utilized. This can inspire confidence and respect from the congregation concerning the good use of their offerings.

Session 2: Tools

DISCUSSION GROUPS: Divide into 2 to 4 discussion groups. Each group will take a set of the following questions. Designate a reporter for each group. Don't only think about congregational application but also personally and with your family.

GROUP 1

What happens when leaders of the church don't teach that daily tasks are important and glorify God?
Genesis 1:28, 2:15; 2 Thessalonians 3:6-10

What happens when pastors don't help the members of the church find a productive job or task?
1 Thessalonians 4:11-12; 2 Thessalonians 3:10; Titus 3:14

What happens when pastors give the impression that their own job is more important than ordinary tasks?
1 Corinthians 12:21-26; Acts 20:34-35, 18:1-3; James 2:1-5

GROUP 2

What happens when the church seems to be more interested in obtaining members' funds rather than in developing their gifts and being productive? *1 Peter 5:2, Acts 20:34-35, Ephesians 4: 11-13*

What happens when the offerings are presented as a burden instead of an opportunity to thank God?

Psalm 50:7-15, Matthew 10:8, 2 Corinthians 9:7, 15; Deuteronomy 16: 9-17

What happens when we don't give God our "first fruits" (the best)?

Genesis 4:1-5, Hebrews 11:4, Deuteronomy 26:1-3, 9-11

GROUP 3

What happens when we think some Christians just can't give?

Exodus 23: 15-17, 1st Corinthians 16:2; Exodus 34:20b

What happens when we think we can belong to God but ignore giving to God?

2 Corinthians 8:1-7

What happens when we don't provide for our children and neighbors in need?

Proverbs 28:27, James 1:27; Matthew 25:31-46

GROUP 4

What happens when we don't teach that each one must give according to their own resources?

Deuteronomy 16:17, Luke 12:47-48, 1 Corinthians 16:1-2

What happens when we don't teach that tithes and offerings are important demonstration of our faith?

Malachi 3:6-10, Matthew 6:31-33, Psalm 37:25-28

What happens when we don't teach that God blesses those who give generously?

Proverbs 22:9, Luke 6:38, 2nd Corinthians 9:6-11 (See also: Malachi 3: 6-10)

SIX PRINCIPLES OF CHRISTIAN OFFERING: 1 Corinthians 16:1-3

1. What should be given? (v.2)

2. What should be the frequency with which Christians give? (v.2)

3. When should Christians give? (v.2)

4. How should money be managed when we give together? What did the Apostle Paul say the church in Corinth should do to practice honesty, transparency, and responsibility? (v.3)

5. To whom should we give? (v. 1) Also read 2 Corinthians 9:1-2. Who are the needy in your church?

6. How can your church teach children and youth to manage their financial resources in this way?

Write a list of ways to properly use your time. Then, write another list of ways in which you waste your time.

EVALUATING OUR HOLISTIC STEWARDSHIP

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| PROPER STEWARDSHIP OF RESOURCES | | | | | | | | | | | |
|---------------------------------|---|---|---|---|---|---|---|---|---|---|----|
| 1. | Our facilities are appropriate to carry out vocational and ministry activities. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | Our church practices good stewardship, managing well its budget and resources. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | Members voluntarily give of their time to serve the church in its ministries. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | Our church regularly teaches about stewardship and tithing. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | I feel motivated to contribute with resources for ministry in our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | The leadership reports to the membership about the use of finances. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | The congregation takes good care of the pastor and its leaders. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 6

You will help the church understand the concrete reality of the society where it serves to articulate a biblical message that is relevant and appropriate.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Understand the concrete reality of the society where you serve.
2. Articulate a biblical message that is relevant and appropriate.

Read John 1:14

Read 1 Corinthians 9:19-23

Read Acts 17:18-28

What happens to believers when the Word of Christ inhabits them?

Read Acts 14 & 17

In these two chapters, we find the text (the Gospel) being applied in a specific context. We see how Paul contextualized the Good News in different cultural situations.

- Gospel faithfulness
- The goal of seeing the people saved
- Transcultural communication
- Use of known common elements for the people
- Love demonstrated in miracles
- Rejection of personal fame
- Christ-centeredness

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called **Connection Between the Text and Context**

By the end of this module, the participant will be able to

1. Understand the concrete reality of the society where they serve.
2. Articulate a biblical message that is relevant and appropriate.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and give opportunities for testimonies and prayer. Let's begin.

ASK: Will someone read John 1:14? Will someone read 1 Corinthians 9:19-23?

ASK: Will someone read Acts 17:18-28?

ASK: What happens to the believer if the Word of Christ inhabits them? Acts 14 & 17

SAY: In these two chapters, we find the text (the Gospel) being applied in a specific context. We see how Paul contextualized the Good News in different cultural situations.

- Gospel faithfulness
- The goal of seeing the people saved
- Transcultural communication
- Use of known common elements for the people
- Love demonstrated in miracles
- Rejection of personal fame
- Christ-centeredness

SAY: *And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.*
– Colossians 3:17 (NIV)

Session 1: Biblical Foundation

CONTEXTUALIZING THE GOOD NEWS | Acts 14 and 17

A strong church is one where Scripture is taught and lived out in appropriate ways in the local and global community.

KNOWING THE CONTEXT

- religious
- socioeconomic
- cultural
- geographical
- political, etc.

How can one know the context?

One theologian used to say we need to have the Scriptures in one hand and the newspaper in the other.

ASK: Before we get to the process of learning how to make a connection between the text and context, would anyone like to share a testimony or information on the report on how God has transformed you or someone else in your community?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

CONTEXTUALIZING THE GOOD NEWS | Acts 14 and 17

SAY: A strong church is one where Scripture is taught and lived out in appropriate ways in the local and global community.

KNOWING THE CONTEXT

SAY: Knowing Scripture isn't enough to enable a church to successfully reach its community. The church must also understand its cultural context in a variety of different aspects:

- religious
- socioeconomic
- cultural
- geographical
- political, etc.

ASK: Why is it important to know these aspects? How can you find out information related to these aspects?

SAY: This comes from listening to people, building relationships with them, living among them, and learning everything possible from and about them. As the congregation comes to understand people's motivations, problems, dreams, and values, it can meet its neighbors where they are and explain how the gospel addresses their deepest needs.

One theologian used to say we need to have the Scriptures in one hand and the newspaper in the other.

To communicate the Gospel well, we need to understand how our neighbors think and why they think that way. Then we can be ready to answer their questions about Jesus and our relationship with Him rather than giving answers to questions they aren't asking.

SAY: Open your Bibles to Acts 14 & 17. When the Apostle Paul found himself in Athens, he went to a meeting of the Areopagus, where members would debate the latest religious and philosophical ideas. There he affirmed their

interest in religion and used an altar dedicated to an “unknown God” as a way to introduce the Gospel of the one true God: *“People of Athens! I see that in every way you are very religious. 23 For as I walked around and looked carefully at your objects of worship, I even found an altar with this inscription: to an unknown god. So you are ignorant of the very thing you worship—and this is what I am going to proclaim to you.”* – Acts 17:22-23 (NIV).

ASK: When Paul talked to the crowd in Jerusalem, what language did he speak? (He spoke to them in Aramaic, their native language.)

ASK: How did Paul introduce himself? (*I am a “Jew, born in Tarsus of Cilicia, but brought up in this city. I studied under Gamaliel and was thoroughly trained in the law of our ancestors. I was just as zealous for God as any of you are today.”*) – Acts 22:3-4 (NIV).

SAY: Note — when Paul spoke before the Sanhedrin, the council of Jewish leaders, in Acts 23, he mentioned his “credentials” to them: *“My brothers, I am a Pharisee, descended from Pharisees. I stand on trial because of the hope of the resurrection of the dead.”* – Acts 23:6 (NIV).

SAY: In each case, Paul took into consideration who he was speaking to and the cultural context they were from. While the message of the Gospel never changes, certain aspects of it connect more immediately with people in our community. As Paul knew, the strategies we use to communicate it should fit the people we are seeking to reach.

ASK: So, where do we begin?

ENTERING A CULTURE

How does the congregation contribute to the knowledge of the community in which it finds itself (physical and/or digitally)?

ENTERING A CULTURE

SAY: Entering a culture is all about immersing yourself in a culture to understand its worldview: the questions it asks, the things it values the most, the way it reasons and thinks and argues, along with its sources of hope and belief.

The second level is that of personal interaction. It requires spending hours and hours in close relationships with people, listening to them carefully.

The identification of the dominant worldview (or in some cases worldviews – plural) requires asking good questions: What is the central belief system and how do the parts fit together? Do they believe in a god, no god, many gods? How are right and wrong determined? Which behaviors/occupations/topics of discussion are honorable and which are taboo and why those particular examples? How do they view various subgroups: wealthy, poor, ethnic groups, women, children, those with disabilities?

CHALLENGING THE CULTURE

One of God’s primary goals is to bring God’s redemptive power to bear in working through the church to help transform whatever culture it is in by cultivating a worldview where God is king, Christ is at the center, and everything else finds its place in Him (cf. Colossians 1).

APPEALING TO LISTENERS

We need to make an appeal to those who will listen in a manner they will find compelling. That is why it is so important to determine how particular cultures come to decisions during the "entering" step. The Bible is full of rich and diverse language and metaphors for explaining what God is up to: agricultural, herding, marital, familial, legal, political, economic. Sometimes God offers freedom from fear of judgment and death, freedom from slavery to sin and addiction, freedom from shame and guilt. Sometimes He offers to fill our deepest longings for purpose and meaning, for truth, for a place to belong. Sometimes Jesus offered answers, sometimes parables and riddles, and sometimes He asked questions for His audience to wrestle with. The goal is to tailor God's appeal in such a manner that it will not be casually dismissed but carefully pondered because His voice is evident. That way your hearers are not accepting or rejecting what you are saying. They are responding to Him.

Congregations that are deeply invested in both the Word of God and the community become more capable of sharing biblical truth through actions and words that make sense for the community. There needs to be faithfulness to the Gospel message which results in people coming to faith in Christ. This Gospel is transmitted cross-culturally, making use of the culture's common elements for transmitting this truth. This is done lovingly and is demonstrated by miracles. The sharing of the Gospel is done without a personal agenda and is focused purely on Christ.

ASK: How can the congregation gain knowledge about the community in which it finds itself (physically and/or digitally)?

SAY: It is often said that the church must have "bridges to the community." The implication is that there is a chasm/separation between the local church and the community.

The local church must grow in and with the community and for that it needs to know the cultural, social, economic, demographic, and religious context. This will allow the church to provide ministry that deals with community realities.

The church must not be imported from another place. A church is the development of the born-again members of the community. When the Apostle Paul talks about the Philippian church, he's talking about the men and women who had accepted Christ in the Philippian context and are now forming their own church identity.

ASK: What does 1 Corinthians 9:20-22 teach regarding how a planter must enter a new cultural context?

Session 2: Tools

For you to get to know your community better, gather small groups in order to discuss the following questions/ topics. Later, have someone compile the results in a single document.

CULTURAL ASPECTS

What are some of the most important celebrations or festivities in your community or country?

How are they celebrated?

What do these celebrations represent or accomplish?

What are the most severe social problems in your community?

- | | |
|---|--|
| <input type="checkbox"/> Alcoholism | <input type="checkbox"/> Neglected elderly |
| <input type="checkbox"/> Drug addiction | <input type="checkbox"/> Neglected children |
| <input type="checkbox"/> Insecurity (food or financial) | <input type="checkbox"/> Others (describe) _____ |

Who are the most recognized leaders of the community?

Why are they considered leaders?

List and describe 5 reasons the leaders in the community are valued.

1. _____
2. _____
3. _____
4. _____
5. _____

SOCIAL ASPECTS

When you are sick, where do you go to receive help?

Do you believe in luck? Yes No

Do you think someone can control your future and improve your life? Yes No

Do you attend church regularly? Yes No

If yes, please specify *weekly, monthly, during festivities, other*:

If no, then specify why:

PERSPECTIVE REGARDING GOD

Do you believe in God? Yes No

Have you heard someone talk about Jesus Christ? Yes No

What do you know about Him?

Do you identify yourself with any religion? Yes No

Which one and why?

TOOL TO COMMUNICATE WITH THE CONTEXT

Communication of the Gospel involves not only verbalizing God’s Good News but also putting it into action.

We must communicate a message that has answers for people in a holistic way, a way that doesn’t seek to present a religion but a person—Jesus Christ and the need to maintain a personal relationship with Him. We want to communicate and develop faith that permeates each aspect of their lives.

We live in times as challenging as they have ever been but each crisis brings its own opportunity. We refer to these as God’s *kairos* (timing) moments. We must gather the crop or it will go to waste—every worker is necessary. For too long contextualization, which takes into account culture and the special characteristics of the people we serve, has been neglected. But if we pay close attention to our community, and if we pray for our mission field, fully depending on the Holy Spirit, we will be able to discern the doors God is opening to present Jesus Christ as the community’s only hope. He is the one who has the power to save and make life meaningful, in every context.

Review this graph, according to your reality.



Doctoral class with Paul Hiebert, Trinity Evangelical Divinity School, February 2002.

EVALUATING THE LINK BETWEEN TEXT AND CONTEXT

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| INTEGRATION BETWEEN TEXT AND CONTEXT | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|----|
| 1. The church lives and practices Kingdom values in daily life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. The Word of God is the only guide for our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. The Word of God is used in church meetings and its services. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. The Bible guides us to try and solve the problems of our community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. Our church is conscious of the needs of our community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. Our church works hard at establishing relationships with the community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. The people of our community see the church as a positive agent of change. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

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Example:

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- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 7

You will help your church understand what evangelization is and you will teach your church about the importance of mobilizing believers to evangelize.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
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FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Define Gospel.
2. Explain evangelization.
3. Teach the church about the importance of mobilizing believers to evangelize.

TIME FOR SHARING & PRAYER

¹⁸ Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

- Matthew 28:18-20 (NIV)

According to verses 19 and 20, what did Jesus command His disciples to do?

According to verse 18, with what authority was Jesus able to give this Great Commission?

DO: Welcome the group back.

SAY: In a few minutes we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Evangelism

By the end of this module, you will be able to:

1. Define Gospel.
2. Explain evangelization.
3. Teach the church about the importance of mobilizing believers to evangelize.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word, and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Matthew 28:18-20?

According to verses 19 and 20, what did Jesus command His disciples to do?

According to verse 18, with what authority was Jesus able to give this Great Commission?

ASK: Will someone read Acts 17:18-28?

SAY: The Great Commission in Matthew, along with John 3:16, might be the two best known New Testament texts. Both present the case for the mobilization of the church to evangelize.

Before we get to the process of learning how to evangelize, would anyone like to share a testimony or information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

DEFINITION OF GOSPEL

The Gospel is the church's most treasured possession.

Why is the Gospel important?

1 Corinthians 15:1-4;

Romans 1:16-17

DEFINITION OF EVANGELISM

Read Ephesians 2:17-18

The word evangelism comes from the Greek term *euangelizo*, which literally means "to bring good news."

An apostolic definition of evangelism is one we extract from Paul's letter to the Romans regarding the vision Paul had of evangelism (Rom. 15:18-25). It is complete, dynamic, and convincing.

A tridimensional definition of evangelism needs to *be, do, and tell* the Gospel of the Kingdom of God, so that, through the power of the Holy Spirit, people convert to the lordship of Jesus Christ. This means that we are, jointly with our words and actions, revealing the three facets of evangelism.

REASONS TO EVANGELIZE |

Matthew 28:18-20

1. Evangelism is A Mandate

Other important biblical texts affirm this command: Mark 16:15; Acts 5:42; Acts 10:34-43; and Romans 10:13-15.

2. Evangelism is A Priority

Because the salvation of people is our great purpose, the number one priority in the world is the salvation

Session 1: Biblical Foundation

DEFINITION OF GOSPEL

SAY: The Gospel is the church's most treasured possession.

ASK: Why is the Gospel important? 1 Corinthians 15:1-4; Romans 1:16-17

SAY: The Gospel that has the power to transform lives and communities both now and for all eternity is the true story of God's abundant grace made available through the finished work of his Son, Jesus Christ.

DEFINITION OF EVANGELISM | Ephesians 2:17-18

SAY: The word evangelism comes from the Greek term *euangelizo*, which literally means "to bring good news."

An apostolic definition of evangelism is one we extract from Paul's letter to the Romans regarding the vision Paul had of evangelism (Rom. 15:18-25). It is complete, dynamic, and convincing.

A tridimensional definition of evangelism needs to *be, do, and tell* the Gospel of the Kingdom of God, so that, through the power of the Holy Spirit, people convert to the lordship of Jesus Christ. This means that we are, jointly with our words and actions, revealing the three facets of evangelism.

REASONS TO EVANGELIZE | Matthew 28:18-20

1. Evangelism is A Mandate

Other important biblical texts affirm this command: Mark 16:15; Acts 5:42; Acts 10:34-43; and Romans 10:13-15.

2. Evangelism is A Priority

Because the salvation of people is our great purpose, the number one priority in the world is the salvation of humankind. *But he said to them, "I have food to eat that you know nothing about."* – John 4:32, 34 (NIV)

God has the Church for His mission in the world. Pastor and theologian Chris Wright says, *"It isn't that God has a mission for His church in the world, rather God has a church for His mission in the world."*

3. Evangelism is An Authentic Need

For when I preach the gospel, I cannot boast, since I am compelled to preach. Woe to me if I do not preach the gospel! – 1 Corinthians 9:16 (NIV)

The harvest is ready - *Then he said to his disciples, "The harvest is plentiful but the workers are few."* – Matthew 9:37 (NIV)

Authorization to evangelize - In Acts 1:8, the followers of Christ receive authority and power to preach the Gospel.

of humankind. *But he said to them, "I have food to eat that you know nothing about."*

– John 4:32, 34 (NIV)

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EVANGELISM MUST HAVE DISCIPLESHIP AS ITS OBJECTIVE | Matthew 28:18

EVANGELIZATION IMPLIES THE MOBILIZATION OF ALL OF THE CHURCH | 1 Peter 3:15

But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect. – 1 Peter 3:15 (NIV)

According to this verse, what is the task of every believer?

ASK: Where?

ABC's of Christian hospitality

A = Awareness

B = Boldness

C = Conversation

D = Develop a friendship

E = Enfold into faith and faith family

EVANGELISM MUST HAVE DISCIPLESHIP AS ITS OBJECTIVE |

Matthew 28:18

SAY: Evangelization is only the beginning step to becoming a follower of Jesus. The objective of evangelization is making disciples. It does not stop with a faith decision to recognize Jesus as Savior. Evangelism must create a culture of relationships, making disciples and equipping them with the knowledge and abilities to become a lifelong follower of Jesus.

ASK: What is the command Jesus gives His disciples on the road? (It is "to go," and while going, "to do.")

SAY: Making disciples is a process that implies teaching and baptizing. With each convert through evangelization that God gives us, we must develop a personal relationship through which we can share life values and behavior. By example, life changes occur, which become the most convincing evidence of conversion.

EVANGELIZATION IMPLIES THE MOBILIZATION OF ALL OF THE CHURCH |

1 Peter 3:15

SAY: Frequently, churches have an evangelism group or team. This usually is made up by those who share a burden for evangelism and in some cases, demonstrate the gift of evangelism. Nevertheless, we must be careful since this becomes the perfect excuse for the rest of the members to not feel the need to evangelize. All of the congregation must be part of the church's "evangelism team." Unfortunately, in many churches today there is a significant shortcoming in evangelism because it is not understood that *all believers have the responsibility to evangelize.*

But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect. – 1 Peter 3:15 (NIV)

ASK: According to this verse, what is the task of every believer?

Session 2: Tools

ONE ON ONE POLLS

This poll can be utilized on any occasion but has proven most effective in a postmodern context, while evangelizing "one on one."

It is not about getting a decision but blessing people by bringing a good word from God. Preparation through prayer is key, asking the Lord to lead us to those in whom the Spirit is already at work. We bring answers to questions people are already asking. The goal is to be able to pray, briefly but intentionally, for the concrete need the person may have shared. After this, it will be much easier to gain that person's attention and trust when the opportunity to discuss the plan of salvation presents itself.

If God would answer just one prayer for you today, what would that prayer be?

Would you allow me to pray that prayer on your behalf?

One on one Poll

Name: _____

Address: _____

Email: _____

Phone number: _____

(Protection laws for every place must be taken into account)

Would you like to receive any kind of material?

Did you pray to receive Christ? _____

EVANGELISM STYLES | Select the value that most applies to yourself.

1 = Not at all **2** = Very little **3** = Some **4** = A lot

| | | | | | |
|----|---|---|---|---|---|
| 1 | In conversations I like to address topics directly, without talking too much or beating around the bush. | 1 | 2 | 3 | 4 |
| 2 | It is hard for me to leave libraries without books that help me better understand current matters. | 1 | 2 | 3 | 4 |
| 3 | Often I share stories of my personal experience to illustrate the point I want to communicate. | 1 | 2 | 3 | 4 |
| 4 | I like people. I truly value friendship. | 1 | 2 | 3 | 4 |
| 5 | I enjoy including new people in activities where I am involved. | 1 | 2 | 3 | 4 |
| 6 | I see needs in the lives of people that others often don't see. | 1 | 2 | 3 | 4 |
| 7 | It does not worry me putting someone in their place if necessary. | 1 | 2 | 3 | 4 |
| 8 | I am analytical. | 1 | 2 | 3 | 4 |
| 9 | Often I identify myself with other people with phrases like "I used to think like that" or "I felt the same way." | 1 | 2 | 3 | 4 |
| 10 | Other people have commented about my ability to develop new friendships. | 1 | 2 | 3 | 4 |
| 11 | I feel more comfortable when someone more qualified than me explains Christianity to my friends. | 1 | 2 | 3 | 4 |
| 12 | I feel more fulfilled helping others if I do a job that is not publicly seen. | 1 | 2 | 3 | 4 |
| 13 | I don't have a problem confronting my friends with the truth, even when it means risking a relationship. | 1 | 2 | 3 | 4 |
| 14 | I naturally focus on conversations about progress, or lack thereof, in the spiritual lives of people. | 1 | 2 | 3 | 4 |
| 15 | When I tell people about how I came to be a Christian, I discover they have interest. | 1 | 2 | 3 | 4 |
| 16 | I'd rather discuss personal matters instead of theological concepts. | 1 | 2 | 3 | 4 |
| 17 | If I know about an evangelistic event that my friends would enjoy, I do everything I can to invite them. | 1 | 2 | 3 | 4 |
| 18 | I prefer to demonstrate my love for others through actions more than words. | 1 | 2 | 3 | 4 |
| 19 | I believe true love often means telling someone the truth, even though it hurts. | 1 | 2 | 3 | 4 |
| 20 | I enjoy debating hard questions. | 1 | 2 | 3 | 4 |
| 21 | I share my mistakes, especially when they help others relate with the solutions I have found. | 1 | 2 | 3 | 4 |
| 22 | I prefer to converse with people before dealing with details about their beliefs. | 1 | 2 | 3 | 4 |
| 23 | I look for strategic spiritual events, like concerts, dinners, campaigns, etc., to invite people. | 1 | 2 | 3 | 4 |
| 24 | My silent demonstrations of Christian love for others makes them more receptive to the Gospel. | 1 | 2 | 3 | 4 |
| 25 | Making something meaningful is motivation, even when this implies risks. | 1 | 2 | 3 | 4 |
| 26 | Often I get frustrated with people who use weak arguments and poor logic. | 1 | 2 | 3 | 4 |

| | | | | | |
|----|--|---|---|---|---|
| 27 | People seem interested in hearing stories of what has happened in my life. | 1 | 2 | 3 | 4 |
| 28 | I enjoy talking to my friends. | 1 | 2 | 3 | 4 |
| 29 | I try to link the needs and interest of my friends with different events, books, of which they can take advantage. | 1 | 2 | 3 | 4 |
| 30 | I'd rather help a person in the name of Christ than getting involved in religious discussions. | 1 | 2 | 3 | 4 |
| 31 | Sometimes I have issues due to my lack of affection and touch and because of the way I interact with them. | 1 | 2 | 3 | 4 |
| 32 | I like to hear and understand the reasons and opinions of people. | 1 | 2 | 3 | 4 |
| 33 | Even when I am surprised by the way God brought me to trust Him, I am motivated to share it. | 1 | 2 | 3 | 4 |
| 34 | Generally, people consider me sociable, sensitive, and kind. | 1 | 2 | 3 | 4 |
| 35 | Something exciting in my week would be taking a guest to a special church event. | 1 | 2 | 3 | 4 |
| 36 | My tendency is to be more proactive and action-oriented, instead of focusing on philosophical ideas. | 1 | 2 | 3 | 4 |

On the following chart, transfer the number you assigned for each statement to the corresponding chart below. Then add up the columns. The highest totals will show your more natural evangelism style.

EXAMPLE

| CONFRONTATIONAL | | INTELLECTUAL | | TESTIFYING | | PERSONAL | | WELCOMING | | SERVING | |
|-----------------|---|--------------|---|------------|---|----------|---|-----------|---|---------|---|
| 1 | 4 | 2 | 2 | 3 | 1 | 4 | 2 | 5 | 1 | 6 | 3 |
| 7 | 4 | 8 | 2 | 9 | 1 | 10 | 1 | 11 | 2 | 12 | 4 |
| 13 | 3 | 14 | 2 | 15 | 2 | 16 | 2 | 17 | 1 | 18 | 4 |
| 19 | 4 | 20 | 4 | 21 | 2 | 22 | 4 | 23 | 1 | 24 | 2 |
| 25 | 3 | 26 | 4 | 27 | 1 | 28 | 4 | 29 | 4 | 30 | 3 |
| 31 | 4 | 32 | 4 | 33 | 1 | 34 | 2 | 35 | 1 | 36 | 4 |
| 21 | | 18 | | 8 | | 15 | | 10 | | 20 | |

YOUR NUMBERS

| CONFRONTATIONAL | INTELLECTUAL | TESTIFYING | PERSONAL | WELCOMING | SERVING |
|-----------------|--------------|------------|----------|-----------|---------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | 32 | 33 | 34 | 35 | 36 |
| TOTAL: | | | | | |

The columns you just filled out of different **EVANGELISM STYLES** are described below.

Confrontational - The apostle Peter characterizes it. Active, fast, confronted the sinner, spoke harshly to those who needed it. (Acts 2 and 4)

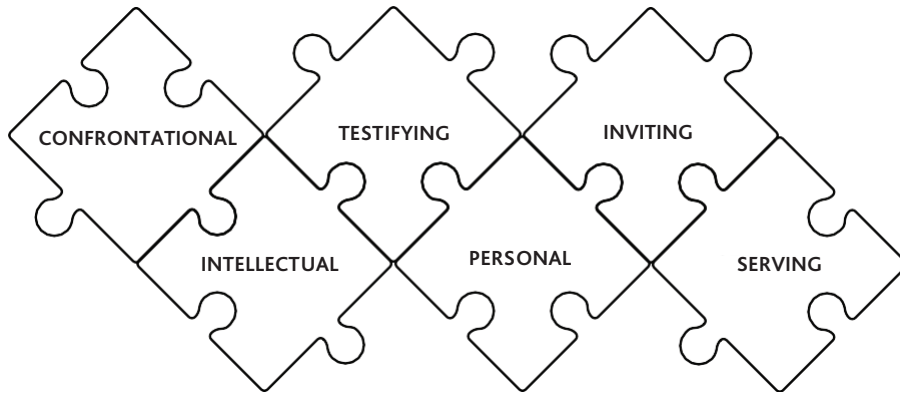
Intellectual - Paul used his preparation in his evangelistic purpose. With intellectual style he used arguments, reason, and logic to preach Christ. (Philippians 3)

Testifying - The man born blind who was healed testified of what Christ had done in his life. Without arguments, without confronting, he simply testified to Jesus' miracle in his life. (John 9:1-12)

Personal - Matthew used his personal contacts and friendships to evangelize. He threw a party for his friends and spoke about Jesus. (Luke 5)

Welcoming - "Come and see" were the words the Samaritan woman spoke immediately after she accepted Christ. She showed some acquaintances where they could find Jesus. (John 4:1-42)

Serving - Dorcas was known for her good deeds and service to others. She expressed love through community service and helping others. (Acts 9:36-39)



What evangelistic style do I have? _____

Can I develop another complementary evangelistic style? _____

What style is most adequate in my context? _____

EVALUATING OUR CONVINCING PROCLAMATION - EVANGELIZATION

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| CONVINCING PROCLAMATION | | | | | | | | | | | |
|-------------------------|---|---|---|---|---|---|---|---|---|---|----|
| 1. | Our church has a clear plan to reach the community with the Good News of the Kingdom. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | Our church has as priority to create relationships with the non-believers in our community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | Our church trains and equips its members to witness in the community. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | I have been trained to evangelize. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | I feel involved in the evangelistic task of our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | I can identify people who came to the church in the past year through my invitation and evangelism. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | Our church participates and collaborates in world missions. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 8

You will widen your church's perspective on discipleship and you will teach a Christlike lifestyle that reflects transformation. You will design a practical path for discipleship formation and you will evaluate it through the new key tools.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training; Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Broaden your perspective of discipleship.
2. Teach a Christlike lifestyle that reflects transformation.
3. Design a practical path for discipleship formation.
4. Evaluate the discipleship path through the new key tools introduced.

TIME FOR SHARING & PRAYER

Read Mark 1:16-20

What is it that Jesus is considering doing with Simon and Andrew as He calls them? What does that mean?

What did those whom Jesus called have to leave behind?

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Comprehensive Discipleship

By the end of this module, the participants will be able to:

1. Broaden their perspective of discipleship.
2. Teach a Christlike lifestyle that reflects transformation.
3. Design a practical path for discipleship formation.
4. Evaluate the discipleship path through the new key tools introduced.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Mark 1:16-20?

What is it that Jesus is considering doing with Simon and Andrew as He calls them? What does that mean?

What did those whom Jesus called have to leave behind?

SAY: The passage clearly shows a process of the teacher's calling and shows the need to leave everything behind to truly live a new lifestyle as a follower of Christ.

Before we get to the process of learning how to educate and disciple, would anyone like to share a testimony or information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

DISCIPLESHIP | Mark 1:16-20

Dietrich Bonhoeffer said, “Cheap grace is Christianity without discipleship.”

| What is a disciple? | What does it mean to disciple? | What is discipleship? |
|--|--|--|
| Disciple (<i>mathéteuo</i> , in New Testament Greek) means 'one who learns,' apprentice. It is more than intellectual knowledge. It is someone who has come to Jesus for eternal life and who has recognized Jesus as their Lord and Savior. It is one who chooses to follow Jesus and be transformed to His likeness. By doing so, one will accept Christ's mission to the world as their own. | Discipling is guiding the spiritual developmental process of others. It is a relationship of mutual growth between disciple and teacher. It implies an investment of time, energy and resources in the development of believers for the service of and participation in God's Kingdom. | Discipleship is the continual growth process of a disciple in a transformational relationship with Jesus Christ. It can be done one-on-one or as a group. It is the process by which a believer becomes more Christlike. It is when a believer, remaining fully human, becomes more and more transformed to the image of Christ. |

Session 1: Biblical Foundation

DISCIPLESHIP | Mark 1:16-20

SAY: During two thousand years of Church history, there has not been renewal, revitalization, or advancement of the Church without returning to the biblical discipleship modeled by Jesus, His disciples, Paul, and others in the early Church. Therefore, it is important to return to biblical models for discipleship, especially those found in the New Testament Church.

In the West, many have experienced the sad reality pointed out by 20th century theologian, Dietrich Bonhoeffer. He said, “Cheap grace is Christianity without discipleship.” For him, this was the same as “discipleship without Christ.” God wants us to return to comprehensive discipleship.

The New Testament is full of principles and foundations for Christian discipleship. It is the best manual we have for the training of believers in the church. But before we continue, we need to define some key terms relative to the following questions:

DO: As you walk through this chart, pause to ask/answer any questions.

| What is a disciple? | What does it mean to disciple? | What is discipleship? |
|--|--|--|
| Disciple (<i>mathéteuo</i> , in New Testament Greek) means 'one who learns,' apprentice. It is more than intellectual knowledge. It is someone who has come to Jesus for eternal life and who has recognized Jesus as their Lord and Savior. It is one who chooses to follow Jesus and be transformed to His likeness. By doing so, one will accept Christ's mission to the world as their own. | Discipling is guiding the spiritual developmental process of others. It is a relationship of mutual growth between disciple and teacher. It implies an investment of time, energy and resources in the development of believers for the service of and participation in God's Kingdom. | Discipleship is the continual growth process of a disciple in a transformational relationship with Jesus Christ. It can be done one-on-one or as a group. It is the process by which a believer becomes more Christlike. It is when a believer, remaining fully human, becomes more and more transformed to the image of Christ. |

DISCIPLESHIP BEFORE THE GREAT COMMISSION

"The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free,¹⁹ to proclaim the year of the Lord's favor."

- Luke 4:18-19 (NIV)

This is a holistic mission that requires holistic discipleship. Jesus was not planning to fulfill this prophesy by Himself.

JESUS' DISCIPLESHIP WAS:

Intentional

Interpersonal

Intergenerational

Never-ending

Holistic

Interwoven

Integrating

SAY: DISCIPLESHIP BEFORE THE GREAT COMMISSION

Jesus begins His ministry announcing, *"Repent, for the kingdom of heaven has come near."* – Matthew 4:17 (NIV). He echoes the message of his precursor, John the Baptist (Matthew 3:2). In the Gospel of Luke, we see Him inaugurating His ministry in the synagogue of Nazareth associating prophetic words with His mission.

SAY: ¹⁸ *"The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free,* ¹⁹ *to proclaim the year of the Lord's favor."* - Luke 4:18-19 (NIV)

This is a holistic mission that requires holistic discipleship. Jesus was not planning to fulfill this prophesy by Himself. One of the first things Jesus does in His ministry is to look for disciples (Mark 1:16-20, Matthew 9:9-13; John 1:35-51), choosing twelve who would continue this mission (Matthew 10:1-4; Mark 3.13-19; Luke 6.12-16). The Gospels then give us a detailed look at the process of how Jesus trained His disciples through His teaching, modeling for them how they ought to be and live and involving them directly in ministry (Matthew 9:17; John 6:11). They lived out a process of discipleship with Him in His ordinary and difficult moments.

Jesus defined and exemplified the Kingdom He came to establish what it meant to be His disciples in that Kingdom. He established for them and all of His subsequent followers, which includes you and me, the foundations for His discipleship style.

Jesus' discipleship (which is our example) was:

Intentional - on purpose, focused, organized, sequential, and with its respective adjustments along the way.

Interpersonal - based on the growth of intimacy in our personal relationships, growing together in our vital relationship with Christ, and being accountable with one another.

Intergenerational - guiding people of all ages (children, youth, and adults) as a family.

Never-ending - throughout the entirety of life, disciples need to be guided through the different stages of life. We should always be able to point to growth in our journey with Christ, evidenced by maturity and service of others.

Holistic – meeting different needs (spiritual, physical, emotional, social, etc.) of different people.

Interwoven - through all the faith community; discipleship is a group process.

Integrating - uniting all church ministries so they contribute together to the mission of discipleship.

DISCIPLESHIP IN THE GOSPELS

In small groups, analyze the following verses about discipleship in the Gospels. When finished, report your findings.

| GROUP 1 | GROUP 2 |
|------------------|---------------|
| Mark 8:34 | John 13:13-14 |
| Matthew 10:24-25 | John 14:15 |
| John 8:31-32 | John 15:4, 8 |

DISCIPLESHIP AND THE GREAT COMMISSION

The **declaration of His authority**
The **command to make disciples**
The **promise of His presence**

DISCIPLESHIP AFTER THE GREAT COMMISSION

Both the early Church and Paul dedicated themselves to making disciples.

Christian life can be described as development from spiritual childhood to maturity.

For Paul, the goal of discipleship was a process of transformation so that believers could "become like his [God's] Son."

DO: In small groups, analyze the following verses about discipleship in the Gospels. When finished, report your findings.

| GROUP 1 | GROUP 2 |
|------------------|---------------|
| Mark 8:34 | John 13:13-14 |
| Matthew 10:24-25 | John 14:15 |
| John 8:31-32 | John 15:4, 8 |

SAY: Christ sacrifices everything for His present and future disciples. He is cruelly crucified but on the third day is resurrected. He spends 40 days with His disciples and, before ascending to heaven as the resurrected Lord, He leaves an assignment, the Great Commission.

DISCIPLESHIP AND THE GREAT COMMISSION

There are three important elements in the Great Commission (Matthew 28:19-20) for Jesus' disciples:

1. The declaration of His authority: "I have been given all authority in heaven and on earth."
2. The command to make disciples: "...go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you."
3. The promise of His presence: "And be sure of this: I am with you always, even to the end of the age."

DISCIPLESHIP AFTER THE GREAT COMMISSION

Both the early Church (led by the apostles and based on their teachings) and Paul dedicated themselves to making disciples (Acts 6:7, 14:21-22a; 18:23, 27; 20:1-2, 7; 21:4-6, 16, 1 Corinthians 11:1).

Christian life can be described as development from spiritual childhood to maturity. While this growth happens, the believer also assumes the responsibility of discipling others.

For Paul the goal of discipleship was a process of transformation so that believers could "become like his [God's] Son" (Romans 8:29), and he could "present them to God, perfect in their relationship to Christ" (Colossians 1:28).

DISCIPLESHIP PATHWAY

This path is progressive; it goes from basic discipleship, passing through intermediate discipleship, until reaching advanced discipleship.

Alongside the teaching of the Bible, it includes materials to use, activities, and church ministries, all focused on forming disciples. Small group dynamics are key for all ages.

The discipleship pathway will become the plan your local church uses to gradually build its discipleship process.

How must we teach?

Teach how Jesus taught: doing and accompanying in ministry, providing opportunity to experience, using His methods.

Four goals of discipleship

Believing, Self-feeding, Maturing, Reproducing

Dallas Willard says: "Discipleship is being with another person in order to become capable of doing what the person does and to become like who that person is."

Andy Stanley "Five Faith Catalysts"

Practical teaching, private disciplines, personal ministry, providential relationships, pivotal circumstances

DISCIPLESHIP PATHWAY

To implement a contextual discipleship pathway, one must delineate the way or process the disciple must take. This path is progressive; it goes from basic discipleship, passing through intermediate discipleship, until reaching advanced discipleship.

Alongside the teaching of the Bible, it includes materials to use, activities, and church ministries, all focused on forming disciples. Small group dynamics are key for all ages.

The discipleship pathway will become the plan your local church uses to gradually build its discipleship process.

TRANSFORMATIONAL TEACHING

Transformation happens when disciples change their lifestyle and purpose for being.

ASK: Who are some biblical examples? (Nicodemus, Zacchaeus, Saul of Tarsus)

Teaching in the church can be an important instrument to carry out transformational discipleship; however, it is not an end, but a means. It isn't merely providing intellectual information or knowledge, but it proposes to carry out the Church's mission and extend the Kingdom of God.

ASK: How must we teach?

SAY: Teach how Jesus taught: doing and accompanying in ministry, providing opportunity to experience, using his methods.

Four goals of discipleship

Believing, Self-feeding, Maturing, Reproducing

Dallas Willard says: "Discipleship is being with another person in order to become capable of doing what the person does and to become like who that person is."

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FOUR STAGES OF DISCIPLESHIP

Exploring Christ, Growing in Christ, Close to Christ, Christ-centered. One thing that moves people forward at every stage is “reflecting on the Word”

But the question for us today is:

Are we being and making disciples?

FOUR STAGES OF DISCIPLESHIP

Exploring Christ, Growing in Christ, Close to Christ, Christ-centered

One thing that moves people forward at every stage is “reflecting on the Word.”

ASK: What is a disciple? What does it mean to disciple? What is discipleship?

SAY: As we have been able to verify, making disciples is key throughout the New Testament. Discipleship was initiated, modeled, and developed by Jesus Himself. In the early Church, Paul, and the other New Testament authors contributed to a discipleship model.

Making disciples is a commandment and the primary mission of the Church. Therefore, the formation of disciples needs to always be at the heart and the ultimate end of the Church.

Delineating a path or map for a lifetime of discipleship is key for the practical and continuous implementation of discipleship in your church. It is crucial for establishing a discipleship culture, based on the biblical definitions of what a disciple is, discipling, and discipleship.

But the question for us today is:

Are we being and making disciples?

Session 2: Tools

MODEL FOR DISCIPLESHIP PATH DEVELOPMENT

Description of the discipleship stages:

Basic discipleship – includes teaching related to conversion of new believers; the meaning and purpose of baptism; visible church membership as commitment to the local Body of Christ.

Intermediate discipleship – guides new church members to continued growth, helping to discover their personal spiritual gifts and the opportunities to begin to put them into practice in the church's ministry.

Advanced discipleship – concentrates on the development of teachers and leaders for ministries of the church.

The system must be open to add other elements to this process. Naturally, training will be needed, along with assigning people to lead, develop, and implement this discipleship path. Taking the descriptions of each level of discipleship above, please fill in the boxes with what you would consider as required biblical teaching, activities, materials, and ministries at each level.

| BASIC DISCIPLESHIP | | | |
|--------------------|------------|---------------------------------|------------|
| Biblical Teaching | Activities | Materials (oral and written) | Ministries |
| | | | |

| INTERMEDIATE DISCIPLESHIP | | | |
|----------------------------------|-------------------|---|-------------------|
| Biblical Teaching | Activities | Materials (oral and written) | Ministries |
| | | | |

| ADVANCED DISCIPLESHIP | | | |
|------------------------------|-------------------|---|-------------------|
| Biblical Teaching | Activities | Materials (oral and written) | Ministries |
| | | | |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 9

You will explain what compassionate service is and you will lead the church in joining the Holy Spirit in showing love through compassionate service for the wellbeing of the Body of Christ and the community in which it finds itself.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Explain compassionate service.
2. Lead the church in joining the Holy Spirit in showing loving, compassionate, and serving testimony for the wellbeing of the Body of Christ and the community in which it finds itself.

TIME FOR SHARING & PRAYER

*"The Spirit of the Lord is on me,
because he has anointed me
to proclaim good news to the poor.
He has sent me to proclaim freedom
for the prisoners
and recovery of sight for the blind,
to set the oppressed free..."*
– Luke 4:18 (NIV)

According to Luke 4:18, what was one of the purposes of Christ coming to this world?

How does this text express the concept of compassion?

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called **Compassionate Service**

By the end of this module, the participant will be able to:

1. Explain compassionate service.
2. Lead the church in joining the Holy Spirit in showing loving, compassionate, and serving testimony for the wellbeing of the Body of Christ and the community in which it finds itself.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word, and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Luke 4:18?

*"The Spirit of the Lord is on me,
because he has anointed me
to proclaim good news to the poor.
He has sent me to proclaim freedom for the prisoners
and recovery of sight for the blind,
to set the oppressed free..."*
– Luke 4:18 (NIV)

SAY: According to Luke 4:18, what was one of the purposes of Christ coming to this world?

ASK: How does this text express the concept of compassion?

SAY: From the text above, clearly part of the Gospel is compassionate service. This service is offered to those who are within the church and those outside the church, our neighbors, broader community, and even other parts of the world.

Before we get to the process of learning how to provide service with the

community, would anyone like to share a testimony or information on the report on how God has transformed you or another?




DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

1. COMPASSIONATE SERVICE | Matthew 25: 34-46

Word cannot be separated from deed.

| | |
|--|--|
|  | Social action because of evangelism - when a community is evangelized, needs of the community are identified and members take action. |
|  | Social action as the bridge for evangelism - needs of the community are identified. To reach those in the community, the church takes on social action and then evangelizes. |
|  | Social action as a companion to evangelism - social action for the community and evangelism happens simultaneously. |

Session 1: Biblical Foundation

1. COMPASSIONATE SERVICE | Matthew 25: 34-46




ASK: In your opinion, is the church fulfilling this task? What does Matthew 25:34-46 show regarding the compassionate service of the church? Explain your answers.

SAY: Word cannot be separated from deed

TWO SIDES OF THE SAME COIN

The gospel and social action (deed or service) belong to each other. They cannot exist independently from each other. Thus, the gospel and social action, although different from each other, are entirely related in our proclamation and obedience to the Gospel. ¹ This relationship is a marriage made in heaven.

Nevertheless, there are three distinct interpretations regarding this relationship between social action and evangelism.

| | |
|---|--|
|  | Social action because of evangelism - when a community is evangelized, needs of the community are identified and members take action. |
|  | Social action as the bridge for evangelism - needs of the community are identified. To reach those in the community, the church takes on social action and then evangelizes. |
|  | Social action as a companion to evangelism - social action for the community and evangelism happens simultaneously. |

ASK: Which interpretation have you followed in the past?

2. THE HOLY SPIRIT IS ACTIVE IN YOUR COMMUNITY

Jesus said: I am making everything new! – Revelation 21:5 (NIV)

The church must evaluate needs within the community and collaborate with the community on satisfying those needs.

The church can join others for the wellbeing of the community.

Use this chart to develop an example of partnering with other organizations:

| Local Need | Organization | Project | Collobration |
|---------------------|------------------------|------------------|--|
| Juvenile depression | Way of Life Foundation | Reducing suicide | Center for meeting and talking to neighborhood youth |
| e.g. | e.g. | e.g. | e.g. |

2. THE HOLY SPIRIT IS ACTIVE IN YOUR COMMUNITY

SAY: There should be acknowledgment of the Holy Spirit's presence and activity alongside the work of the local church. The church does not work alone in bringing God's love to society (Matt. 25:34-46).

Jesus said: I am making everything new! – Revelation 21:5 (NIV)

Therefore, we are to be gathered and sent out.

We should offer ministries of mercy, focused on specific needs.

Please note: A church should evaluate periodically for signs of success.

SAY: The church must evaluate needs within the community and collaborate with the community on satisfying those needs.

A compassionate service that is based on the love of God and not proselytism.

Some practice a compassionate service with the purpose of winning lives. We see that this was not the attitude nor the purpose of Jesus' actions of healing the sick, feeding the crowds, or casting out demons. Proselytism was not His focus.

ASK: What has been your experience? Have you provided service with the purpose of winning lives?

SAY: *The church can join others for the wellbeing of the community.*

Create agreements with ministries and local organizations that can serve jointly with the local church. Below is an example. Fill in some other possibilities.

| Local Need | Organization | Project | Collaboration |
|---------------------|------------------------|------------------|--|
| Juvenile depression | Way of Life Foundation | Reducing suicide | Center for meeting and talking to neighborhood youth |
| e.g. | e.g. | e.g. | e.g. |

DEVELOPMENT OF COMPASSIONATE SERVICE PROJECTS

- Focus on the most pressing needs in your community.
- Gather more information about those needs.
- Determine who in the church and community can help meet those needs.
- Determine what costs may be involved and how the church and community can cover these expenses.

DEVELOPMENT OF COMPASSIONATE SERVICE PROJECTS

As we said before, the church alongside the community must evaluate needs. This can be through a poll, a community forum, or sitting and conversing with the neighbors. Once you have an idea of the most pressing needs, jointly with the community you can begin implementation of an agreed upon plan:

- Focus on the most pressing needs in your community.
- Gather more information about those needs.
- Determine who in the church and community can help meet those needs.
- Determine what costs may be involved and how the church and community can cover these expenses.
- Evaluate periodically for signs of success.

Session 2: Tools

HOLISTIC MINISTRY

Based on these perspectives and considering your context, develop a compassionate service project. Use Project Format 1 (see next page).

Search among the members of your group those with the necessary gifts and talents to support compassionate service in your community. Use Project Format 2 (see next page).

Develop an action plan that responds to the need of the community where you are planting a church. Possibilities might include:

- Community cafeteria
- Prevention workshops
- Medical brigades
- Community improvements
- Craft workshops
- Literacy efforts
- Others...

NOTE | Remember that these initiatives propose a positive response to the needs of community through the love of God through Christ. They may build trust and provide excellent opportunities to preach God's Word, bringing together social action and the Gospel.

EVALUATING THE IMPACT OF THE CHURCH WITH THE COMMUNITY | James 2:14-17, Isaiah 58:8-10

Analyze the community with a focus on possible service opportunities in which the church can get involved. Document and evaluate the impact during an established term.

Empower the inhabitants of the community, encouraging them to utilize the resources they have. We must also help the church membership realize it is part of the community and they cannot "hide" themselves within the four walls of the church; rather, they must get involved in the community, to allow the church to have a true community impact.

4 Stages of a Church's Compassionate Care with the Community

- Stage 1 – Isolated/unaware
- Stage 2 – Aware/concerned
- Stage 3 – Ministry "to"
- Stage 4 – Ministry "with"

Project Format 1

Project Name _____

Time Line | From: _____ To: _____

Total Budget _____

General description _____

Resources _____

Activities _____

Agenda _____

Budget _____

Responsible _____

Results _____

Project Format 2

Full Name: _____

Telephone: _____

Email: _____

Address: _____

Gifts _____

Talents _____

Hobbies _____

Availability _____

Occupation _____

EVALUATING OUR COMPASSIONATE SERVICE

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| COMPASSIONATE SERVICE | | | | | | | | | | | |
|-----------------------|--|---|---|---|---|---|---|---|---|---|----|
| 1. | Our church covers the physical needs of those in need. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | Our church helps those in need in finding a job or donating clothes and food. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | Our church offers training to its members to serve the community with their needs. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | Our church has agreements with other organizations or churches in order to serve the greatest needs. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | Our church provides counseling to those who need it. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | The community knows we demonstrate Christ's love in a practical way, through community action and service. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | The church works with community leaders in order to improve their reality and meet identified needs. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

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- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 10

You will help the members of the church comprehend, value, and promote the development of good relationships between members of the congregation and the people of the community.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

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FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Understand the development of healthy relationships between members and the community.
2. Value the development of healthy relationships between members and the community.
3. Promote the development of healthy relationships between members and the community.

TIME FOR SHARING & PRAYER

⁴⁶ Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ⁴⁷ praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

– Acts 2:46-47 (NIV)

How is fellowship between brothers and sisters in Christ demonstrated in these verses?

DO: Welcome the group back.

SAY: In a few minutes we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Fellowship

By the end of this module, the participants will be able to:

1. Understand the development of healthy relationships between members and the community.
2. Value the development of healthy relationships between members and the community.
3. Promote the development of healthy relationships between members and the community.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Acts 2:46-47?

How is fellowship between brothers and sisters demonstrated in these verses?

SAY: History tells us that the fellowship described in this passage continued to be demonstrated in the early Church. Tertullian, a second-century Christian apologist from North Africa, wrote the following about the community of believers:

"Look how they love each other. Look how they are decided to die for one another."

This testifies to the intimate communion between believers in the first centuries after Christ. It is a virtue we should continue to imitate.

When the community where the church resides sees this virtue, naturally it gains favor in the eyes of people and some will be attracted to participate in this local body of believers.

Before we get to the process of learning how to have healthy fellowship, would anyone like to share a testimony or information on the report on how God has transformed you or someone else in your community?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

COMMUNION | Acts 2:42

Communion = unity (*koinonia*); a oneness which reflects the unity or oneness of the Father and Jesus, His Son.

THE TRINITY, THE MODEL FOR COMMUNION AND UNION FOR THE CHURCH | John 17:21-23

We believe God is Triune—Father, Son, and Holy Spirit. God, in the depth of His being, forms the first and perfect community, expressed by diversity in unity. Man is made in the image of God; therefore, it is logical to think that we too have been made to live in community. We are designed in this way by the Creator and with purpose.

Session 1: Biblical Foundation

DO: Read this Rick Warren quote:

Healthy things grow
Growing things change
Changing things challenge us
Challenge forces us to trust God
Trusting God leads to obedience
Obedience makes us healthy
Healthy things grow.
- Rick Warren

SAY: **COMMUNION** | Acts 2:42

They persevered in the doctrine of the apostles, in communion with one another, in the breaking of bread, and in prayer.

Communion = unity (*koinonia*); a oneness which reflects the unity or oneness of the Father and Jesus, his Son.

In Philippians 1:27 and 1 Peter 3:8, we can see that communion/unity must exist between believers, calling attention to the harmony that results in a good testimony before the non-believers. When there are bad relationships between its members, the church will develop a poor reputation in its community.

THE TRINITY, THE MODEL FOR COMMUNION AND UNION FOR THE CHURCH | John 17:21-23

ASK: Who would like to read John 17:21-23?

SAY: We believe God is Triune—Father, Son, and Holy Spirit. God, in the depth of His being, forms the first and perfect community, expressed by diversity in unity. Man is made in the image of God; therefore, it is logical to think that we too have been made to live in community. We are designed in this way by the Creator and with purpose.

The first community, the Triune God, calls the church to be in fellowship and practice community. Look at John 17 (often referred to as Jesus' "high priestly" prayer), and note one of Jesus' primary petitions of the Father:

The first community, the Triune God, calls the church to be in and make community.

JESUS AND COMMUNION WITH HIS DISCIPLES | John 13:35

When Jesus calls His disciples to “come, follow me” (Matthew 4:19), a close and committed relationship with Him is being offered and required. By selecting twelve disciples, He creates a special community. The love that He always showed His disciples was obvious and John highlights this same love as he begins his narrative of the Last Supper (what the Church today refers to as *communion*) (John 13:1).

COMMUNION BETWEEN THE FIRST BELIEVERS | Acts 2:42, 44, 46

- We share God’s grace.
- What we give, we also have in common.

²¹ “*that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me.*”
²² *I have given them the glory that you gave me, that they may be one as we are one—²³ I in them and you in me—so that they may be brought to complete unity. Then the world will know that you sent me and have loved them even as you have loved me.”*

This is awesome! The bond of unity and love between the Father and the Son are the foundation of the request for us to experience a similar bond. Our communion and unity between God and us, His followers, is not an end in itself; rather, it has a missional purpose — “so the world believes and knows Him” through our unity in love.

This relationship is dynamic, interactive, loving, and serving. It forms the model for the life of love in the church.

SAY: JESUS AND COMMUNION WITH HIS DISCIPLES | John 13:35

When Jesus calls his disciples to “come, follow me” (Matthew 4:19), a close and committed relationship with him is being offered and required. By selecting twelve disciples, he creates a special community. The love that he always showed his disciples was obvious, and John highlights this same love as he begins his narrative of the Last Supper (what the Church today refers to as *communion*) (John 13:1).

This same quality of love between His disciples would be the distinctive characteristic of His disciples — “*By this everyone will know that you are my disciples, if you love one another.*” John 13:35 (NIV).

Throughout the formation (discipleship) of His disciples, Christ establishes loving communion as the standard for His followers and Church for all times.

COMMUNION BETWEEN THE FIRST BELIEVERS | Acts 2:42, 44, 46

Communion between the first Christians refers to two complimentary truths.

We share God's grace.

The apostle John begins his first letter with these words: “our fellowship is with the Father and with his Son, Jesus Christ...” Paul also talks about the communion we have with the Holy Spirit (Philippians 2:1-2). In these texts we see that authentic communion is with the Triune community of God. We, as believers, participate in fellowship with the Father, the Son and the Holy Spirit.

What we give, we also have in common.

In Acts 2:44, Luke emphasizes this, using this same word (*koinonia*) to refer to any offerings being given to meet the needs of the early church. Believers shared to the extent that they had all things in common or in community.

COMMUNION IN PAUL'S AND JOHN'S LETTERS |

Read Philippians 1:4-5

Read Philippians 2:1-2

Read 1 John 1:3

Read 1 John 1:6-7

What aspects of communion are mentioned in these biblical citations?

COMMUNION IN PAUL'S AND JOHN'S LETTERS | Philippians 1:4-5

In the following passages, we see how Paul and John express communion: Philippians 1:4-5; Philippians 2:1-2; 1 John 1:3; 1 John 1:6-7.

ASK: What aspects of communion are mentioned in these biblical citations?

SAY: Healthy communities reflect the relationship between the three persons of the Trinity.

This relationship is dynamic, interactive, loving, and serving. It forms the model for the life of love in the church.

Session 2: Tools

PROMOTING COMMUNION

Good communion through the ministry of the church will not happen automatically nor spontaneously. We need to learn to use and continue to perfect some simple, effective tools for meeting this goal. Next, we will suggest some tools we encourage you to put into practice.

SMALL GROUPS AS STAGES FOR COMMUNION

Small, well-organized groups that follow a meeting agenda create an environment that encourages intimate and growing communion. These meetings help people talk and be heard, which means we must learn to be still and listen when others talk. Periodically, disagreements will occur. When they take place, follow the conflict resolution tool P.A.T.I.N.

P.A.T.I.N. | CONFLICT RESOLUTION

Problem - identify specific problems or issues

Approach kindly - practice graciousness

Time and place - that allows adequate time and place to speak confidentially (if needed)

Interests in common - that are positive for both parties

Negotiation - look for win-win results

Developing the skill to effectively communicate with others is of vital importance. It is a kind of communion between believers that becomes contagious. It welcomes others to be part of the communion, learning together Christlikeness in order to contribute to His mission in the world.

As part of the discipleship process for everyone, we must teach, by a variety of means, how believers can relate in a healthy way with others motivated by the love of Christ. That way we can bring reconciliation and forgiveness to broken relationships from the past and to new and future relationships that will be cultivated.

EVALUATING OUR HEALTHY COMMUNION

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| HEALTHY COMMUNION | | | | | | | | | | | |
|-------------------|--|---|---|---|---|---|---|---|---|---|----|
| 1. | Church ministries allow their members to grow in friendship and to relate with others. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | Guests and new members receive a warm and intentional welcome to the church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | When someone visits our church, they receive follow-up that same week. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | Our church offers counseling and pastoral care to its members. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | In our church there is a feeling of positive comradeship. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | The members of our church visit each other and gather to share meals regularly. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | Conflicts in our church are resolved biblically. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 11

You will reflect on the elements of good biblical and healthy worship. You will guide your church to a biblical, more profound understanding of worship. You will develop contextualized and multifaceted worship practices in your local church.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Identify the elements of a good biblical and healthy worship.
2. Guide your church to a biblical, more profound, understanding of worship.
3. Develop a contextualized and manifold worship practices in your local church.

TIME FOR SHARING & PRAYER

²³ Yet a time is coming and has now come when the true worshipers will worship the Father in the Spirit and in truth, for they are the kind of worshipers the Father seeks. ²⁴ God is spirit, and his worshipers must worship in the Spirit and in truth."
– John 4:23-24 (NIV)

According to this verse, what is God's essence?

What does it mean to worship God in Spirit and in truth?

When you come before God in worship, what is your physical or emotional posture?

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Worship

By the end of this module, the participant will be able to:

1. Identify the elements of a good biblical and healthy worship.
2. Guide your church to a biblical, more profound, understanding of worship.
3. Develop a contextualized and manifold worship practices in your local church.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read John 4:23-24?

According to this verse, what is God's essence?

What does it mean to worship God in Spirit and in truth?

When you come before God in worship, what is your physical or emotional posture?

SAY: According to this text, we see the sincerity with which we must enter worship. We must worship God with all our being. If we fail to do so, then our worship is vain, unhealthy, and not according to biblical expectation. Distinguish between a worshiper (being) and worship (doing).

Worship is the experience of the intimate relationship between believers and Christ; therefore, worship is both corporate and individual and encompasses public gatherings and private prayers.

Session 1: Biblical Foundation

DEFINITIONS OF WORSHIP | Psalm 51:17

CHARACTER | Worship as an act of ordinary life.

Worship is an expression of knowing God. In the process of worshiping, God comes close to His children and we, in turn, to our God. *Yada*, the Hebrew word for knowing, is the same word for sexual intimacy in Genesis 4:1. The implication is that worship should be a deeply intimate, personal, and transcending relationship.

Worship isn't simply *theoretic knowledge* "about" God. It means interacting with all your being with the God of the universe. One cannot worship God without having healthy relationships with others. (Matthew 5:23-24)

GLORIFICATION | Worship brings glory to God.

DEVOTION | Gratitude inspires devotion.

WORK | Work can be worship.

Before we get to the process of learning how to worship, would anyone like to share a testimony or information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

Session 1: Biblical Foundation

SAY: **DEFINITIONS OF WORSHIP** | Psalm 51:17

CHARACTER | Worship as an act of ordinary life. Worship is an expression of knowing God. In the process of worshiping, God comes close to His children and we, in turn, to our God. *Yada*, the Hebrew word for knowing, is the same word for sexual intimacy in Genesis 4:1. The implication is that worship should be a deeply intimate, personal, and transcending relationship.

Worship isn't simply theoretic knowledge "about" God. It means interacting with all your being with the God of the universe. One cannot worship God without having healthy relationships with others (Matthew 5:23-24).

Psalm 51:17 mentions that worship implies a complete sense of humility before God, totally submitting and depending on God.

GLORIFICATION | Worship brings glory to God. Philippians 1:10-11; John 15:8. Worship is an act that must glorify God as only He deserves. Moreover, our lives must demonstrate good works, which are also an act of worship.

GRATITUDE | Expression of thanksgiving for what God has done and will continue to do in our lives is also an act of worship. Read the following verses: 2 Corinthians 3:18, Psalm 100:4-5. What are some of the reasons for thanksgiving in these passages?

DEVOTION | Gratitude inspires devotion. As believers, we must live lives of devotion, both for what/who God is and also for what God does in our lives. Read Psalm 101:1-2. How do these two verses describe a life devoted to God?

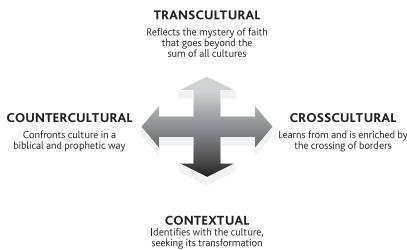
WORK | Work can be worship. Work is our vocation, our livelihood, but as believers, it also serves as a form of worship. Whatever we may do, we should do it for the glory of our God (Colossians 3:17). No job or task is worthless or meaningless when we are doing it to worship God. As a believer once said many centuries ago (some say Brother Lawrence, others say St. Teresa of Avila), "God is even in the pots and pans."

LITURGY | Worship can be expressed in different forms.

WORSHIP PILLARS | Mark 12:30

We see that we worship God in various ways. Jesus taught His disciples they must worship the Father with all their heart, soul, mind, and strength.

MANIFOLD CONTEXTUALIZED PRACTICE | Worship is four-directional



CONTEXTUAL | In the same way that Christ humbled Himself (Philippians 2:1-8).

COUNTERCULTURAL | In the same way Christ overturned the tables of the merchants who profaned the temple with their greed and referred to the Pharisees as a "den of snakes" (Matthew 21:12; 23:33).

LITURGY | Worship can be expressed in different forms of expression. Psalm 84:10; 96:8 teach us that worshiping God can also be a liturgical act, expressed traditionally, culturally, or as an art form. We enter in the presence of God (His courts) with the purpose of worshiping the Lord. Psalm 122:1 shows the psalmist's great rejoicing at having the privilege of entering the presence of God.

ASK: When you think of worship, what comes to mind? Which definition is new to you?

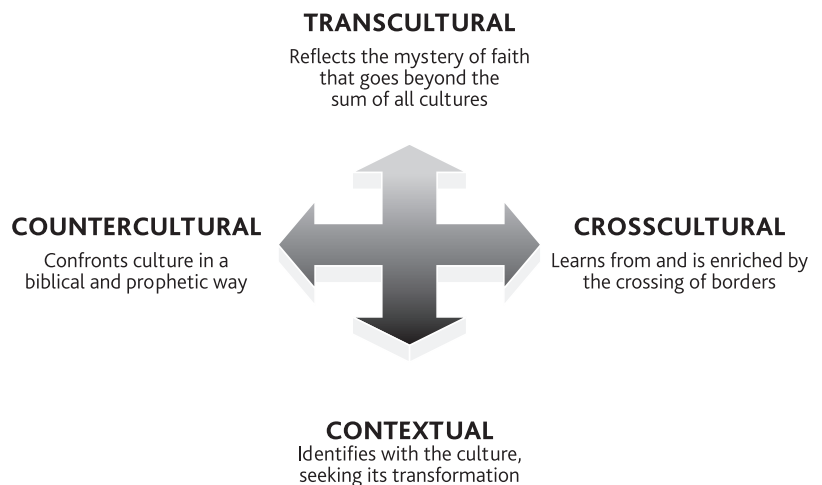
WORSHIP PILLARS | Mark 12:30

SAY: We see that we worship God in various ways. Jesus taught His disciples they must worship the Father with all their heart, soul, mind, and strength.

ASK: Will someone read Mark 12:30?

SAY: Here is another model to help us see how worship impacts every part of life.

MANIFOLD CONTEXTUALIZED PRACTICE | Worship is four-directional



CONTEXTUAL | In the same way that Christ humbled Himself (Philippians 2:1-8).

COUNTERCULTURAL | In the same way Christ overturned the tables of the merchants that profaned the temple with their greed and referred to the Pharisees as a "den of snakes" (Matthew 21:12; 23:33).

MULTICULTURAL | People of every tribe, language, people, and nation will be part of the Kingdom that bows in worship before the throne of God (Revelation 5:6-7:9).

TRANSCULTURAL | Worship is expressed differently in all cultures. The Gospel is supra-cultural; it transcends the parameters of any one culture.

MULTICULTURAL | People of every tribe, language, people, and nation will be part of the Kingdom that bows in worship before the throne of God (Revelation 5:6-7:9).

TRANSCULTURAL | Worship is expressed differently in all cultures. The Gospel is supra-cultural; it transcends the parameters of any one culture.

ASK: Are there any questions/comments?

Session 2: Tools

EVALUATING OUR DYNAMIC WORSHIP

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score and 10 represents excellence or strong agreement.

| DYNAMIC WORSHIP | | | | | | | | | | | |
|-----------------|--|---|---|---|---|---|---|---|---|---|----|
| 1. | Worship in our church nurtures and strengthens us in our Christian life. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 2. | The style of music used in our services invites us to live in God's presence. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 3. | Preaching and messages are appreciated by the congregation. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 4. | Our worship services attract youth and young adults. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 5. | I feel comfortable inviting someone (friend or family) to church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 6. | I feel satisfied, motivated, and ministered to by the worship in our church. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 7. | In our services, the presence of the Triune God is clearly acknowledged as Father, Son, and Holy Spirit. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in a Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 12

You will teach your congregation a transforming perspective regarding the Gospel, confronting spiritual dualism that exists in many churches, in order to create a healthier congregation.

| Healthy Church Report | MONTHLY GOAL | MONTHLY RESULT |
|---|--------------|----------------|
| SHARED THE VISION How many people inside and outside the church has the vision been shared with? | | |
| LEADERS How many leaders has the church trained for small groups and ministry? | | |
| SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts? | | |
| TITHE How many people has the church asked to tithe toward the mission of the church? | | |
| PRAYER How many people has your church prayed for in the community? | | |
| SHARE FAITH How many people has the church trained to share their faith? | | |
| SMALL GROUPS How many people has the church brought into small groups? | | |
| COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community? | | |
| NEW MEMBERS How many people has the church welcomed into relationships in the church? | | |
| WORSHIP How many people has the church invited to worship each week at your church? | | |

How to Use Reports

- REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Teach a transforming perspective regarding the Gospel.
2. Understand spiritual dualism.
3. Create healthier congregations.

TIME FOR SHARING & PRAYER

Read Isaiah 65:17-25 and Revelation 21:1-5.

What is the Lord's promise in Isaiah 65:17?

In your own words, describe the new reality of this passage.

What is similar in Revelation 21:1-5?

Session 1: Biblical Foundation

Sometimes we ask ourselves why over the past several generations the Church has been unable to permeate society and make a transformational impact.

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called Five Guidelines for a Healthy Church

By the end of this module, the participant will be able to:

1. Teach a transforming perspective regarding the Gospel.
2. Understand spiritual dualism.
3. Create healthier congregations.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we would like to spend some time in God's Word and to give some opportunities for testimonies and prayer. Let's begin.

ASK: Who would like to read Isaiah 65:17-25 and Revelation 21:1-5?

What is the Lord's promise in Isaiah 65:17?

In your own words, describe the new reality of this passage.

What is similar in Revelation 21:1-5?

Session 1: Biblical Foundation

SAY: Sometimes we ask ourselves why over the past several generations the Church has been unable to permeate society and make a transformational impact. Some countries that have had decades of mission presence are still among the most violent and oppressive in the world.

El Salvador and Honduras currently have the highest levels of violence in the world.

In the United States, the Gospel has been preached everywhere but discrimination and racism persist, sometimes even in the church.

This is contrary to the principles of the Kingdom of God and the shalom (God's peace) to which the Bible calls us. This module presents some guidelines for corrective action.

ASK: What kind of Gospel have we been preaching? What kind of churches have we established?

DO: Collect ABC reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

AN INCOMPLETE UNDERSTANDING OF THE GREAT COMMISSION |

Matthew 28:18-20

Dimensions of the Great Commission

- Geographic / Ethnic Dimension
 - Matthew 24:14
 - Acts 1:8
- Historic Dimension
 - Deuteronomy 4:9
 - Proverbs 22:6
- Cultural Penetration Dimension (*Cultural Mandate*)
 - Genesis 1:28
 - Genesis 2:15

AN INCOMPLETE UNDERSTANDING OF THE GREAT COMMISSION |

Matthew 28:18-20

ASK: What does Matthew 28:18-20 say?

SAY: To announce the Gospel of the Kingdom of God, we must understand the three dimensions of the Great Commission. People often understand just two of them, and that can create confusion.

SAY: Geographic / Ethnic Dimension

Only be careful, and watch yourselves closely so that you do not forget the things your eyes have seen or let them fade from your heart as long as you live. Teach them to your children and to their children after them.

– Matthew 24:14 (NIV)

Only be careful, and watch yourselves closely so that you do not forget the things your eyes have seen or let them fade from your heart as long as you live. Teach them to your children and to their children after them.

– Acts 1:8 (NIV)

Historic Dimension

Only be careful, and watch yourselves closely so that you do not forget the things your eyes have seen or let them fade from your heart as long as you live. Teach them to your children and to their children after them.

– Deuteronomy 4:9 (NIV)

Start children off on the way they should go, and even when they are old they will not turn from it.

– Proverbs 22:6 (NIV)

The third dimension may not be given enough attention.

The word “culture” comes from the word “cultivate”

Read Acts 3:2, Colossians 1:19-20 and Ephesians 1:22-23.

A healthy church doesn't divorce the Great Commission from the Great Mandate and the Cultural Mandate.

To “make disciples of all nations,” we must understand that discipleship is the holistic transformation of all nations under the lordship of Jesus Christ. If we ignore the biblical petition that God's “will be done on earth as it is in heaven” (Matthew 6:10), we will have an insipid Gospel (Matthew 5:13) that offers no power for change.

The mission of God in the world includes at least three other dimensions:



THE CHURCH PARTICIPATES WITH THE HOLY SPIRIT IN RECLAIMING THIS WORLD FOR CHRIST

Cultural Penetration Dimension (Cultural Mandate)

God blessed them and said to them, “Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish in the sea and the birds in the sky and over every living creature that moves on the ground.

– Genesis 1:28 (NIV)

The Lord God took the man and put him in the Garden of Eden to work it and take care of it. – Genesis 2:15 (NIV)

SAY: The word “culture” comes from the word “cultivate.” God has given humans the responsibility to create culture but after the fall, it also became necessary to transform culture, including our vocations. Across the centuries, the Church has understood that it will participate with God in the transformation of culture and society until the day “all things are restored.”

ASK: Will someone read Acts 3:2, Colossians 1:19-20, Ephesians 1:22-23?

SAY: A healthy church doesn't divorce the Great Commission from the Great Mandate and the Cultural Mandate. To “make disciples of all nations,” we must understand that discipleship is the holistic transformation of all nations under the lordship of Jesus Christ. If we ignore the biblical petition that God's “will be done on earth as it is in heaven” (Matthew 6:10), we will have an insipid Gospel (Matthew 5:13) that offers no power for change.

One reason we have not made a greater impact on society is that we often share the Good News as if it is individualistic. We have reduced it to a personal—sometimes merely emotional—acceptance of Jesus, who paid for our sins on the cross. We do not mention what we are saved from and what we are saved for. We do not mention creation, or the new creation, or God's intention that we should participate with the Holy Spirit in the renewal of all things. God's intentions are of cosmic magnitude. Citizenship in the Kingdom of God includes participation in the life of the Church and God's mission to the world.

The mission of God in the world includes at least three other dimensions:



THE CHURCH PARTICIPATES WITH THE HOLY SPIRIT IN RECLAIMING THIS WORLD FOR CHRIST

TOWARD A BIBLICAL WORLDVIEW | Romans 12:2

We all have a worldview—an ideology or guideline (a filter if you will) with which we see the world around us and interpret reality. We inherit the worldview of our culture.

“A worldview, or way of seeing the world, is a conceptual outline in which we, consciously or not, put or make fit everything we believe in and through which we interpret and judge reality.”

- Ronald Nash

“A vision [worldview] is our sense of how the world works...”

- Thomas Sowell

“Each person carries in their mind a model of the world, a subjective representation of external reality.”

- Alvin Toffler

“A worldview consists of the basic assumptions of what is real and good and includes our assumptions of who we are and what we must do.”

- Dallas Willard

WHY DO WORLDVIEWS EXIST?

- Truth
- God
- Purpose for humans
- Beginning of universe
- Good/Evil
- Meaning
- Death of life

There are many worldviews and each culture, religion, and life philosophy has its own. Let's look at three: an animistic worldview, humanistic secularism, and theism.

ASK: Do you think the church in your country has an integrated perspective on this?

TOWARD A BIBLICAL WORLDVIEW | Romans 12:2

SAY: Analyzing the dimensions of the Great Commission broadens our understanding of the Gospel's transforming power. We develop a biblical perspective on the world and the mission of God. As the apostle Paul instructs.

ASK: Will someone read Romans 12:2?

We all have a worldview—an ideology or guideline (a filter if you will) with which we see the world around us and interpret reality. We inherit the worldview of our culture. Like a fish in the water, we are surrounded by our worldview and don't always realize the impact it has in our lives. However, we must allow a biblical worldview to reshape our cultural worldview. Here are several definitions of worldview.

“A worldview, or way of seeing the world, is a conceptual outline in which we, consciously or not, put or make fit everything we believe in and through which we interpret and judge reality.” - Ronald Nash

“A vision [worldview] is our sense of how the world works...”

- Thomas Sowell

“Each person carries in their mind a model of the world, a subjective representation of external reality.” - Alvin Toffler

“A worldview consists of the basic assumptions of what is real and good and includes our assumptions of who we are and what we must do.”

- Dallas Willard

ASK: Which one of these definitions do you like best? Why?

WHY DO WORLDVIEWS EXIST?

SAY: Worldviews try to answer humanity's big questions. Does truth exist? Is there a God? Does God relate with human beings? What can I know? How can the beginning of the universe be explained? What is the purpose of humankind's existence? What is good and what is evil? What is the meaning of life? What happens after death? Is there anything beyond the physical?

Churches share certain perspectives about life and the world because they follow the same God, read the same Bible, and are guided by the same Holy Spirit.

SAY: **Animistic Worldview** | Emphasizes that what we see is not the real world. It believes that persons, animals, trees, and inanimate objects possess spirits and the spirits' invisible realm drives reality. Morality is

Animistic Worldview

- What we see is not real
- Everything possesses spirits
- Appease the spirits

Secular Worldview

- The physical world is the only reality
- Spirituality is discarded
- No absolute truth
- Relativism
- Society determines morality

Biblical/Theistic Worldview

- God is creator and sustainer
- God determines morality
- Humans are stewards
- God is incarnated through Jesus Christ
- God is making all things new
- God invites us

WHAT DOES THIS HAVE TO DO WITH A HEALTHY CHURCH?**THE WORLD BELONGS TO GOD**

| Revelation 21:5

And God saw that it was good!

Humans rebelled against their Creator.

Sin impacted everything.

inconsistent because it has no real foundation. People who have this worldview seek to appease the spirits or manipulate them for protection, healing, business success, etc.

ASK: Who do you think aligns with this worldview?

SAY: This worldview is widely accepted and can be found in Buddhism, New Age thinking, esotericism, and some cultures' popular folklore.

Secular Worldview | Says that the only reality is the physical world that can be analyzed and measured. Because spiritual matters cannot be measured or studied scientifically, they are completely discarded, or may be considered a realm about which not much can be known. Therefore, the world is mechanical and impersonal. Humans are free of the idea of absolute truth and relativism rules the day. Morality is limited only to that on which societies manage to agree.

Biblical/Theistic Worldview | Recognizes that God exists and God created heaven and earth (Genesis 1:1) and determined morality for humans' wellbeing. Humans are stewards of God's affairs on earth. God sustains the world and relates to humans in a personal and loving way. The love of God brings him to identify with humans. God is incarnated in the world through Jesus Christ, through whom He is making all things new and inviting us to participate in His ministry of reconciliation (2 Corinthians 5:18-19).

ASK: WHAT DOES THIS HAVE TO DO WITH A HEALTHY CHURCH?

SAY: Each church can be different, depending on the culture and worldview where it is immersed. But churches share certain perspectives about life and the world because they follow the same God, read the same Bible, and are guided by the same Holy Spirit. Hundreds of aspects of the biblical worldview are non-negotiable. Still, we must recognize that different worldviews compete for people's loyalty. It is as though we all wear "worldview glasses" through which we subconsciously filter beliefs that help us either draw closer or move further away from a biblical worldview of the Kingdom of God. We need to be aware of those filters and must be ready to adjust them when that is necessary.

THE WORLD BELONGS TO GOD | Revelation 21:5

ASK: Will someone read Revelation 21:5?

SAY: The biblical perspective points out that God created the world—human beings, families, work, science, art, everything—and was satisfied with what He had done ("*And God saw that it was good*"). Sadly, human beings rebelled against their Creator. Consequently, sin and evil entered the world. This catastrophe affected everything and God's original purpose is now drastically distorted. At a moment in history, Jesus Christ incarnationally burst into the world, being made in human likeness. His

Jesus Christ incarnationally burst into the world, being made in human likeness. His arrival inaugurated the Kingdom of God. With His life and teaching He shows us how to live under His reign and rule in every area of life. Every dimension of what is created is under His authority and dominion.

Forgiveness of sins

New relationship between God and man

Holy Spirit

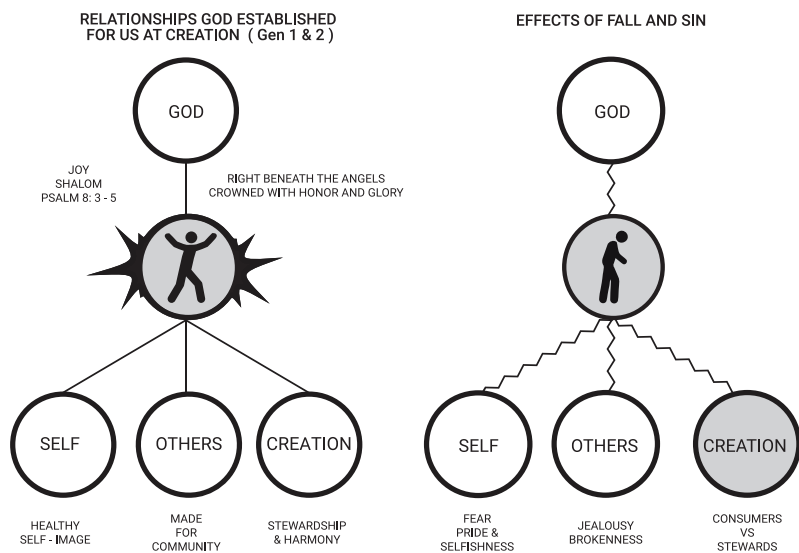
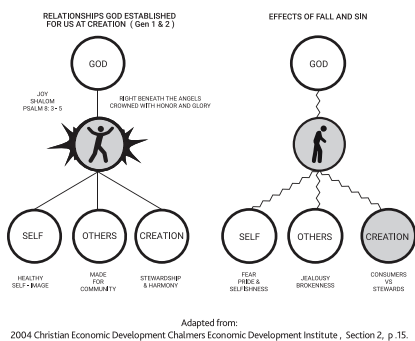
God is making all things new

Church misunderstanding

arrival inaugurated the Kingdom of God. With His life and teaching, He shows us how to live under His reign and rule in every area of life. Every dimension of what is created is under His authority and dominion.

On the cross, Jesus forgives our sins, defeats death with His death, and enables a new relationship between God and His creation. With His resurrection, God invites us to a full life, to life everlasting and abundant, through our repentance and His grace and mercy towards us. The Church is gifted with the power of the Holy Spirit to participate with God in the restoration of all things. Jesus declares that He is making all things new—that we are on our way to a new creation, which has already begun, where the will of God will be done, on earth as it is in heaven (Revelation 21:5). This will be fully realized when Christ comes again.

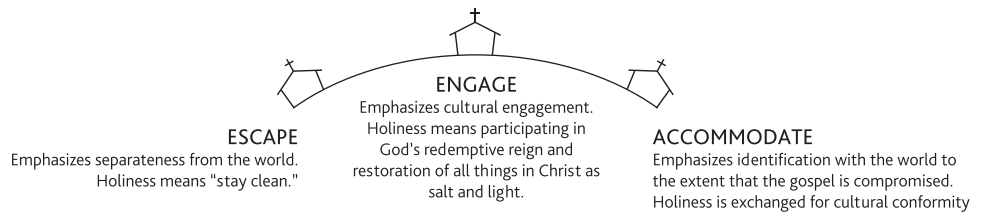
Some churches have misunderstood the biblical message of redemption, believing that God has called them to care only for those already in the church and to have nothing to do with “the world.” Their idea is that we should be concerned about a different world, far away. When the Church acts on that belief, it loses its power to transform this world, God’s possession, through the activity of the Holy Spirit. We are called to love and minister to others (community), not just to ourselves. This can take many forms. For example, after a poor community could not persuade the government to improve some streets that were in terrible condition, one church in the community gathered people and made the repairs. Many would not see this as a task for the church but as a result, people who had never had anything to do with the church started responding to this form of love. Their respect for the church grew so much that in a similar situation later, they asked the pastor to be their spokesperson.



Adapted from: 2004 Christian Economic Development Chalmers Economic Development Institute, Section 2, p.15.

Once we understand that the world belongs to God and not to Satan, we can evaluate the various ways we understand the relationship between the Church and the world. There are at least three possibilities:

the escapist model, the adaptable (or conformist) model, and the transformational model.



GOD CREATED US FOR RELATIONSHIPS | Genesis 1 - 2

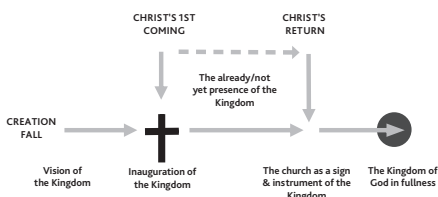
God is Triune. He sends His Church into the world but as Father, Son, and Holy Spirit, He is also the God of community, or social God.

He creates us in the image of God (imago Dei). Redeemed mankind reflects the glory of God. He is reflected in our relationship to God, others, ourselves, and creation.

The Church is a demonstration of the future that God will bring about. Thus, the Church in the present is an agent, an ambassador, and a sign pointing to the Kingdom.

GOD IS TRANSFORMING THE WORLD

According to Revelation 21, the King once again lives among us. The end of history and the Church is not about "going to heaven"—it is about God returning to earth to live with human beings forever and be their light. Jesus' wish, "Your will be done, on earth as it is in heaven." (Matthew 6:10), will be a reality.



ASK: Which model do you align with?

SAY: **GOD CREATED US FOR RELATIONSHIPS | Genesis 1 - 2**

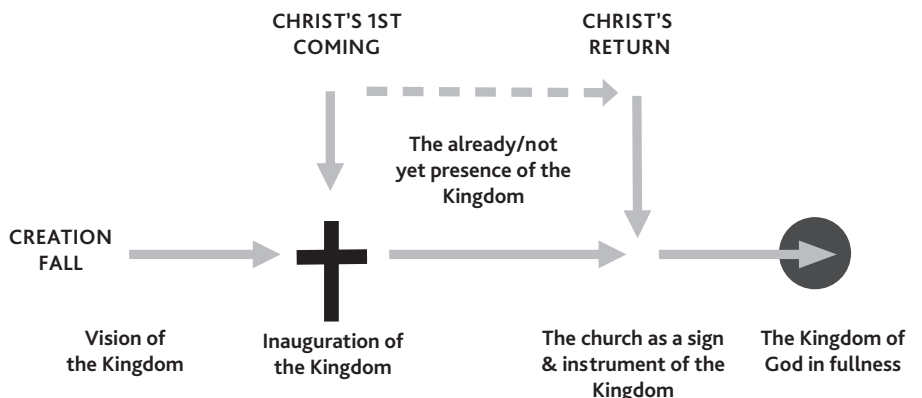
God is Triune. He sends His Church into the world but as Father, Son, and Holy Spirit, He is also the God of community, or social God.

He creates us in the image of God (imago Dei). Redeemed mankind reflects the glory of God. He is reflected in our relationship to God, others, ourselves, and creation. Sin and evil distorted the original model of these relationships. In Jesus Christ and his redemption of all things, we have hope of shaping this restoration by God's love and the power of the Holy Spirit. The Kingdom of God is already inaugurated through Jesus Christ, and when it is fully restored, all these relationships will be completely healed. We look forward to that day when God will perfect all things; but in the present, the Church can demonstrate the reshaping of these relationships, even though imperfectly. The Church is a demonstration of the future that God will bring about. Thus, the Church in the present is an agent, an ambassador, and a sign pointing to the Kingdom.

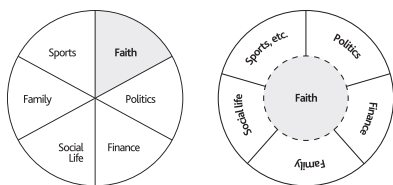
GOD IS TRANSFORMING THE WORLD

ASK: What do Revelation 21 and Matthew 6:10 have in common?

SAY: According to Revelation 21, the King once again lives among us. The end of history and the Church is not about "going to heaven" — it is about God returning to earth to live with human beings forever and be their light. Jesus' wish, "Your will be done, on earth as it is in heaven." – Matthew 6:10 (NIV), will be a reality.



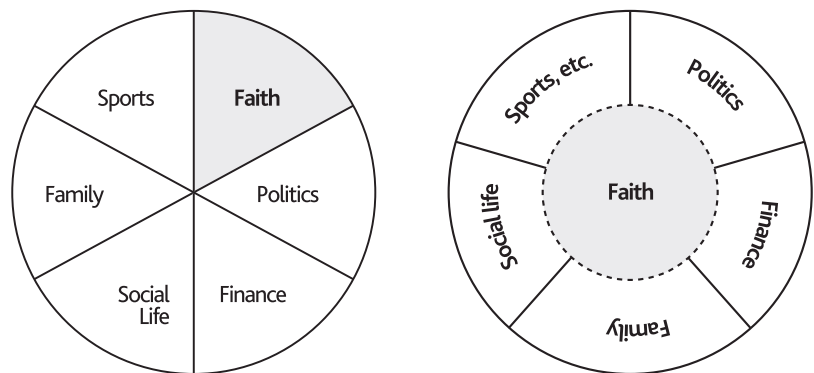
**THE GREAT PROBLEM:
EVANGELICAL DUALISM**



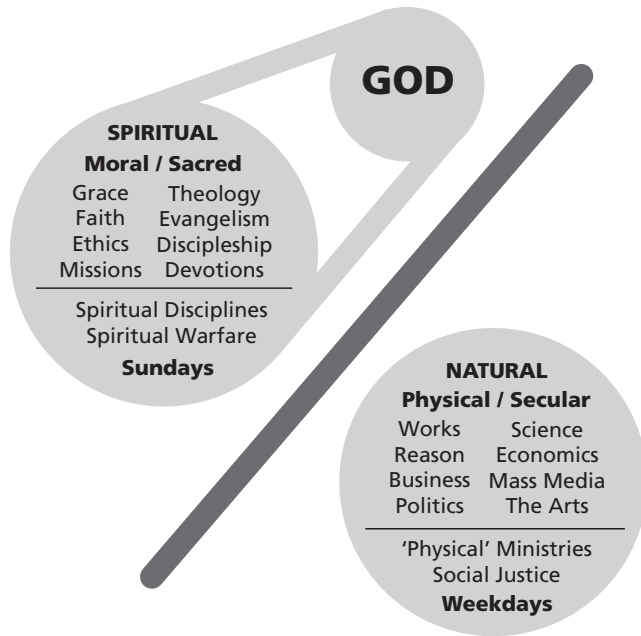
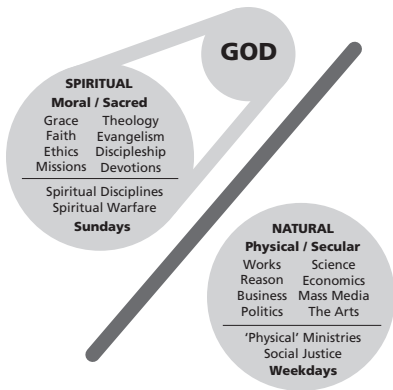
Another way of explaining this divorce is the distinction that some make regarding the spaces God occupies. Calling them sacred and secular can make us think that the Gospel has no impact on some important aspects of culture and life, including our vocations and priorities. This can weaken the Church’s transformational power. In the Kingdom of God, every knee will bow and every aspect of life will be under His government.

THE GREAT PROBLEM: EVANGELICAL DUALISM

SAY: Dualism in the Church is not rooted in the Bible. It developed from Greek philosophy and leads to Gnosticism—a perspective that teaches that there is a dichotomy between the sacred and secular and between the physical and spiritual. This prevents real transformation because it claims that God is limited to a “spiritual” sphere and not present in ordinary human experience. Dualism regards faith as relevant only in particular aspects of life. We hear this when people talk about their “secular job” as less important than their “spiritual work at church.” Other people may talk about the soul as the good part of human beings—as though God cares only about people’s souls, not about our bodies. This does not allow for a deep understanding that the incarnation of our Lord Jesus Christ and the final resurrection of all believers are concrete and physical. This errant teaching is one of the main reasons why a holistic biblical worldview has not penetrated deeply in many countries. Dualism has created a distorted worldview that minimizes the Gospel’s true impact. Note the difference between the charts:



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CONCLUSION

SAY: Armed with a biblical perspective on doing God's mission, we can participate in transformation of the world through the power of the resurrection and the Holy Spirit. But we must do so in a holistic way, seeking real transformation of our culture. We are citizens of heaven here on earth (see Philippians 3:21), representing the interests of heaven as ambassadors for Christ (2 Corinthians 5:20). It is crucial that we understand God's redemptive purposes so we will not be ensnared by dualistic reductionisms of the Gospel.

This definition of the church can help us understand its essence and function in the mission of God, so we can be effective ambassadors.

DEFINITION OF CHURCH

The Church is the Body of Christ, a community of believers created by the Holy Spirit that confesses Jesus as Lord and Savior. It gathers regularly in local communities to live its new identity in Christ and its vocation as reconciler in the world. As ambassadors of the Kingdom, these faith communities participate with the Triune God in the renewal of all things to be a testimony of the incarnational, redemptive purposes of the King.

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Session 2: Tools

The following are helpful questions that you should answer as a group. It is important to answer them regularly.

1. Does your congregation wish to participate in multiplying healthy churches?
2. When will your church plant a daughter church?
3. What factors are helping you plant another church? What factors are keeping you from planting one?

The challenge is to begin a new healthy church representing the Kingdom of God in each community (Ephesians 3:10).

Session 3: End of the 12 Modules for Better Churches

Congratulations!

The primary purpose of the Stronger Churches pathway has been preparing you to strengthen your community of faith and consider planting another one. We have shared theological, biblical, and practical concepts that can help you as you look to the future. Planting new faith communities is a strategic and biblical way of advancing the cause of the Gospel.

NEXT STEPS:

1. We encourage you to use the **"Take Your Church's Pulse"** tool again now that you have completed these modules for an assessment of how God has equipped you to strengthen your church. Compare and contrast your results from before and after you studied and implemented the modules.
2. We encourage your pastor to identify a future church planter and turn in a **CHURCH PLANTER PROFILE** that is included at the end of this module. This will begin the journey of planting a healthy church representing the Kingdom of God in a new community. A healthy church should desire to multiply itself with more churches (Ephesians 3:10)!

MORE INFORMATION

The vision of Multiplication Network Ministries is "A healthy church, representing the Kingdom of God in every community." For this, Christian leaders are trained and equipped to revitalize and multiply healthy churches. If you wish to get in touch with the authors, please visit www.multiplicationnetwork.org.

THE CHURCH PLANTER PROFILE

PERSONAL INFORMATION

| | | | |
|-------------|-----------------------|----------------|---|
| PHOTO | SURNAME: _____ | | |
| | GIVEN NAME: _____ | | |
| | MARITAL STATUS: _____ | | GENDER: M <input type="checkbox"/> F <input type="checkbox"/> |
| | DATE OF BIRTH: _____ | AGE: _____ | # OF CHILDREN: _____ |
| | ADDRESS: _____ | | PHONE: _____ |
| CITY: _____ | STATE: _____ | COUNTRY: _____ | EMAIL: _____ |

INFORMATION OF THE AREA WHERE THE NEW CHURCH WILL BE PLANTED

| | | |
|-------------|--------------|----------------|
| NAME: _____ | | ADDRESS: _____ |
| CITY: _____ | STATE: _____ | COUNTRY: _____ |

INFORMATION OF THE MOTHER CHURCH

| | | |
|----------------------|--------------|---------------------------|
| NAME: _____ | | PASTOR'S NAME: _____ |
| MENTOR'S NAME: _____ | | PHONE: _____ EMAIL: _____ |
| ADDRESS: _____ | | NEIGHBORHOOD: _____ |
| CITY: _____ | STATE: _____ | COUNTRY: _____ |

TESTIMONY OF THE CHURCH PLANTER

Two lines are the minimum required. If you need more space, please use the reverse side of this sheet.

How was your life before accepting Christ? _____

How did you meet Christ? _____

How were you called to church planting? _____

PRAYER REQUESTS

1. _____
- _____
2. _____
- _____
3. _____
- _____

CHURCH PLANTER'S SIGNATURE

MENTOR'S SIGNATURE

_____/_____/_____
MONTH / DAY / YEAR