

Lay Leadership Development

FACILITATOR GUIDE



Revised 8.

All materials written and developed by Ken Willard of Leadership Base Camp for the express use of the Missouri UMC Healthy Church Initiative.

All rights reserved.

No part of this work may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying and recording, or by any information storage or retrieval system, except as may be expressly permitted by the 1976 Copyright Act, or the 1998 Digital Millennium Copyright Act, or in writing from both the Missouri United Methodist Annual Conference and Leadership Base Camp organization.

Request for permission should be addressed to:

Missouri United Methodist Annual Conference
3601 Amron Court
Columbia, MO 65202
877.736.1806
Director of Congregational Excellence office

Leadership Base Camp
www.leadershipbasecamp.com
contact: Ken Willard
636.346.7172
kwillard@leadershipbasecamp.net

Table of Contents – 2012

Session	Title	Page
	Program Overview	5
1	Orientation	16
2	Our World Has Changed	40

3 Aiming Real Leaders at the Mission Field 68

4 Discipleship 92

5 Focusing for Transformation 116

6 Focusing Outward 138

7 Preaching 166

8 Real Life Evangelism 188

210

Session Schedule Information

1			
2			
3			
4			
5			
6			
7			
8			

This page left intentionally blank

COPYRIGHT

Lay Leadership Development



Program Overview

Overview

Program Overview

This program is broken down into eight sessions that are four hours in length. Church laity leaders are required to attend each of the sessions in order to complete the LLD I program.

Core Purpose

Strengthen local congregation laity leaders' understanding of new ideas for church missional outreach, growth, and the Pastoral Leadership Development (PLD) process, so you can support and assist your pastors in leading congregations toward change that produces greater fruitfulness.

Objectives

Throughout the total LLD program participants will learn to:

- Develop a strong understanding of how our culture has changed and how the church can change to be “mission-driven” and reach out to others for Christ.
 - Use practical ways to develop the leadership skills of themselves and other laity leadership.
 - Use new tools for doing ministry that is both “faithful” and “fruitful”.
 - Develop strong collegiality with other lay leader as “life-long learners”.
 - Prepare them and their church to continue their journey through the complete Healthy Church Initiative or other continued growth experience.
-

Core Competencies

Laity leaders throughout the church have spent years in business, education and spiritual development. Our goal with this program is to enhance that foundation with additional leadership development and practical information they will be able to apply in their lives and the lives of their churches.

Throughout these sessions we will interweave a focus on the development of certain core skills/competencies which are key to leading growing, vibrant, spirit-filled churches. While most of these competencies may not be called out specifically during a session, they are there in the background. It is important for facilitators to understand this and to be aware of this focus on skill development.

Here is listing of some core competencies we are focusing on through this program:

- **Change Leadership** – flexibility, adaptability, patience in and with ambiguous situations, responding positively to new demands and challenges, addressing resistance through clear communication, leading change through careful attention to the impact on people, understanding the difference between technical and adaptive changes
- **Communication** – encourages an active and open exchange of ideas, opening shares information, creates an inclusive environment, maintains high visibility, listens actively
- **Outreach** – focusing attention and resources beyond the church, understands the needs of the community, active locally
- **Evangelism** – reaching out to non-Christians, de-Christians, and others in a positive way, praying for those outside the church

Weekend Consultation

The **Healthy Church Initiative** continuous learning program includes several components:

1. **Pastoral Leadership Development I** – eight sessions
2. **Pastoral Leadership Development II** – eight sessions
3. **Peer Mentoring** – 18 sessions
 - weekend consultation
 - 12-15 months of leadership development; worship experience development; spiritual development; prescription completion

Not all pastors/churches will continue on and reach the weekend consultation experience. However, that is the overall focus for these sessions.

This LLD I program is a sister program to the PLD I program. Laity leaders will be covering the similar information and learning the similar key concepts as their pastors.

We know from past experiences that the issues/opportunities that are identified most during these consultations are:

- **Passionate worship** – effective services
- **Focusing outward** – involvement in the community, reaching out and serving others
- **Vision** – clear picture of where the church is going
- **Evangelism** – reaching new people for Christ
- **Connecting** – clear process for development, growth, helping new people belong
- **Mission** – calling by God to make disciples for Christ
- **Structure** – how we are structured in our church in order to achieve our mission

Our goal is to address each of these throughout these sessions so that pastors and laity leaders are aware of them and able to proactively focus on them before they participate in a weekend consultation.



Your goal as a facilitator is to point them out as they come up during a session and to continuously point out the connection between what is being taught/discussed and the weekend consultation. This is most effective when it is done subtly and not overtly.

For example, “Those are some great examples of how your church is helping in the community, which is a key part of the weekend consultation process.”

Facilitator Tips

Thank you for serving the North Texas Annual Conference by agreeing to facilitate these Lay Leadership Development workshops. Below are some helpful tips:

- It is best to have the room set up with round tables when possible. If those are not available, rectangular tables will work fine. Make sure everyone can see you and the screen for the PowerPoint® presentation.
- Participant Workbooks are generally delivered to each district for you to pick up and distribute. Exceptions to this will be communicated to you from the conference LLD administrator.
- This Facilitator Guide has a CD in the back cover with all of the PowerPoint® presentations.
- Please ensure there is a projector and screen available for you to use.
- Arrive about 30-45 minutes prior to each workshop to ensure the room is set up and to give you time to set up your equipment.
- Be sure to gather the evaluations and have them entered online using the link sent to you in an email. We want to continually find ways to improve the leadership development experience of our laity. The evaluations are key to collecting that information.
 - Share with your group the fact that many of the improvements we have made to these programs came directly from participant evaluations.

Icons & Notes

We use icons and notes throughout the facilitator guides. This is done as an aid to make it easier to focus on the group and learning and less on the materials. Here are a few of the main icons that we are using:

Icon	Purpose
	The suggested amount of time for a module or section appears with this icon.
	Write on or refer to a flipchart, poster or whiteboard.
	Ask participants a question. Provides interaction
	A note to the facilitator.
	PowerPoint slide placement.

Left margin words:

- SAY** – this will appear when there is a text that needs to be said out loud to the group. Again, it is not meant to be “read” but to be put into your own words.
- ASK** – this indicates a question to be asked. There will also be a question mark icon next to it. These should not be skipped if possible as they will enhance the learning and interaction of the session.
- DO** – indicates some type of action for the facilitator to take.
- NOTE** – information for the facilitator, not meant to be shared or read out loud. Typically has the exclamation point icon.

Text highlighted in grey is for the facilitator only. (Usually a “DO” or “NOTE”)

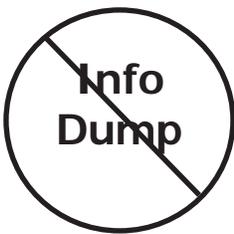
Text in bold, underlined and in ALL CAPS is a fill-in-the-blank from the participant’s workbook.

Materials

Each of the sessions is designed and laid out basically the same. There is a Facilitator Guide, Participant Workbook, and PowerPoint presentation for each session. Let's take a closer look at each of these components:

Facilitator Guide

We use the term "facilitator" throughout these materials. This is very intentional. These sessions are designed to be two-way conversations and not one-way lectures. Our job as facilitators is to take the participants on a journey of discovery.



Here is the basic layout of the guide and a short comment about each area:

- **About This Session** – gives you a quick "snap-shot" of the session
- **Preparation Checklist** – covers what you will need for the session (while most of this is the same from session to session it is important to check each time + there are a few changes along the way)
- **Session Outline** – a general outline of the session with topics and times (actual start times may vary)
- **Opening** – a short welcome, opening prayer, spiritual formation, along with the core purpose, objectives and ground rules for the day
- **Action Step Review** – each session will end with everyone writing out a short action step of what they are going to do with what they learned, we begin each session with a short review of those steps.
- **Leadership Teaching** – this is the heart of the session. Most of your time will be spent here. Some sessions are mainly a review of the key points from that month's book. There is an activity of some type written into each session. Typically, there will be a lot of ground to cover. The facilitator must keep the group moving AND still maintain a high level of interaction.
- **Key Learnings** – this is an open discussion time focused on what each person learned, their takeaways, and some best practices that will compliment that session's topic. The action plans will also be completed during this time.
- **Wrap-Up & Closing** – cover homework, answer questions, complete evaluations, end in prayer

Continued on next page

Materials, Continued

Participant Workbook

We use the term “participant” very intentionally. Each person should be actively participating in their own learning.

Here are the basic features of the participant workbooks:

- **Notes pages** – in most cases the left-hand page (or the even numbered pages) will be used for notes.
- **Quotes** – the notes pages will also contain a short quote designed to go along with the session topic.
- **Objectives** – page 3 will contain the core purpose, objectives and ground rules for that session.
- **Leadership Teaching** – the majority of the workbook are pages of key information on the session’s topic. There will be some fill-in-the-blanks.
- **Key Learning** – there is a space for them to capture key learnings from themselves and the group.
- **Action Step** – each participant should commit to taking one action step on their leadership journey and then share it with their partner.
- **Dashboard Review** – as a group they will have the opportunity to share some important metrics which can indicate both faithfulness and fruitfulness.
- **Best Practices** – in most sessions there will be a page of best practices or tips that go along with the topic. This is key information that the group can take and use.
- **Evaluation** – the last page is a short evaluation that each person will complete and turn in at the end of each session.

Lay Leadership Program Overview

Session	Title	Book
1	Orientation	
2	Our World Has Changed	<u>Remember the Future</u> by Robert Schnase
3	Aiming Real Leaders at the Mission Field	<u>Direct Hit</u> by Paul Borden
4	Discipleship	<u>Not a Fan</u> by Kyle Idleman
5	Focusing for Transformation	<u>Simple Church</u> by Thom Rainer & Eric Geiger
6	Focusing Outward	<u>The Externally Focused Church</u> by Rick Rusaw & Eric Swanson
7	Preaching	<u>Communicating for a Change</u> by Andy Stanley & Lane Jones
8	Real Life Evangelism	<u>Unbinding the Gospel</u> by Martha Grace Reese

Overview

Multiple Church Groups The most popular type of Lay Leadership Development group is one which has people from several churches coming together from a district or other geographic area.

This type of group allows people to learn from experiences in other churches and to see how we all have similar challenges on the path to fulfilling our mission.

As a facilitator, it is important for you to point out these similarities and differences. Each church is unique, so it is not about us trying to copy what someone else is doing. However, we can certainly learn from best practices and in some cases...what we should avoid.

Be aware of church sizes, locations, age, etc...as you facilitate discussions in order to ensure the most diversity possible.

Single Church Groups In some situation this program will be used in a single church for the laity leaders in that congregation.

While the topics, materials, objectives, etc...are all the same – these groups will need to be facilitated a little differently.

The facilitator for this program should be someone from outside of the church in order to bring some difference of perspective into the discussions.

In a mixed church group you will naturally have a wide variety of discussion and examples. In a single church group you will need to look for opportunities to insert some of your own experiences or maybe some examples from other churches.

In a single church group it is also recommended to have guest speakers attend some or all of your sessions in order to add more flavor to your discussions. One way to do this might be to start 30 minutes early on the month you are covering Renovate or Die and have a pastor or laity leader from a church who has had a consultation come and speak to the group for a few minutes.

LLD NEXT

We now offer another leadership development program for laity leaders who have successfully completed this LLD program called LLD NEXT. This new program has six sessions which are typically done in a semester type schedule over a year. Here are the topics and books for the LLD NEXT program:

Session	Title	Page
	Program Overview	5
1	Orientation / Time Management <u>Time Management for Peak Performance: Practical Plans for Practical People</u> Ken Willard	10
2	Visioning <u>Visioneering: God's Blueprint for Developing and Maintaining Vision</u> Andy Stanley	32
3	Courageous Leadership <u>Journey in the Wilderness: New Life for Mainline Churches</u> Gil Rendle	50
4	Building Blocks <u>Renovate or Die: Ten Ways to Focus Your Church on Mission</u> Bob Farr and Kay Kotan	70
5	Connecting <u>Beyond the First Visit: The Complete Guide to Connecting Guest to Your Church</u> Gary L. McIntosh	92
6	Resourcing / Stewardship <u>Not Your Parents' Offering Plate: A New Vision for Financial Stewardship</u> J. Clif Christopher	114

Agenda

<p>Opening</p> <ul style="list-style-type: none"> • Welcome • Prayer • Introductions <i>(if needed)</i> • Core Purpose & Objectives • Group Covenant • Spiritual Formation • Overview of total program 	<p>1 hour 15 minutes</p> 
<p>Leadership Teaching</p> <ul style="list-style-type: none"> • Activity • The New Face of Ministry in the 21st Century Church 	<p>1 hour</p>
<p>Key Learnings Action Steps Dashboard Review</p>	<p>30 minutes</p>
<p>Activity</p>	<p>15 minutes</p>
<p>Wrap-up & Closing</p>	<p>30 minutes</p>

* Add a break or two as needed

Lay Leadership Development



Session One Orientation

Opening

Welcome

Welcome the group and ensure everyone has their workbook and can see the screen. Tell the group a little about yourself, your background and experience, how long you have been teaching this program, etc...

Prayer

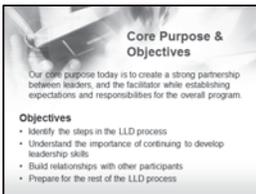
Open the session with a short prayer. You may want to use a scripture you feel is appropriate for this session's topic.

Introductions (if needed)



Have each person introduce themselves to the group using the information on the slide. Capture the "main expectations for the program" on a flipchart if possible.

Core Purpose & Objectives



Have everyone open their workbooks to **page 7**. Remind them that these workbooks are theirs to keep and encourage them to take plenty of notes.

READ the core purpose and objectives listed in the participant workbook.

ASK the group: "How do these objectives sound to you?" (Try to get some positive responses...or at least head nods.) Then ask, "What questions do you have for me concerning our objectives for today?"

Agenda

Cover the basic agenda listed in the participant workbook. You may want to plan now for a break or two during the session.

Objectives

Our core purpose today is to:

Create a strong partnership between the leaders, mentors, and the facilitator while establishing expectations and responsibilities for the overall program.

To achieve this core purpose, you will learn to:

- Identify the steps in the LLD process
- Understand the importance of continuing to develop leadership skills
- Build relationships with other participants
- Prepare for the rest of the LLD process by understanding your expectations and responsibilities

Agenda

Opening

Introductions

Spiritual Formation

Leadership Development

Key Learnings & Action Step

Closing / Evaluations / FaithWork

Group Covenant



SAY To get the most from our time together, we have put together a group covenant which is on **page 8** in your workbook.

DO Have the group read each item. Have one person start and then go around the room with each person reading a different one out loud. Add any comments you have or clarify as needed.

SAY (After #5) Don't be shy; that's why we are here. If I don't have an immediate answer to your question, I will place it on our Parking Lot so we can follow-up on it later.

(After #7) I may also place any questions or comments which are off topic in our Parking Lot just so we can stay on time. We can come back to these later based on available time.

DO It is strongly suggested that you have the group come up with at least one additional item for the covenant. This will increase their overall ownership and make it more "theirs" and not just a piece of paper.



ASK Do we all agree to live by these ground rules?

SAY Please sign and date the bottom of the page. These are yours to keep. However, we may refer back to them if needed during our sessions.

Group Covenant

I covenant with my Lay Leadership Development group to do the following:

1. Pray regularly for my fellow group members.
2. Complete all of the required reading and other homework between each session so that I will be prepared for our next time together.
3. Attend and to be on time for each session and when returning from breaks in order to keep us on schedule.
4. Be engaged by participating openly and honestly in all group sessions.
5. Be curious by asking questions and seeking clarification when needed.
6. Be respectful to others in the group and interact in a respectful manner as we share our unique personal perspectives and ideas.
 - Keep confidential any personal matters shared by others in the group.
 - Keep my phone on vibrate or silent and only check email/voicemail on breaks.
 - Only use a person's real name if sharing a positive example.
 - Be patient with others as we all learn and grow.
7. Understand that each session goes quickly, and that the facilitator may need to move things along in order to keep us on track.
8. Share what I am learning with my pastor, church staff, ministry leaders, or anyone else I feel is appropriate back in my home church.
9. Others?

Signed: _____ Date: _____

Spiritual Formation

SAY Please turn to **page 9** in your workbooks.



Developing our leadership skills, like the developing of any gifts, should begin with a focus on our spiritual formation. We will spend some quality time each session focused in this area. Our goal here is to be in the Word together and to discover the connection between our leadership topic and the scriptures. While we may only spend 10 or 15 minutes on this each time, it is quality of that time and not the quantity that is most important.

Today we are going to look at two very well known verses that have to do with leadership and gifts. The first is from the book of Romans, Romans 12:6-8:

DO Have someone read Romans 12:6-8

SAY The next is from 1 Timothy, 4:14a:

READ *"¹⁴Do not neglect your gift, which was given you ..."*



ASK What do those verses say to you concerning your leadership gifts?

ASK What actions have you taken in the past to develop your leadership gifts?



DO Allow a few minutes for an open discussion. Try to get examples and input from the group rather than sharing your own experiences or comments if possible. Share only as a way to get the discussion started if needed.

SAY This was a great discussion and has certainly set a wonderfully strong spiritual formation for the rest of our time together today. Now let's spend some time looking over the core purpose and objectives for today along with some ground rules for our overall program.

Spiritual Formation

⁶We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. ⁷If it is serving, let him serve; if it is teaching, let him teach; ⁸if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him to it cheerfully.

Romans 12:6-8

¹⁴Do not neglect your gift, which was given you ..."

1 Timothy 4:14a



LLD Overview

DO Page 10 in the participant workbook is an overview of the total Lay Leadership Development program.



Please spend a few minutes covering this with the group so that they are clear on the topics and books for each session.

This would also be a good point to ensure everyone understands that the books they will read during this program are a foundation for the leadership development. In other words, these sessions are not going to be "book reviews" but are meant to take them to a new level of both learning and application. (You may also need to emphasize that there is nothing wrong with reading books as a group and then coming together to discuss. However, that is not the purpose of these sessions.)

SAY It is important that you have read the book assigned for each session prior to coming to class. I would suggest that you read the book "actively". In other words, make notes as you read. Highlight, underline, and bookmark the sections that really speak to you. This will help to ensure that you get the most possible from the reading. These books are the foundation for our leadership development during each session.



LLD Program Overview

Session	Title	Book
1	Orientation	
2	Our World Has Changed	<u>Remember the Future</u> by Robert Schnase
3	Aiming Real Leaders at the Mission Field	<u>Direct Hit</u> by Paul Borden
4	Discipleship	<u>Not a Fan</u> by Kyle Idleman
5	Streamlining Your Church	<u>Simple Church</u> by Thom Rainer & Eric Geiger
6	Focusing Outward	<u>The Externally Focused Church</u> by Rick Rusaw & Eric Swanson
7	Preaching	<u>Communicating for a Change</u> by Andy Stanley & Lane Jones
8	Real Life Evangelism	<u>Unbinding the Gospel</u> by Martha Grace Reese

Activity

SAY I'd like to get your perspective on your role as a leader in your church or just as a leader in general. The premise for this activity is in your workbook on **page 11**.



READ Read aloud or ask for a volunteer to read from their page.

DO Divide the group into equal size teams of 4 to 6 people. Give each team a piece of flipchart paper and some markers.



SAY Each team will have five minutes to brainstorm some golden rules of leadership that you would share with a rookie leader. Use your flipchart paper to graphically illustrate each rule. Do not just write the words!

DO Give the group time to come up with several examples. Offer suggestions and encouragement as needed. Keep an eye on the time.

Bring the group back together and have each team share what they came up with to the total group. Encourage feedback and challenges. Keep it very upbeat.

SAY Those are some great golden rules of leadership. I'm sure the rookie leader would love to have all that insight from this experienced group. This is a good place for us to take a short break before we get into our Leadership Teaching for today.

Super Leader



Imagine a new laity leader is assigned to spend some time with you. The rookie comes to you and says that she greatly admires your abilities and wants to be as good at leading others someday as you are.

She asks if she can come to you on occasion for advice, and if you wouldn't mind coaching her when you have the time. You agree and begin by giving the rookie one golden rule of leading and influencing successfully in your job.

Your golden rule explains what the rookie should do to be a Super Leader.

Leadership Teaching

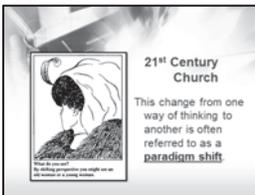
The New Face of Ministry in the 21st Century Church

SAY Our leadership topic today is all about how the church has changed and what the church will look like in the future. I do not have to tell you that things have changed; you are living in that change every day.



As we discuss these 10 keys you will notice that there are fill-in-the-blanks in your workbook on **pages 13 - 17**. I will give you those as we talk about each point. You will also see them on the slides.

#1 Speaking of change, we are currently experiencing enormous structural changes in our communities and populations. It's a revolution, a transformation, a sort of metamorphosis. It does not happen, but rather it is driven by agents of change. This change from one way of thinking to another is often referred to as a **PARADIGM SHIFT**. This term was first used in 1962 by Thomas Kuhn in his book, *The Structure of Scientific Revolutions*. Kuhn argued that scientific advancement is not evolutionary, but rather a "series of peaceful interludes punctuated by intellectually violent revolutions", and in those revolutions "one conceptual world view is replaced by another".



ASK What paradigm shifts have you experienced recently in your church?

#2 Our second key has to do with the overall population throughout this country. What we are seeing is that while the church was busy adapting to a secular culture, America has become **Spiritually Thirsty**. The media is quick to shout out statistics that show a decline in church attendance, but that does not tell the whole story. People are seeking out the church more and more each day.



ASK What does spiritual thirst look like in your community?

Continued on next page

The New Face of Ministry in the 21st Century Church

1. We are currently experiencing enormous structural changes in our communities and populations. It's a revolution, a transformation, a sort of metamorphosis. It does not happen, but rather it is driven by agents of change. This change from one way of thinking to another is often referred to as a _____.
2. What we are seeing is that while the church was busy adapting to a secular culture, America has become **Spiritually Thirsty**.
3. Many things have changed in our society. One of the most evident changes has to do with the way we want to learn. The way we learn has profoundly changed from **Lecture** to _____.
4. Many people have changed the way they view the church. We are losing the battle for the hearts and souls of the people because of this great divide. People today need a church that is **Relevant** , but too often we are seen as **Irrelevant** to what is going on in our world.

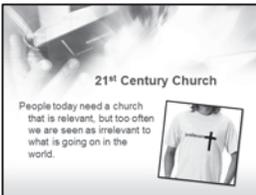
Leadership Teaching, Continued

- #3** Many things have changed in our society. One of the most evident changes has to do with the way we want to learn. The way we learn has profoundly changed from **Lecture** to **ENTERTAINMENT**. There was a time when students of all ages would sit for an hour or more in a class and take notes on what the teacher was sharing with them. Today's teachers use PowerPoint, Smartboards, videos, and other forms of media just to keep their students engaged. While this is not necessarily a bad thing, it is certainly a change.



ASK What examples of this have you seen in your church?

- #4** Our fourth key to the new face of ministry in the 21st century church has to do with the way many people today are viewing the church. We are losing the battle for the heart and souls of the people because of this great divide. People today need a church that is **Relevant**, but too often we are seen as **Irrelevant** to what is going on in our world.



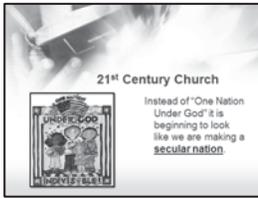
ASK What are you doing in your church to ensure you are seen as relevant?

Continued on next page

The New Face of Ministry in the 21st Century Church

1. We are currently experiencing enormous structural changes in our communities and populations. It's a revolution, a transformation, a sort of metamorphosis. It does not happen, but rather it is driven by agents of change. This change from one way of thinking to another is often referred to as a _____.
2. What we are seeing is that while the church was busy adapting to a secular culture, America has become **Spiritually Thirsty**.
3. Many things have changed in our society. One of the most evident changes has to do with the way we want to learn. The way we learn has profoundly changed from **Lecture** to _____.
4. Many people have changed the way they view the church. We are losing the battle for the hearts and souls of the people because of this great divide. People today need a church that is **Relevant** , but too often we are seen as **Irrelevant** to what is going on in our world.

Leadership Teaching, Continued



- #5** Pastor Rick Warren at Saddleback Church in California received a lot of criticism from all sides when he hosted a session in 2008 with Barack Obama and John McCain. Many people felt that it was not right for this forum to have taken place in a church. The backlash from this event is just one example of how we are moving from a nation of one God to a nation with many gods. Instead of "One Nation Under God" it is beginning to look like we are making a **Secular Nation**.



ASK Would you agree with that statement? Why or why not?



- #6** Over the course of many years the church became comfortable, too comfortable. As this happened the Gospel shifted from a church "**ON MISSION**" to a church that "**SUPPORTS MISSIONS**". That may seem like a minor change to some, but it changes a church from being active to being passive.



ASK How would your community describe your church? As a church on a mission or a church who supports missions?



- #7** The church has spent millions preparing pastors to deliver critical interpretations of the Bible, while the world wanted to know how to apply Spiritual matter to their lives. People today are not as interested in a purely theological discussion as they are in the **Application** of that information.



ASK What example of this would your congregation share as ways you and your church are helping them apply Biblical principles?

Continued on next page

The New Face of Ministry in the 21st Century Church

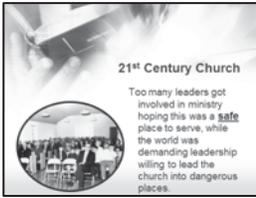
5. Pastor Rick Warren at Saddleback church in California received a lot of criticism from all sides when he hosted a session in 2008 with Barack Obama and John McCain. Many people felt that it was not right for this forum to have taken place in a church. The backlash from this event is just one example of how we are moving from a nation of one God to a nation with many gods. Instead of "One Nation Under God" it is beginning to look like we are making a **Secular Nation.**

6. Over the course of many years the church became comfortable, too comfortable. As this happened the Gospel shifted from a church " _____ " to a church that " _____ ". That may seem like a minor change to some, but it changes a church from being active to being passive.

7. The church has spent millions preparing pastors to deliver critical interpretations of the Bible, while the world wanted to know how to apply Spiritual matter to their lives. People today are not as interested in a purely theological discussion as they are in the **Application** of that information.

Leadership Teaching, Continued

- #8** There was a time when people who thought of a church leader pictured a person running a meeting on Sunday night after the covered dish supper. Too many leaders got involved in the ministry hoping this was a **Safe** place to serve, while the world was demanding leadership willing to lead the church into dangerous places.



ASK How do you feel your church and/or your community demanding leadership from you?

- #9** One major issue is that **ATROPHY** has set in throughout the church. Some definitions of atrophy are: 1) a wasting away of the body or an organ; 2) degeneration or decline from disuse; 3) decrease in size, deterioration or withering away.



ASK How do those definitions relate to the challenges we face in the church today?

- #10** All of the previous keys add up to a **Perfect Storm** that is hitting the church of today.



"The church must raise her sails and move with the Spirit if we are not to be left behind. It is not enough to simply hang on; we must boldly move forward."

"You can change the name, but if you don't change the heart, the atrophy will kill you in the end."

—Erwin Raphael McManus from the book, An Unstoppable Force.

NOTE You do not have to ask each question listed after every point. Use your judgment based on group discussion and interaction along with the time available. It is recommended to at least ask a few of the questions to keep the session more interactive and less lecture.



The New Face of Ministry in the 21st Century Church

8. There was a time when people who thought of a church leader pictured a person running a meeting on Sunday night after the covered dish supper. Too many leaders got involved in the ministry hoping this was a **Safe** place to serve, while the world was demanding leadership willing to lead the church into dangerous places.

9. One major issue is that _____ has set in throughout the church. Some definitions of atrophy are:

- a wasting away of the body or an organ;
- degeneration or decline from disuse;
- decrease in size, deterioration or withering away.

10. All of the previous keys add up to a **Perfect Storm** that is hitting the church of today.

"The church must raise her sails and move with the Spirit if we are not to be left behind. It is not enough to simply hang on; we must boldly move forward."

"You can change the name, but if you don't change the heart, the atrophy will kill you in the end."

—Erwin Raphael McManus from the book, An Unstoppable Force.

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 17** in their workbooks.

Action Step

Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.



Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

Encourage everyone to gather any and all of these figures from their churches and then come to the following sessions with both updates and information to share with the group.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Key Learnings from Today

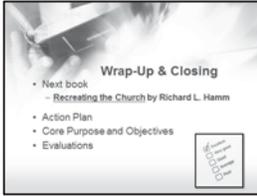
Action Step

What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing



SAY Please look back at **page 7** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.

ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: ReCreating the Church by Richard Hamm. Remember to read it actively and not passively.
2. Think about how the world has changed in the past 40 years. Reflect back 10 years, 20 years, 30 years and 40 years ago. Think about these areas:
 - a. The world
 - b. Your community
 - c. Your church
 - d. Our denomination
 - e. Yourself
3. What will each of these areas look like 10 years from now?
4. Come prepared to share your action step results with your partner.



ASK What questions do you have for me concerning these assignments?

SAY On **page 19** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

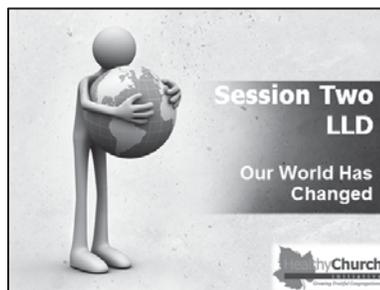
What is your biggest take-away from this session?

Other comments: _____

Agenda

<p>Opening</p> <ul style="list-style-type: none"> • Welcome • Prayer • Core Purpose, Objectives & Ground Rules • Spiritual Formation 	<p>30 minutes</p>
<p>Action Step Review</p>	<p>30 minutes</p>
<p>Leadership Teaching</p> <ul style="list-style-type: none"> • Activity – The World Has Changed • Restarting an Established Church • MissionInsite.com demonstration 	<p>1 hour 30 minutes</p>
<p>Key Learnings Action Steps Dashboard Review</p>	<p>30 minutes</p>
<p>Wrap-up & Closing</p>	<p>30 minutes</p>

** Add a break or two as needed*



Lay Leadership Development



Session Two Our World Has Changed

Opening

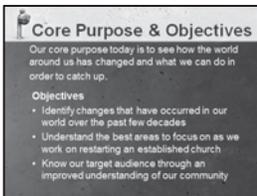
Welcome

Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives



Have everyone open their workbooks to **page 23**.

READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed. Answer any questions, set breaks as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation



Everyone struggles with changes in one way or another. Sometimes it seems that the church struggles to keep up with our changing world more than other institutions. We love to keep doing what we have always done, even when it no longer makes sense.

ASK - Why do you think it is so hard for us to make changes in the church?

READ – the Maxwell Leadership Bible section

Effective leaders allow God to shape them into the kind of people they need to be for each situation they encounter. They don't get stuck on one method or mode of operation.

ASK - What does this say to you concerning your own adaptability to change?

Objectives

Our core purpose today is to:

See how the world around us has changed and what we can do in order to catch up.

To achieve this core purpose, you will learn to:

- Identify changes that have occurred in our world over the past few decades
- Understand the best areas to focus on as we work on restarting an established church
- Know our target audience through an improved understanding of our community

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be Respectful

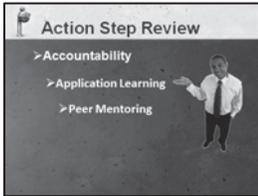
From The Maxwell Leadership Bible

Because Israel acted like a stubborn mule and would not listen to the prophet's words, Ezekiel had to adapt to the needs of his audience. God spoke these words to him:

"I have made your face strong against their faces, and your forehead strong against their foreheads. Like adamant stone, harder than flint, I have made your forehead; do not be afraid of them, nor be dismayed at their looks, though they are a rebellious house."

Ezekiel 3:8,9

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 24** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

*"Be the change you want
to see in the world."*
Mahatma Gandhi

*"When you're finished
changing, you're
finished."*
Benjamin Franklin

Leadership Teaching

Activity – 15 minutes

SAY I'd like to get your perspective on how our world has changed over the past few decades and what the future might hold. The premise for this activity is in your workbook on **page 25**.



NOTE: Use prepared flipchart with the following already written on it:

	World	Community	Church	UMC
1960's				
1970's				
1980's				
1990's				
Today				
+ 10 years				



DO Discuss how each of the areas has changed from one time period to the next. Write key words or phrases on the flip chart. Do not worry about having something written in each block, it is more important to just have the group see how the world/community has changed more than the church/UMC.

SAY This is a great list. It looks like we have an opportunity in the church to keep up with our rapidly changing world.



ASK Do you feel that your church is a good representation of the community you serve? If not, why do you think that is the case?

DO Encourage the group to share some of this back in their churches with other leaders.

SAY Now let's take a look at some ways to restart an existing church.

Continued on next page

Our World Has Changed

No matter what your age, you have seen a great deal of changes in the world over your lifetime.

Think about how the world, your community, the Church and the UMC has changed over the past few decades and what might be in store for us in the near future based on those changes. Some areas to consider: technology, demographics, government, business, people's attitudes/beliefs, etc...

Here are a few things that have changed over these decades to get you thinking:

	Gallon of Gas	1 st class stamp	New Home	Dow-Jones High
1960	\$0.31	\$0.04	\$16,500	685
1970	\$0.36	\$0.06	\$26,600	842
1980	\$1.25	\$0.15	\$76,400	1000
1990	\$1.16	\$0.25	\$149,800	3,000
Today				
+ 10 years	?	?	?	?

	World	Community	Church	UMC
1960's				
1970's				
1980's				
1990's				
Today				
+ 10 years				

Leadership Teaching, Continued

SAY Our leadership topic today is all about how we can restart an established church and better connect to our world and especially our community around us. We are now on **page 26** in your workbook.



NOTE: It is not necessary to ask all of the questions listed in this section. You should use your judgment as to when and how many questions to ask in order to keep the discussion interactive and within the time allowed. Remember: Not asking enough questions will turn this into more of a lecture, and too many could cause you to run out of time.

SAY 1. When Moses needed to provide water for the children of Israel in the desert he was weary of the complaining, the stagnation, and the lack of progress among the people. In his weakened condition he made a poor decision that cost him his future. He was *reactive* instead of *proactive* in this situation.



LEADERSHIP, it all starts with you!



ASK Do you sometimes find yourself playing defense instead of offense when you lead? Why is that?

ASK Are you a people-pleaser or a God-pleaser when you lead?

SAY 2. In his book, *The Five Practices*, Bishop Robert Schnase explains that these practices are “fundamental activities by which congregations carry out their mission.” Let’s list them—someone call them out.



- **Radical Hospitality**
- **Passionate Worship**
- **Intentional Faith Development**
- **Risk-taking Mission and Service**
- **Extravagant Generosity**



ASK Which of these would your congregation rank as the strongest in your church? Why?

ASK What are you currently doing to improve these practices in your church?

Continued on next page

Restarting an Established Church

Where to start turning things around:

1. _____, it all starts with you!
2. Bishop Robert Schnase's book, The Five Practices of Fruitful Congregations:
 - **Radical Hospitality**
 - **Passionate Worship**
 - **Intentional Faith Development**
 - **Risk-taking Mission and Service**
 - **Extravagant Generosity**
3. Alive and winsome _____.
 - Major community Sundays + vital music + keep it simple, keep it moving + niche the services + epic preaching style
4. **Hospitality**, we only get one chance to make a first impression!
 - Greet & Meet + lobby, parking lot, hallways, nursery, etc...
5. Reach out and **touch someone**.
 - Marketing, signage, personal evangelism...think entrepreneurial
6. _____ - focus, focus, focus
 - What are the two or three things you do best?
 - Promote everything you do!

Leadership Teaching, Continued



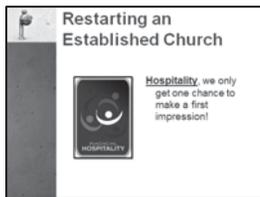
- SAY** 3. Passionate Worship means different things to different people. Some people might envision a preacher holding a bible in one hand and working a crowd into frenzy. Other people might say that a worship service where people are coming up front to commit their lives to Christ is passionate. Bishop Schnase says that passionate worship is “authentic, true to the gospel, life changing...Worship that we enter into with an air of anticipation that something significant might actually happen in this time together...I’m talking about worship that really connects people to God...”

Alive and winsome **WORSHIP**.



- ASK** Would Bishop Schnase describe your last service as “passionate”? Why or why not?

- ASK** What one change would you like to make to your service to make it more passionate? What is holding you back?



- SAY** 4. People make several judgments in the first few seconds of encountering someone or something new. These judgments are often impossible to change once they have been made.

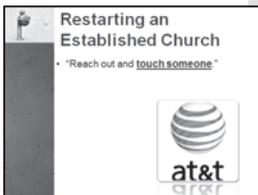
Hospitality, we only get one chance to make a first impression!



- ASK** – What impression do first time visitors get when they drive into your parking lot? Have you ever asked them?

- ASK** What are you doing to ensure everyone feels welcome in your church?

- SAY** 5. In 1979 AT&T created the now famous ad slogan:



“Reach out and **touch someone**”

While they were talking about calling friends and family on the phone, we mention it today with the emphasis being on marketing our churches. Everything we do communicates a message about our church. For example, when a first-time guest walks around your church building, are they going to encounter signs they don’t understand? Who are we focusing on, the people on the inside or the people on the outside of our church?



- ASK** What have you done recently to market your church in the community? What were the results?

Continued on next page

Restarting an Established Church

Where to start turning things around:

1. _____, it all starts with you!
2. Bishop Robert Schnase's book, The Five Practices of Fruitful Congregations:
 - **Radical Hospitality**
 - **Passionate Worship**
 - **Intentional Faith Development**
 - **Risk-taking Mission and Service**
 - **Extravagant Generosity**
3. Alive and winsome _____.
 - Major community Sundays + vital music + keep it simple, keep it moving + niche the services + epic preaching style
4. **Hospitality**, we only get one chance to make a first impression!
 - Greet & Meet + lobby, parking lot, hallways, nursery, etc...
5. Reach out and **touch someone**.
 - Marketing, signage, personal evangelism...think entrepreneurial
6. _____ - focus, focus, focus
 - What are the two or three things you do best?
 - Promote everything you do!

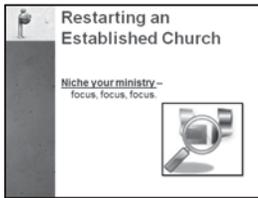
Leadership Teaching, Continued

SAY Too often we get into the trap of only marketing to those are already Christian. (I.E., the Religious page in the local paper, the Christian radio station, etc...)



ASK What have you done lately that would be considered "out of the box"?

ASK Are you a part of the local Chamber of Commerce or other similar organization? Why not?



6. We cannot be the best at everything. In fact, most of us can only excel in one or two areas. Too often we in the church try to please everyone and we end up doing a bunch of stuff with mediocrity instead of a few things with excellence. George Buckley, CEO at 3M is fond of using the analogy, "My head's in the oven, and my feet are in ice water, but on average I feel OK. Organizations don't fail on averages." It is important for us to:

NICHE YOUR MINISTRY – focus, focus, focus.



ASK What are the two or three things you and your church do the best?

- Are they producing fruit?
- Does everyone in the community know about them? (How are you promoting these ministries?)
- What do you need to let go of to do take these ministries to the next level?

Continued on next page

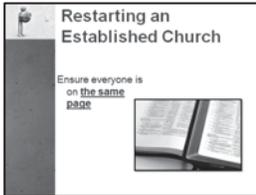
Restarting an Established Church

Where to start turning things around:

1. _____, it all starts with you!
2. Bishop Robert Schnase's book, The Five Practices of Fruitful Congregations:
 - **Radical Hospitality**
 - **Passionate Worship**
 - **Intentional Faith Development**
 - **Risk-taking Mission and Service**
 - **Extravagant Generosity**
3. Alive and winsome _____.
 - Major community Sundays + vital music + keep it simple, keep it moving + niche the services + epic preaching style
4. **Hospitality**, we only get one chance to make a first impression!
 - Greet & Meet + lobby, parking lot, hallways, nursery, etc...
5. Reach out and **touch someone**.
 - Marketing, signage, personal evangelism...think entrepreneurial
6. _____ - focus, focus, focus
 - What are the two or three things you do best?
 - Promote everything you do!

Leadership Teaching, Continued

SAY 7. We are now on **page 27**. As leaders it is important for us to focus on communicating with our teams. In the book, The Leader's Voice, Clark & Crossland say, "Leaders must communicate a million complicated things when they fail to communicate a few simple ones." This might be truer when dealing with volunteers than employees! We must:



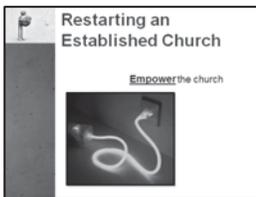
Ensure everyone is on **the same page**.

We do this also through training, discipleship and equipping those around us. Jesus was a master at equipping his team, but he was with them 24/7 for about three years. We have to find ways to accomplish the same types of results today in new ways.



ASK As a leader, how do you currently ensure that your teams are on the same page? What do you do when you discover a disconnect?

SAY 8. Too often leaders fall into the trap of feeling like they have to do everything themselves. For some it is a matter of power, for others they seem to think that "by the time I showed someone else what to do I could have done it myself." As leaders we need to learn to:



Empower the church.

Business dictionary online defines empowerment as: "Management practice of sharing information, rewards, and power with employees so that they can take initiative and make decisions to solve problems and improve service and performance." That certainly sounds like something that would be great in our churches.



ASK What prevents us from empowering our teams? How can we resolve that?

9. Think about a leader you admire. Someone you know personally, or a leader you have read about. (Ask for names if you have time.) How demanding was that person? Great leaders are usually very demanding and they tend to:



Inspect what they **EXPECT**.

Another way of thinking about this concept is in terms of follow-up. Strong leaders understand that holding their people accountable for their behaviors and actions will improve performance and help their teams to grow.

Continued on next page

Restarting an Established Church, *continued*

Where to start turning things around:

7. Ensure everyone is on **the same page**.

- Equip, equip, equip + training & discipleship

8. **Empower** the church.

- Less talk, more action + everyone knowing their roles

9. Inspect what you _____.

- Hold people accountable + coach for ownership

10. Don't be afraid to _____. Make excellent mistakes!

- Risk is part of the game + Never quit trying
- Successful churches do what unsuccessful churches won't

11. Be ready to **reinvent yourself**.

- Do whatever it takes + growth is a process

12. Be culturally relevant, know your **audience**.

- Demographic data
- Culture = media + attitudes + behaviors
- Missioninsite.com

Leadership Teaching, Continued

SAY Holding volunteers accountable is certainly different than holding our staffs accountable. However, it can and should be done. There is no reason to lower our standards to the point of having a ministry suffer.



ASK What might it look like to hold a volunteer accountable for their performance? How do you currently inspect what you expect from others?

SAY **10.** Many churches have gotten into a comfort zone where they are not trying anything new and thus are not growing. This complacency may feel like a “warm blanket” to some, but it goes against what God has for us to do!



Don't be afraid to **FAIL**. Make excellent mistakes!



ASK What would you risk in your ministry if you knew that you could not fail? What is keeping you from doing it?

There is a bullet point in your workbook which says, “Successful churches do what unsuccessful churches won't.”

ASK What is one thing that you know a successful church is doing that you would like to do at your church?

SAY **11.** Imagine for a minute that you are moving to a new city and will have your same position, but at a new church. The new assignment is for a church opening one year from today. Would you change anything? (Rhetorical question just for them to consider.) As a leader you must always...



Be ready to **reinvent yourself**.



ASK How would you like to reinvent yourself and your church? What is keeping you from doing so? Are there small steps that you could take in that direction?

Continued on next page

Restarting an Established Church, *continued*

Where to start turning things around:

7. Ensure everyone is on **the same page**.

- Equip, equip, equip + training & discipleship

8. **Empower** the church.

- Less talk, more action + everyone knowing their roles

9. Inspect what you _____.

- Hold people accountable + coach for ownership

10. Don't be afraid to _____. Make excellent mistakes!

- Risk is part of the game + Never quit trying
- Successful churches do what unsuccessful churches won't

11. Be ready to **reinvent yourself**.

- Do whatever it takes + growth is a process

12. Be culturally relevant, know your **audience**.

- Demographic data
- Culture = media + attitudes + behaviors
- Missioninsite.com

Leadership Teaching, Continued



SAY 12. In the 1380's John Wycliffe, an Oxford professor, scholar, and theologian produced the first hand-written English language Bible manuscripts. With the help of his followers, Wycliffe produced dozens of English language manuscript copies of the scriptures. He did this because he believed that people should be able to read the bible in their own language, that the Bible was not just for those who could read Latin. This is a great lead in for our final point of restarting an established church:

Be culturally relevant, know your **Audience**.

Wycliffe wanted to reach the common people with his Bible. Do you know who you are trying to reach? How well do you know and understand your audience. (Not just your regular attenders, but the whole community around your church.)

In order to reach the most people for Christ, we have to be culturally relevant and to speak the same language as our community. That does not mean changing who we are, but being flexible enough to reach the most people.



ASK What is an example of something you and your church have done recently to get to know your audience?

ASK Is your church a good reflection of the community? Why or why not?

SAY This is such an important area for us that we are going to spend some time now exploring a tool we can use to learn more about our audience. It is called Missioninsite.com.

Continued on next page

Restarting an Established Church, *continued*

Where to start turning things around:

7. Ensure everyone is on **the same page**.

- Equip, equip, equip + training & discipleship

8. **Empower** the church.

- Less talk, more action + everyone knowing their roles

9. Inspect what you _____.

- Hold people accountable + coach for ownership

10. Don't be afraid to _____. Make excellent mistakes!

- Risk is part of the game + Never quit trying
- Successful churches do what unsuccessful churches won't

11. Be ready to **reinvent yourself**.

- Do whatever it takes + growth is a process

12. Be culturally relevant, know your **audience**.

- Demographic data
- Culture = media + attitudes + behaviors
- Missioninsite.com

Leadership Teaching, Continued

MissionInsite.com Demonstration – 30 minutes

NOTE It is important for you to be thoroughly familiar with the MissionInsite.com website and its offerings before you cover this section. Liliana Rangel is the MissionInsite Regional Administrator for the North Texas Conference and will be able to help you or the participants with additional information as needed.



NOTE You need to have the MissionInsite.com website already loaded on your computer when you start today. The PowerPoint slides for this section provided as a back-up in case you are not able to view the internet.

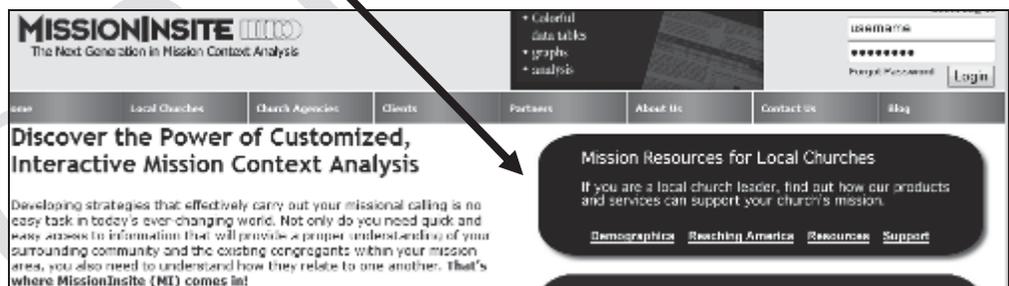


ASK How many people are familiar with MissionInsite.com now? Is anyone currently using this tool? If anyone in the group is using the resource now you may be able to leverage their experiences as you cover this topic.

SAY We are now on **page 29** in your workbook. MissionInsite.com is a great resource for us to use in order to know our communities. Too often we fall into the trap of thinking that we know our communities better than we really do. This happens because we get into a comfort zone of going to the same places, seeing the same people, doing the same activities and fail to recognize how everything is changing around us.



We are going to focus today on the Mission Resources for Local Churches section and specifically the Demographics area.



SAY These demographic reports will give you a great overview of your community along with a projection of where it is heading. The reports include areas such as: population/households/families, age, income, phase of life, ethnicity, and MOSAIC lifestyle types.

Continued on next page

MissionInsite



MissionInsite.com is a great resource for us to use in order to know our communities better. It can help us take the emotion and guess work out of demographic analysis.

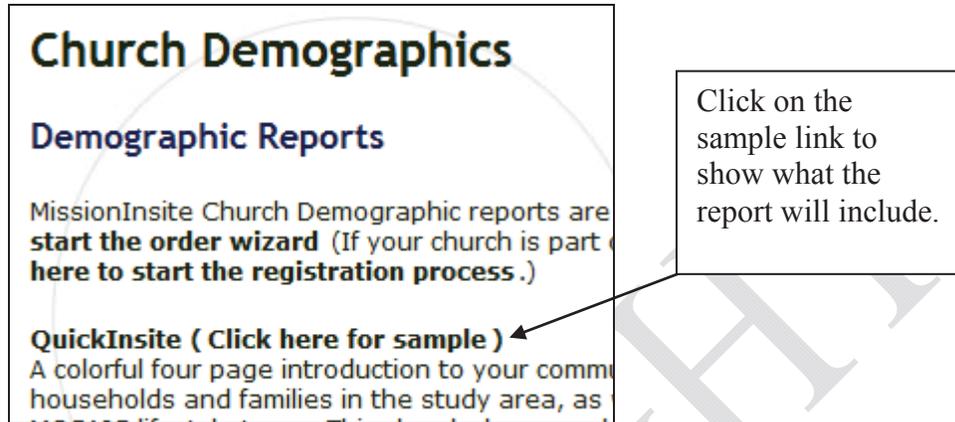
We are able to view statistics for several years along with a projection based on trends in that area. There are also full color graphs provided for each category. Some of the categories include:

- Population
- Age
- Racial/Ethnic
- Households
- Mosaic
- Household income
- Families
- Phase of life
- Per Capita income

NOTES:

Leadership Teaching, Continued

SAY The QuickInsite report is a short overview of your community.



The screenshot shows a webpage titled "Church Demographics" with a sub-header "Demographic Reports". Below the sub-header, there is a paragraph: "MissionInsite Church Demographic reports are **start the order wizard** (If your church is part of a church group, click **here to start the registration process.**)". Below that is a link: "QuickInsite (Click here for sample)". A callout box with an arrow pointing to the link contains the text: "Click on the sample link to show what the report will include."

SAY Be sure to highlight each of the different sections of the report along with the color graphs.

For a more in-depth analysis you could get the ExecutiveInsite report which includes a narrative that will provide a greater understanding of your community through the lens of 12 different "Insites" which tell the story of your community. **It is not necessary to demonstrate this area.**

One way to use this resource would be during a leadership meeting at your church. There is a worksheet available under the "Local Churches / Resources" section called "QuickInsite Workshop". This document can be used to unpack the information found on the QuickInsite report. It would be interesting to see how well you and your team really know your community.

NOTE  Based on time available and the overall familiarity of the group with the MissionInsite resource you can show them some of the other areas on the web site.



ASK What questions do you have for me concerning MissionInsite?



ASK How would you see being able to use this resource in your church?



ASK What "actions" would you take if you discovered a disconnect between the demographics of your church and your community?

MissionInsite



MissionInsite.com is a great resource for us to use in order to know our communities better. It can help us take the emotion and guess work out of demographic analysis.

We are able to view statistics for several years along with a projection based on trends in that area. There are also full color graphs provided for each category. Some of the categories include:

- Population
- Age
- Racial/Ethnic
- Households
- Mosaic
- Household income
- Families
- Phase of life
- Per Capita income

NOTES:

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 31** in their workbooks.

Action Step



Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

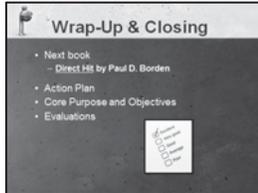
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 23** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: Direct Hit by Paul Borden. Remember to read it actively and not passively.
 - a. Pay special attention to the sections on developing critical teams within your church.
2. Complete the action step you committed to during today's session and come back prepared to discuss the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 33** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

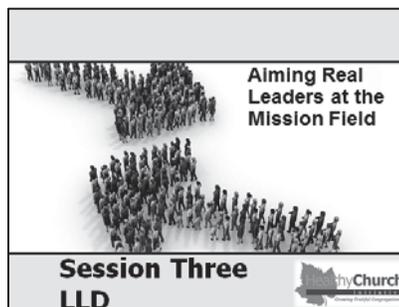
What is your biggest take-away from this session?

Other comments: _____

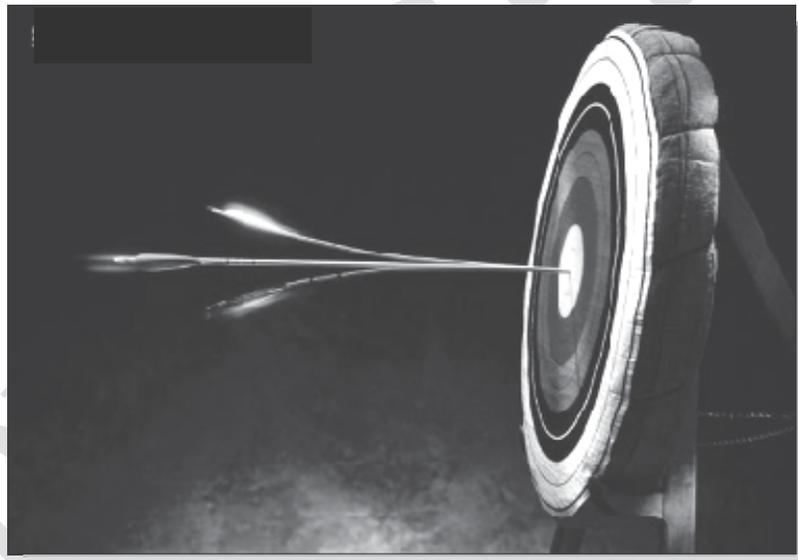
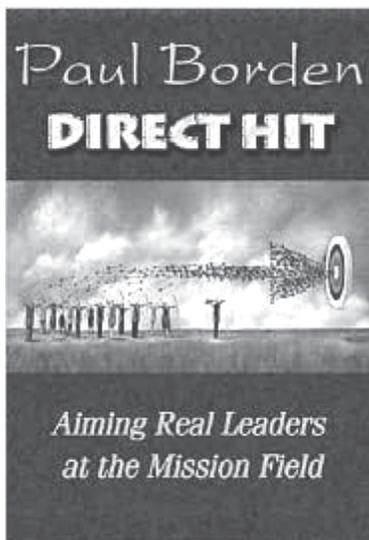
Agenda

Opening <ul style="list-style-type: none"> • Welcome • Prayer • Core Purpose, Objectives & Ground Rules • Spiritual Formation 	30 minutes
Action Step Review	30 minutes
Leadership Teaching <ul style="list-style-type: none"> • Aiming Real Leaders at the Mission Field • Activity – Pastor Training vs. Reality 	1 hour 30 minutes
Key Learnings Action Steps Dashboard Review	30 minutes
Wrap-up & Closing	30 minutes

** Add a break or two as needed*



Lay Leadership Development



Session Three Aiming Real Leaders at the Mission Field

Opening

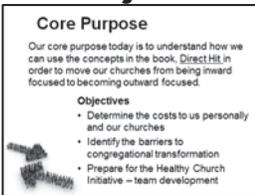
Welcome

Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives



Core Purpose
Our core purpose today is to understand how we can use the concepts in the book, *Direct Hit*, in order to move our churches from being inward focused to becoming outward focused.

Objectives

- Determine the costs to us personally and our churches
- Identify the barriers to congregational transformation
- Prepare for the Healthy Church Initiative – team development

Have everyone open their workbooks to **page 37**.

READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed. Answer any questions, set breaks as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation



The graphic features a cross on a hill under a cloudy sky, with a tree and the text 'Spiritual Formation' below it.

Let's take a little quiz. Don't worry, there is only one question: If two horses can pull 9,000 pounds, how many pounds can four horses pull?

Here's a hint: it's not 9,000 pounds. In fact, it's not 18,000 pounds. Believe it or not, four horses can pull more than 30,000 pounds! If that doesn't compute, it's because you are not thinking in terms of synergy.

DO: Have someone read the paragraphs on their page from Bible.org

ASK: What is an example of how you have been able to put a team together in your ministry that was able to accomplish more than you ever could yourself?

Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Direct Hit in order to move our churches from being inward focused to becoming outwardly focused.

To achieve this core purpose, you will learn to:

- Determine the costs to us personally and our churches
- Identify the barriers to congregational transformation
- Prepare for the Healthy Church Initiative – team development

Key Ground Rules:

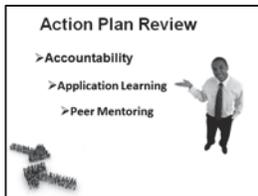
- Be on time
- Be engaged
- Be curious
- Be respectful

From Bible.org

Synergy is the energy or force that is generated through the working together of various parts or processes. Synergism can be defined as the interaction of elements that, when combined, produce an effect that is greater than the sum of the individual parts. Synergy is a joint action that increases the effectiveness of each member of a team. To function well, a team must be committed to a common vision and purpose.

From a large pool of disciples who were following him, Jesus designated 12 men who would become his apostles. This was such a significant decision that the Lord prayed all night to prepare for it: *“One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles.”* Luke 6:12-13

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 38** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

"Sometimes leadership is planting trees under whose shade you'll never sit."

Gov. Jennifer M. Granholm

"If you find a path with no obstacles, it probably doesn't lead anywhere."

Frank A. Clark

"Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation."

Doris Kearns Goodwin

Leadership Teaching

Aiming Real Leaders at the Mission Field

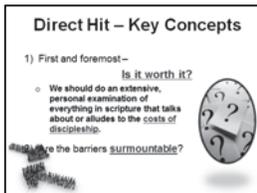
SAY Please turn now to **page 39** in your workbooks. In the book, Direct Hit, Paul Borden describes a process for congregational transformation. (The process he outlines is of course not necessarily the only process that will accomplish this goal.) He raises key questions that each leader must ask before leading a church to become **MOVEMENTAL**.



There are a few key things we need to understand as we address these questions:

- There are no right or wrong answers – these questions and our responses should guide us toward a better understanding of our situation and what it will take for us to grow.
- Each church's circumstance and each congregation's dynamics are unique. We do not operate in a "cookie-cutter" environment, so there are no "cookie-cutter" solutions.
- We should not attempt the rest of the journey without wrestling with these questions.

1) First and foremost – Is it worth it?



- This may seem elemental, but nothing else makes sense until this is addressed.
- If we decide it is worth it, then we are saying that we recognize the presence of seen and unseen cost to us personally and to those we love.
 - We should do an extensive, personal examination of everything in scripture that talks about or alludes to the **costs of discipleship**.



ASK What is an example of the costs of discipleship from scripture?

- If it is not worth it, there's no shame in that. Sometimes circumstances are just that way.
- Each of us need to seriously weigh all we've encountered and ask if it is worth it.

Continued on next page

Direct Hit – Key Concepts

In the book, Direct Hit, Paul Borden describes a process (not necessarily the **only** process) for congregational transformation. He raises key questions each leader must ask **before** leading a church to become _____.

- There are no right or wrong answers
- Each church's circumstance and each congregation's dynamics are unique
- We should not attempt the rest of the journey without wrestling with these questions

1) First and foremost – Is it worth it?

- May seem elemental, but nothing else makes sense until this is addressed
- If I decide it is worth it, then I'm saying that I recognize the presence of seen and unseen costs to me and potentially to those I love.
 - I should do an extensive, personal examination of everything in scripture that talks about or alludes to the costs of discipleship.
- If it is not worth it, there is no shame in that. Sometimes circumstances are just that way.
- Each of us need to seriously weigh all we've encountered and ask if it is worth it.

Leadership Teaching, Continued

Aiming Real Leaders at the Mission Field, *continued*

SAY Now let's look at the next important questions to answer. This starts on **page 40** in your workbook.

2) Are the barriers SURMOUNTABLE?

Listed on your page are four barriers to leading change that Borden identified. Take a minute to read through them again then rank them in order of relevance to you and your church.

DO Give the group a couple of minutes to do this. (These barriers can be found on pages 20-21 in the book.) You might also consider pairing the group up and letting them quickly share their rankings with a partner. Some of this could be personally sensitive to certain people so it would be best not to share as a total group.

SAY Now is a good time for an activity. Please turn to **page 41** in your workbook.

Continued on next page

Direct Hit – Key Concepts, *continued*

2) Are the barriers _____?

Barriers to Leading Change

- Many church leaders do not see themselves as a key leader of congregations, they see their pastor as the only true leader. Few lay leaders are willing to assume the role of a leader who takes responsibility for mobilizing the congregation to accept the mission of obeying our Lord's Great Commission: to make disciples for Jesus.
- Pastors have been trained and often perform in an environment where faithful endeavor is honored, but fruitful results are not expected or demanded.
- Many congregations are led by a handful of people who have gained that position by default.
- The polity of most congregations. Unlike in the Scriptures, authority is divided from responsibility to act. There is little if any accountability for results, and the little that does exist is not applied with consistency throughout the system.

Leadership Teaching, Continued

Activity – Pastor Training vs. Reality

NOTE Divide the group down into teams of 4-5 people each. (If you have a small group, then just divide it in half.)

SAY On your page you will see a few examples of areas that Borden said pastors were trained for or not trained for. If you agree with those, just check the box in front of the description.



Take a minute or two and see if you can come up with some other areas that you feel your pastor has been trained for AND areas that you wish they had received training.

NOTE Give them a few minutes to come up with some responses. Bring the whole group back together. Use a flip chart to record the group responses. Check with the whole group on any responses that you think some may have been trained in and others were not.



ASK This is an interesting list. What do you think we can do about the areas where your pastor was not trained? (take a class, read a book, find a coach/mentor, etc...)

SAY In many cases your pastor has also completed this activity. It might be interesting to compare your lists if you are comfortable.



Great, nice job. Now let's move back into our review of key concepts and questions from Direct Hit.

We must beware of a paradigm that rewards faithful endeavor over fruitful results. Truly having faith and working to become more like Christ should put us into situations that produce more fruit. Jesus was very focused on results, not just on faith.



ASK What is an example of where you and your church are producing fruit?



Are we governed by a "**theology of smallness**"? Overall number is not as important as growth.

How would you reply to someone who seems to challenge the focus on growing your ministry?

Continued on next page

Direct Hit – Key Concepts, *continued*

My pastor is comfortable as a:	I wish my pastor had been trained to be a:
<input type="checkbox"/> Chaplain	<input type="checkbox"/> Leader
<input type="checkbox"/> Preacher	<input type="checkbox"/> Change Agent
<input type="checkbox"/> Theologian	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

Are we governed by a **“theology of smallness”**?

- Are our churches structured accordingly?
- Are there biblical examples of church size?

To what degree are we conditioned by a worldview that avoids **pain** at all costs?

- “We spend so much time and money on healthcare and medication that a therapeutic bias emerges, and we believe we should avoid suffering and sacrifice at all cost.”
- **“Hospital for sinners, not a club for saints”** becomes a place to insulate the converted from the larger, evil world.

Which changes first, _____ or _____?

Leadership Teaching, Continued

Aiming Real Leaders at the Mission Field, *continued*



ASK To what degree are we conditioned by a worldview that avoids **pain** at all costs?

SAY

- We spend so much time and money on healthcare and medication that a therapeutic bias emerges, and we believe we should avoid suffering and sacrifice at all costs.
- We often use the phrase, "**hospital for sinners, not a club for saints**" to describe our church. While the intent behind this is good, it can become a way to describe a place that insulates the converted from the larger, evil world.

Direct Hit – Key Concepts

To what degree are we conditioned by a worldview that avoids **pain** at all costs?

• We often use the phrase, "hospital for sinners, not a club for saints" to describe our church.



ASK How might your congregation see reaching out to the community more or even incremental growth as a sacrifice?

Direct Hit – Key Concepts

Based on what Borden wrote, which comes first, **structure** or **people**?



Based on what Borden wrote, which changes first, **STRUCTURE** or **PEOPLE**? He was very blunt in saying that structure never changes first. (page 112)



ASK What has been your experience in trying to change a structure before the people changed?

Continued on next page

Direct Hit – Key Concepts, *continued*

My pastor is comfortable as a:	I wish my pastor had been trained to be a:
<input type="checkbox"/> Chaplain	<input type="checkbox"/> Leader
<input type="checkbox"/> Preacher	<input type="checkbox"/> Change Agent
<input type="checkbox"/> Theologian	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>

Are we governed by a **“theology of smallness”**?

- Are our churches structured accordingly?
- Are there biblical examples of church size?

To what degree are we conditioned by a worldview that avoids **pain** at all costs?

- “We spend so much time and money on healthcare and medication that a therapeutic bias emerges, and we believe we should avoid suffering and sacrifice at all cost.”
- **“Hospital for sinners, not a club for saints”** becomes a place to insulate the converted from the larger, evil world.

Which changes first, _____ or _____?

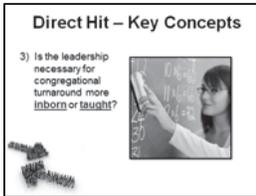
Leadership Teaching, Continued

Aiming Real Leaders at the Mission Field, *continued*

SAY Our third key question is on **page 42**.



ASK **3) Is the leadership necessary for congregational turnaround more inborn or taught?**



Borden defines leadership as: Those who see a need and take responsibility to see that the need is met.



ASK Do you agree with his definition of leadership? Why or why not?

SAY Listed in your workbook are ten traits and skills that Borden says are necessary to developing leadership. We are not going to spend time today on these, but they would certainly be good for you to cover with your own teams.

Continued on next page

Direct Hit – Key Concepts, *continued*

3) Is the leadership necessary for congregational turnaround more **inborn** or **taught?**

Leadership: “Those who see a need and take responsibility to see that the need is met.” – Paul Borden

Ten necessary traits and skills to developing leadership:

1. Passion
2. Courage
3. Flexibility
4. Missional focus
5. Wisdom
6. Positive
7. Responsibility
8. “Double-life”
9. Resource builder
10. Conflict resilient

Leadership Teaching, Continued

SAY One of the most important concepts in the whole book is covered next on **page 43** in your workbook.

4) A three-tiered process focused around the creation of teams.

NOTE Briefly cover each of the three teams. Most of what is in this guide is also listed in the participant workbook.



Team One: Developing Resources – Prayer Team (Cosmic Praying)

- Prayer with an outward focus - Taught by the pastor how to pray
- Not the same team that currently prays for church prayer concerns
- Success and failure hinge on this area

Team Two: Developing Ideas – Vision or Dream (Exegete the church and community)

- Formal and informal structures, formal and informal leaders
- What are the needs of the community? (DO NOT assume anything!) How do you discover the needs?
- Idea people and critics who can help the pastor develop arguments for urgency and create vision in order to address the urgency. Plan for resistance.

Team Three: Developing Personnel – Build Leaders

- Remember, people change before structure.
- People want to grow and develop, we need to help enable and encourage that growth.
- Curriculum = the development of healthy leaders + development of healthy congregations.
- Focus on areas such as: spiritual gifts discovery, biblical inquiry, grace immersion experiences.



ASK What questions do you have about any of the three teams?

SAY This is such an important area for us that we are going to refer back to it during most of our subsequent sessions and peer mentoring type discussions.

Continued on next page

Direct Hit – Key Concepts, *continued*

4) A three-tiered process focused around the creation of **teams**.

Team One: Developing Resources – Prayer Team/Cosmic Praying

- Prayer with an outward focus
- Success and failure hinge on this area

Team Two: Developing Ideas – Vision or Dream/Exegete the church and community

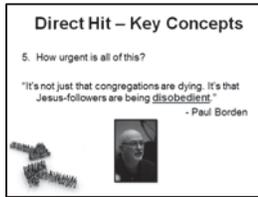
- What are the needs of our community? (Do NOT assume anything!)
- Idea people and critics who can help the pastor develop arguments for urgency and create vision in order to address the urgency.

Team Three: Developing Personnel – Build leaders

- People change before structure
- Curriculum = the development of healthy leaders + development of healthy congregations

Leadership Teaching, Continued

SAY And finally, we come to the question on **page 44**:



5) How urgent is all of this?

"It's not just that congregations are dying. It's that Jesus-followers are being DISOBEDIENT." – Paul Borden

READ Matthew 28:19 (The Message)



ASK What do you think? Is this an urgent matter?

ASK What questions do you have about anything we have covered so far today?

NOTE Based on time available, you may want to use some of the following discussion questions:

- Given a choice, is it better to succeed at short-term maintenance or fail at a Movemental attempt? Why?
- How do you think your district superintendent, the Bishop, cabinet, etc... feel about all of this? Why?
- Can we really all be retrained for this? If so, what will we need to sacrifice to make this happen?

Direct Hit – Key Concepts, *continued*

5) How urgent is all of this?

"It's not just that congregations are dying. It's that Jesus-followers are being _____." – Paul Borden

"Jesus, undeterred, went right ahead and gave his charge: "God authorized and commanded me to commission you: Go out and train everyone you meet, far and near, in this way of life, marking them by baptism in the threefold name: Father, Son, and Holy Spirit. Then instruct them in the practice of all I have commanded you. I'll be with you as you do this, day after day after day, right up to the end of the age."

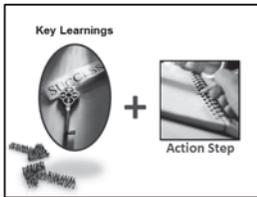
Matthew 28:19 (The Message)

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 45** in their workbooks.

Action Step



Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

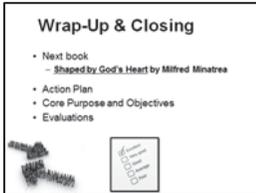
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 37** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: Not a Fan by Kyle Idleman
2. Complete the action step you committed to during today's session and come back next time prepared to share the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 47** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

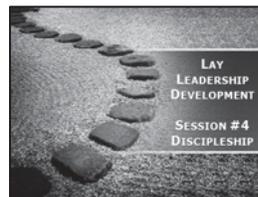
What is your biggest take-away from this session?

Other comments: _____

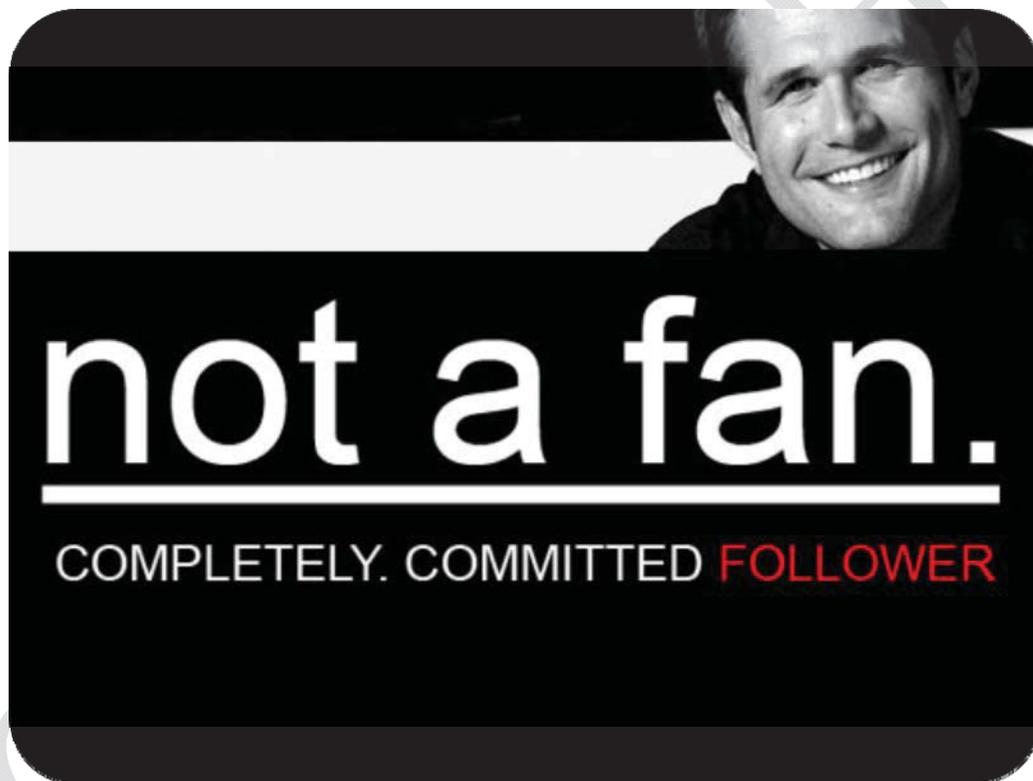
Agenda

Opening <ul style="list-style-type: none">• Welcome• Prayer• Core Purpose, Objectives & Ground Rules• Spiritual Formation	30 minutes
Action Step Review	30 minutes
Leadership Teaching <ul style="list-style-type: none">• Discipleship Pathway• <u>Not a Fan</u> key concepts	2 hours
Key Learnings Action Steps Dashboard Review	15 minutes
Wrap-up & Closing	15 minutes

** Add a break or two as needed*



Lay Leadership Development



Session Four Discipleship

Opening

Welcome

Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives

Have everyone open their workbooks to **page 51**.

READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Core Purpose & Objectives

Core Purpose: Understand the importance of discipleship for ourselves and our churches.

Objectives:

- Clarify what a Discipleship Pathway is and is not
- Read the signs that point to discipleship needs
- Learn how to address the challenges
- Review the key concepts from the book, *Not a Fan*

Agenda & Ground Rules

Agenda	Ground Rules
Opening	• Be on time
Spiritual Formation	• Be engaged
Action Plan Review	• Be curious
Leadership Development	• Be respectful
Key Learning & Action Steps	• Be diligent
Closing	
Evaluations	
Faith-work	

Agenda

Cover the agenda for today as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation

Discipleship is an interesting concept throughout scripture. In the Old Testament it was common for people to say they were disciples of Moses or Abraham.

Spiritual Formation

"They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. 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, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved." – Acts 2:42-47

Let's look today what happened when people started following Jesus: **READ** Acts 2:42-47

What did you hear that the members of the early church were doing? (fellowship, teaching, praying, giving to others in need, met together, ate together, praised God, etc...)

Lead a short discussion about what this might look like today in a local church.

God added to their numbers DAILY – not just on Sunday!

Objectives

Our core purpose today is to:

Understand the importance of discipleship for ourselves and our churches.

To achieve this core purpose, we will:

- Clarify what a Discipleship Pathway is and is not
- Read the signs that point to discipleship needs
- Learn how to address the challenge
- Review the key concepts from the book, Not a Fan

Key Ground Rules:

- Be on time
- Be engaged
- Be curious
- Be respectful

Spiritual Formation

"They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. 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, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved." – Acts 2:42-47

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 52** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

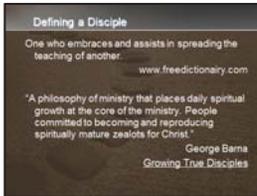
Action Step Review

Vibrant, fruitful, growing congregations practice Intentional Faith Development. From the first generations of Christians to the earliest Methodists to the youngest generations of faithful members today, the followers of Jesus mature in faith by learning together in community. Churches that practice Intentional Faith Development offer high quality learning experiences that help people understand Scripture, faith, and life in the supportive nurture of caring relationships.

Bishop Robert Schnase in the book,
Five Practices of Fruitful Congregations

Leadership Teaching

SAY Discipleship can be a very complex concept. Let's spend a few minutes now just getting clear on how to define a disciple and what discipleship is and what it is not.



Read or have someone read the Defining a Disciple information.

SAY We are all on a discipleship pathway. Some of us may be just starting, and some of us have been on it for years.



The truth is that as long as we are here on earth...we are not done growing as disciples.

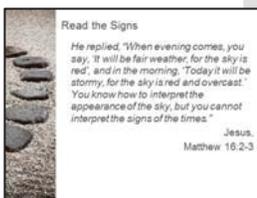
Cover the information for what a discipleship pathway is not.

SAY Now let's look at what a discipleship pathway is...



Cover the information from the participant workbook. Add your own experience as needed.

SAY As leaders in our churches, we need to be able to read the signs concerning the state of discipleship development.



Let's look at what Jesus said about reading the signs.

Continued on next page

Defining a Disciple

One who embraces and assists in spreading the teachings of another.

www.freedictionary.com

“A philosophy of ministry that places daily spiritual growth at the core of the ministry. People committed to becoming and reproducing spiritually mature zealots for Christ.”

George Barna in the book, Growing True Disciples

A Discipleship Pathway is NOT



- A Program
 - A Curriculum
 - Just Based on Bible Knowledge
 - Fellowship in a Class or Small Group
-

A Discipleship Pathway IS...



- An explanation of the character traits of a follower of Jesus (living by His example) and opportunities to grow closer to that example
 - An intentional process to create continual growth in areas of living out our daily lives in connection with our membership vows
 - A means for people to connect on-going to the Great Commission with their personal, daily lives
 - A process that provides the next steps in a person's journey to grow spiritually
-

Leadership Teaching, Continued

Briefly cover each of the slides and the information from the participant workbook.

Remember – the point is not to make this “negative” or for the group to start comparing “bad news” – all of these are just indications that there is a need of a discipleship pathway and for people at the church to grow as disciples of Christ.



Turnover

- 1st & 2nd time guests...not returning
- Loosing people after a major event
 - Baptism / Wedding / Confirmation
 - VBS / Mission trip / new facility opening
- New members ...who suddenly stop coming
- Long-term members... who leave over some minor issue



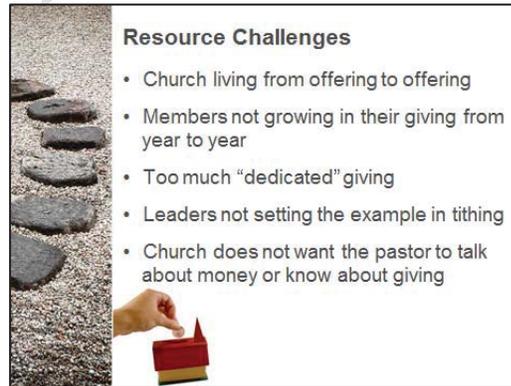
Ministry Serving Opportunities

- Unable to fill volunteer positions
- New members not serving
- Established members reporting ministry “burn-out”
- Operating children’s ministry at less than Safe Statuary guidelines



Lack of Inviting (Evangelism)

- Members not inviting family or friends
- Church events all fellowship – not “bridge events”
- Ministries not producing new fruit...just moving disciples from group to group



Resource Challenges

- Church living from offering to offering
- Members not growing in their giving from year to year
- Too much “dedicated” giving
- Leaders not setting the example in tithing
- Church does not want the pastor to talk about money or know about giving



Continued on next page

Read the Signs

Turnover

- 1st and 2nd time guests not returning
 - Losing people after a major event
 - Baptism / Wedding / Confirmation / VBS / Mission trip / new facility opening
 - New members...who suddenly stop coming
 - Long-term members...who leave over some minor issue
-

Ministry Serving Opportunities



- Unable to fill volunteer positions
 - New members not serving
 - Established members reporting ministry "burn-out"
 - Operating children's ministry at less than Safe Statuary guidelines
-

Lack of Inviting (Evangelism)

- Members not inviting family or friends
 - Church events all fellowship – not "bridge events"
 - Ministries not producing new fruit...just moving disciples from group to group
-

Resource Challenges



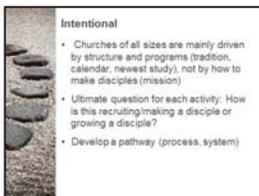
- Church living from offering to offering
 - Members not growing in their giving from year to year
 - Too much "dedicated" giving
 - Leaders not setting the example of tithing
 - Church does not want the pastor to talk about money or know about giving
-

Leadership Teaching, Continued

SAY Now let's look at how we can address these challenges on **page 7**.



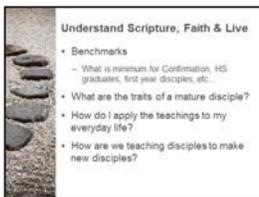
SAY Like Bishop Schnase says, our faith development must be "Intentional."



Too many of our churches think that growth as a disciple of Christ will happen without any real focus. As leaders, we need to ensure we are part of the solution. Cover the info from the workbook.



As we read in Acts...faith development happens best in a community of believers. We need to consider many factors such as how people form relationships, how people of different ages like to learn and grow, and what will move people forward on their spiritual journey. Cover the info from the workbook.



The information on the "Understand Scripture, Faith & Live" slide is not in the workbook. Cover as needed.



One challenge that many local churches face is the need to have high quality learning experiences. There are many great resources available today to churches of all sizes. Cover the info from the workbook.

Continued on next page

Address the Challenges

Intentional

- Churches of all sizes are mainly driven by structure and programs (tradition, calendar, newest study), not by how to make disciples [mission]
 - Ultimate question for each activity =
 - How is this recruiting / making a disciple or growing a disciple?
 - Develop a pathway (process/system)
-

Community

Community with Supportive Nurture of Caring Relationships

- Years of membership or attendance does not always equal discipleship
 - Learning happens in a variety of ways
 - Small groups (intimacy and accountability) covenant for one-year at a time
 - New groups starting consistently
 - Large groups are worship and medium groups are for fellowship
-

High Quality Learning Experiences

- Flexible to accommodate a variety of needs and learning styles
 - Topic-Driven (trait/growth) and not necessarily resource driven
 - Non-complicated
 - Trained facilitators who understand the objectives and the importance
 - High quality materials
-

Leadership Teaching, Continued

SAY Now let's look at four steps to developing a discipleship pathway for our local churches.



The first step is to ensure we are clear as the Body of Christ as to our mission. Please don't skip this step or assume everyone already knows this.

A key part of this step is clarifying that we are to **BOTH** make (evangelize) **AND** mature (edify) disciples.



Step two is a great activity for a church's leadership team to spend some time working on together.

If we were able to see someone who was totally complete as a follower of Jesus...what behaviors would we see?



How would we be able to differentiate them from everyone else?

This step should not be rushed. The leaders need to spend time in prayer, scripture, and discernment both together and individually.

Continued on next page

Making Mature Disciples

Step

Articulate Christ's mission for the church

One

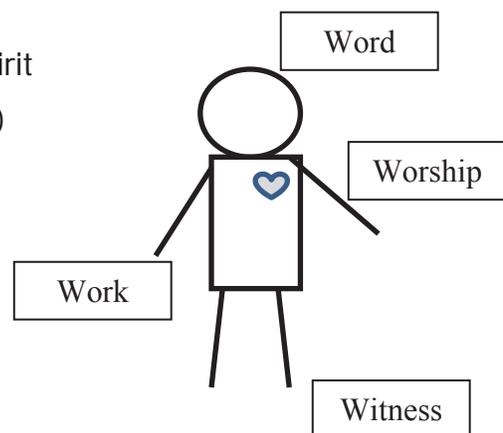
- Great Commission
 - Matt 28:19-20; Mark 16:15; Luke 24:46-48; and Acts 1:8
 - Intent of the passage is to make (evangelize) AND mature (edify) disciples
 - Involves the process of moving people from wherever you find them (lost or saved) along a continuum toward maturity.
-

Step

Identify the characteristics of a mature disciple

Two

- The attributes or characteristics of an individual's life that reflect the achievement of the mission.
- From Scripture:
 - Worship
 - Pray
 - Evangelize
 - Know and Apply Scripture
 - Serve the Body
 - Communion
 - Display Fruit of the Spirit
 - Give Financially (Tithe)
 - Love Others
 - Bear Fruit



Continued on next page

Leadership Teaching, Continued

SAY In step three a church begins the process of designing a disciple-making process.



Our emphasis should be on connecting God and each individual believer and our local church.

There are many different catalytic experiences that can move people from one stage of discipleship to the next stage.

We need to think about where people might be on their journey. (new believer or even not a believer yet – wanting to grow closer to Christ – mature Christian) How can we offer appropriate steps for each type?

The one catalytic experience that works for people at all stages...reading and reflecting on scripture! GET PEOPLE INTO THE BIBLE!!

You may want to use the illustration of a highchair.



As we said earlier, spiritual maturity does not necessarily correlate to age or length of time attending church. A new Christian 20 years old can be more spiritually mature than a 60 year old who has gone to church all their life.

We have too many long-term Christians in our churches who are still in a highchair coming to church and saying, "feed me." We need those highchairs empty for new people.

A new believer needs to be fed. Our role is to teach them to feed themselves . . . so they can continue to mature until they too are ready to teach others to feed themselves.

What should be a beautiful cycle of growth and maturity has often become a logjam of believers in highchairs.

Continued on next page

Making Mature Disciples, Continued

Step

Design a disciple-making process

Three

- God + Individual Believer + Church
- Action steps needed to accomplish character goals
- Identify catalytic experiences you can offer for people at all four stages
 - Sunday School / Small Groups / Classes
 - Serving – In and Out of the church
 - Spiritual Disciplines focus

ENDS
(Characteristics of Maturity)

MEANS
(Ministry
Activities)

Continued on next page

Leadership Teaching, Continued

SAY Even churches that spend the time and effort to design and create a complete discipleship pathway will often forget this next step.



A church's discipleship pathway should never be carved in stone. We need to always stay flexible to changes in our culture and environment and look for opportunities to stay relevant in how we grow disciples.

Key to this is the intentional measurement of our ministries and the overall discipleship pathway.

If something is not producing fruit we need to either change it or stop it.



There are of course many examples of effective discipleship pathways in place in churches all over the country.

Let's take a quick look at the basic elements of a very large church in San Antonio called University UMC.

Be sure you have visited their website and are familiar with their pathway.

Ask the group for any other examples they might know of and share your own examples as needed. The point is not to copy someone else's pathway but to use the examples as a way to see potential in our own process.

Continued on next page

Making Mature Disciples, Continued

Step

Measure the church's spiritual progress

Four

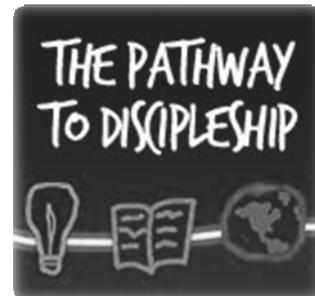
- What activities/ministries are producing fruit...and which ones are not?
 - Every ministry has a lifecycle
- Ways to measure
 - Progress indicators
 - Congregation-wide survey
 - Participation / attendance / growth

Discipleship

University UMC – San Antonio

Example

- Meeting = Jesus 101; Alpha
- Message = New Testament study; Disciple I; The Forum (online)
- Mission = 1-on-1 Bible study with a coach; Pastor's Academy; Walk to Emmaus
- Electives available

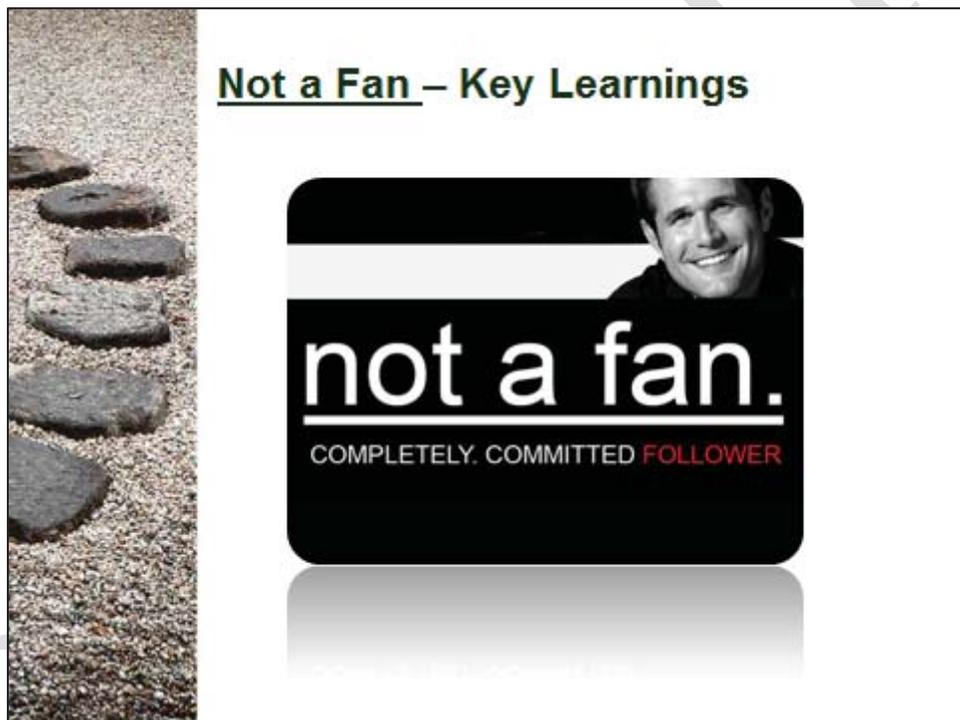


Leadership Teaching, Continued

SAY Now let's take a quick look at our book for this month. Not a Fan

I'm sure by now you have seen the connection between what the author talks about in this book and our discussion of a discipleship pathway.

Cover as many of the questions from the workbook as you have time.



Continued on next page

Not a Fan – Key Learnings

What was your biggest learning from this book?

What made you a little uncomfortable?

What would you ask the author if given the opportunity?

What are you planning to do different because of reading this book?

Jesus called, He wants to have the D.T.R. talk. How would you define your relationship with Christ?

Chapter 5 – following Jesus or following the rules?

How does this look different in a local church? _____

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 61** in their workbooks.

Action Step

Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.



Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

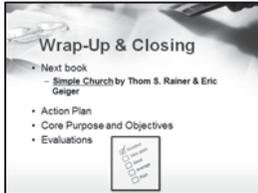
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 51** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: Simple Church by Thom S. Rainer and Eric Geiger
2. Complete the action step you committed to during today's session and come back next time prepared to share the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 63** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

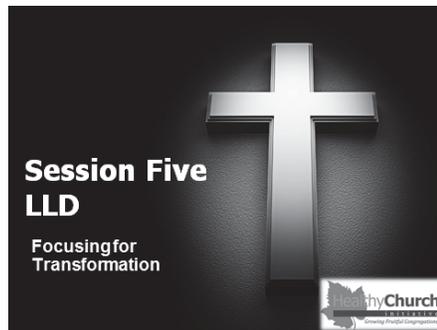
What is your biggest take-away from this session?

Other comments: _____

Agenda

<p>Opening</p> <ul style="list-style-type: none"> • Welcome • Prayer • Core Purpose, Objectives & Ground Rules • Spiritual Formation 	<p>30 minutes</p>
<p>Action Step Review</p>	<p>30 minutes</p>
<p>Leadership Teaching</p> <ul style="list-style-type: none"> • Activity – Simple Company? • <u>Simple Church</u> – Key Concepts 	<p>1 hour 30 minutes</p>
<p>Key Learnings Action Steps Dashboard Review</p>	<p>30 minutes</p>
<p>Wrap-up & Closing</p>	<p>30 minutes</p>

** Add a break or two as needed*



Lay Leadership Development



Session Five Focusing for Transformation

Opening

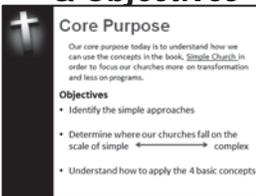
Welcome

Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives



Have everyone open their workbooks to **page 67**.

READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation

READ or have someone in the group read what is listed in the participant's workbook.



ASK – Why do you think this was so important in the early church?

ASK – What other verses do you think of on the topic of “One Thing” or simple?

We tend to think that years ago were “simpler times”. That today is so complicated and our lives so full, it would have been great to live sometime in the past when things were so simple. Isn't it interesting that even 2,000 years ago there was a need to focus people on what was truly important and to remove the stuff that kept people from becoming more like Christ?

Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Simple Church in order to focus our churches more on transformation and less on programs.

To achieve this core purpose, you will learn to:

- Identify the simple approaches used in our world
- Determine where our churches fall on the scale of simple to complex
- Understand how to apply the four basic concepts to our situation

Key Ground Rules:

- Be On Time – Be Engaged – Be Curious – Be Respectful

Spiritual Formation

Have you ever considered how many times the topic of “One Thing” comes up in scripture? The authors of Simple Church discussed this on page 201 and gave several examples from scripture:

- Psalm 27:4 – David prayed, “I have asked one thing from the LORD; it is what I desire: to dwell in the house of the LORD all the days of my life.”
- Philippians 3:13-14 – Paul said, “But one thing I do: forgetting what is behind and reaching forward to what is ahead, I pursue as my goal the prize promised by God’s heavenly call in Christ Jesus.”

Hebrews 12:1-2

The writer instructs us to focus, to throw off anything that hinders us, to fix our eyes on Jesus. There is also a sense that we must run our race with passion, purpose, and perspective. The challenge is to get rid of anything that gets in the way of spiritual transformation.

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 68** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

"The ability to simplify means to eliminate the unnecessary so that the necessary may speak."

Hans Hofmann

"Out of complexity, find simplicity."

Albert Einstein

"Eliminate physical clutter. More importantly, eliminate spiritual clutter."

D.H. Mondfleur

Leadership Teaching

Activity – Simple Company? – 15 minutes

DO If you have more than six people in the group, break them down into teams of 5 or 6 people.



SAY There are several companies mentioned in the book Simple Church as examples of "simple". (Apple, Google, Papa John's) Let's take a closer look at one of them, Southwest Airlines and see if we can learn any new insights that will help us to understand the value of being simple. We are on **page 69** in your workbooks.



ASK How many people have ever flown on Southwest Airlines?

SAY I'm sure that even if you have not flown on the airline, you have heard about them and may even know a little of their history. We are not going to focus on their history so much as look at some things they do different than any other airline company. (*Review the facts*)



- They have over 500 planes in their fleet. Every single one of them is a Boeing 737 jet. (There are different versions...737-200, 737-500, etc...)
- Their fares are all based on one-way flights and do not tend to change that much.
- They do not serve meals on any flights.
- There are no assigned seats on any flights, just groups.
- The reward system is based on the number of flights, not on miles.
- They buy fuel futures in order to lock-in the price.
- They have also received many awards over the years.

There are three questions listed in your workbook. Please take a couple of minutes to discuss these as a group.

- Example: By only using 737 planes SW can ensure that every pilot can fly every plane; all the mechanics can repair every plane; all the parts are the same; etc...

Have each team/person share what they came up with for each question. Facilitate a short conversation around each question. Ensure the discussion goes toward the learning that by being simple Southwest can focus their attention on customer service and making a profit. (You may need to help the group recognize what "customer service" and "profit" are in terms of their churches.)

Continued on next page

Activity – Simple Company?



Southwest Airlines Facts

- Over 500 planes in their fleet—ALL of them are Boeing 737 jets!
- Numerous recognitions for customer service, innovation, on-time flights, and corporate reputation.
- Company posted a profit in 2008,

for the 36th straight year!

1. What is the connection between simple and bottom-line results at Southwest?

2. Why are other companies, especially airlines not able to copy their model?

3. What can we learn from their example?

Leadership Teaching, Continued



Simple Church Key Concepts – 1 hour 15 minutes

SAY In their book, Simple Church, Thom Rainer and Eric Geiger define a simple church as: a congregation designed around a straight-forward and strategic process that moves people through the stages of spiritual growth.



ASK What do you think? Having read the book, is that how you would define a simple church? Why or why not?

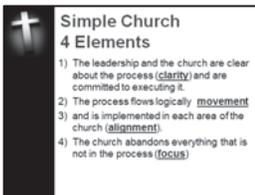
SAY They go on to expand this definition to include four elements that are critical to designing a simple ministry process. Let's briefly mention each now and then we will dig a little deeper into each of them:

READ 1) The leadership and the church are clear about the process (**clarity**) and are committed to executing it.

2) The process flows logically (**MOVEMENT**)

3) and is implemented in each area of the church (**ALIGNMENT**).

4) The church abandons everything that is not in the process (**focus**).



ASK What were your feelings when you first read those elements?

NOTE  Much of what is covered from this point forward relates directly to these elements. It is important for the group to see the value of each. Feel free to spend a couple of minutes just talking over the overall concept prior to jumping into the details.

SAY Okay, let's look a little closer at each of the elements. I would really challenge us to think in terms of our own situation as we discuss these concepts.

Continued on next page

Simple Church – Key Concepts

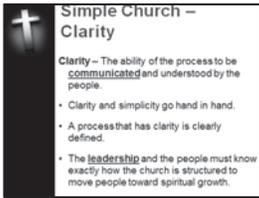
In their book, Simple Church, Thom Rainer and Eric Geiger define a simple church as: *a congregation designed around a straight-forward and strategic process that moves people through the stages of spiritual growth.*

They go on to expand this definition to include four elements that are critical to designing a simple ministry process:

- 1) The leadership and the church are clear about the process (**clarity**) and are committed to executing it.
- 2) The process flows logically (_____)
- 3) and is implemented in each area of the church
(_____)
- 4) The church abandons everything that is not in the process. (**focus**)

Simplify. Streamline. Eliminate the clutter.

Leadership Teaching, Continued



Simple Church Key Concepts, *continued*

SAY Please turn to **page 71** in your workbooks. Let's look closer first at the concept of **Clarity**. *(READ the sentence in their workbook.)*



ASK What is an example of a process that you need to have communicated and understood by your congregation? Do you feel that it was delivered with clarity? How do you know?

SAY Some other key points concerning clarity are: *(workbook >)*

Let's stop here for a second. That short bullet point about "**leadership**" has a lot in it. Take just a minute and jot down on **page 74** in the "NOTES" area how your church is structured to move people toward spiritual growth.



Wow, another key point. If your church is using some type of **illustration** to show the process for moving people toward spiritual growth, please draw it on **page 74**.

Are we **TOUR GUIDES** or **TRAVEL AGENTS**?



ASK What has been your experience with "tour guides" in the church? Would a first-time guest in your church feel they were interacting with "tour guides" or "travel agents"? Why?



Movement – the **sequential steps** in the process that causes people to move to greater areas of commitment.

Here are some key points about movement: *(workbook >)*

ASK What is the entry point into the process in your church? (If anyone answers anything other than "worship service", inquire why they feel that is the entry point at their church.)

Leaders must focus as much on what happens **IN-BETWEEN** the programs as they do the programs.

This is an interesting point. How should leaders focus on what happens in between programs? What would that look like in your church?

Continued on next page

Simple Church – Key Concepts, *continued*

Four Basic Concepts

1. **Clarity** – The ability of the process to be **communicated** and understood by the people.

- Clarity and simplicity go hand in hand.
- A process that has clarity is clearly defined.
- The **leadership** and the people must know exactly how the church is structured to move people toward spiritual growth.
- Use **illustration** to reflect the process, show progression, help simplify.
- Are we _____ or
_____?

2. **Movement** – the **sequential steps** in the process that cause people to move to greater areas of commitment.

- Movement is about flow. It is about assimilation. Movement is what causes a person to go to the next step.
- We must have a clear **entry point** into the process.

Leaders must focus as much on what happens _____ the programs as they do the programs.

Leadership Teaching, Continued



Simple Church – Alignment

Alignment – the arrangements of all ministries and staff around the same process.

- Alignment ensure the entire church is moving in the same direction
- All churches naturally drift away alignment.
- Without alignment, energy draining complexity is assured.

Simple Church Key Concepts, *continued*

Now let's turn to **page 72** and look at the key points for Alignment.

SAY **Alignment** – the **ARRANGEMENTS** of all ministries and staff around the same simple process.

Here are the key points for alignment: *(workbook>)*



ASK What would be an example of how a church might “drift away” from alignment?

ASK Is alignment only important for those who call your church “home”? Why would alignment, or lack thereof, impact guests?

SAY Our final element is **Focus**. It is interesting how such a short word can mean so much in our ministry.



Simple Church - Focus

Focus – the commitment to abandon everything that falls outside of the simple ministry process.

“Just say NO”

- Movement is the most difficult simple church element to understand, focus is the most difficult element to implement.
- The element that gives power and energy to clarity, movement, and alignment.

Focus – the **COMMITMENT** to abandon everything that falls outside of the simple ministry process.

Here are some key points for focus: *(workbook>)*



Simple Church – Focus

- Without focus, the church becomes cluttered despite its process.
- Spiritual Super-Size Me: There is an epidemic of fast-food spirituality among believers today.



ASK What was the last thing you said “No” to at your church because you felt it was not in-line with your ministry direction? (not because you did not have the funds, or the people, etc...)

Continued on next page

Simple Church – Key Concepts, *continued*

3. **Alignment** – the _____ of all ministries and staff around the same simple process.

- Alignment ensures the entire church body is moving in the same direction, and in the same manner.
- All churches naturally **drift away** from alignment.
- Without alignment, energy draining complexity is assured. We are a confusing organism to ourselves...much less to those around us!

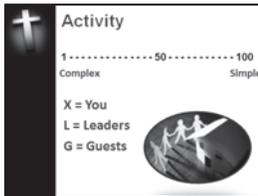
4. **Focus** – the _____ to abandon everything that falls outside of the simple ministry process.

- Movement is the most difficult simple church element to understand, focus is the most difficult element to implement.
- Focus is the element that gives **power** and **energy** to clarity, movement, and alignment.
- Without focus, the church becomes cluttered despite its process.
- Spiritual Super-Size Me: There is an epidemic of **fast-food** spirituality among believers today.

Leadership Teaching, Continued

Simple Church Key Concepts, *continued*

SAY We are going to stop here for a minute to do a short activity. This is not in your workbook, so just follow along with me.



On **page 76** in your workbook in the NOTES area I would like for you to draw the scale that is shown on the screen.

1 ----- 50 ----- 100
COMPLEX **SIMPLE**

Take a minute to indicate where you feel your church falls on the scale with an "X". (pause) Now indicate where you think your church leaders, paid and unpaid, would place your church with an "L". (pause) Finally, put a "G" where you think first-time guests might place your church.

DO Pair up everyone with a partner. Try to put them with someone they may not know very well.

SAY Now I would like for you to share your scale with your partner along with why you put each indicator where you did. I would encourage you to each be honest with each other and to ask questions in order to clearly understand your partner's scale.

DO Give them a few minutes to each share. Then bring the group back together.



ASK Does anyone have a learning that they would like to share with the group?

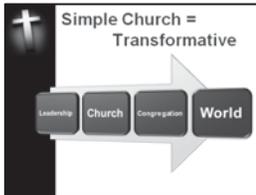
SAY The point of this activity is not to make us feel bad about where we are today (if we are more on the "complex" side of the scale), but to increase our awareness. No matter where you put your church on the scale, the key is to move to the next level. It is better to go from a "7" to an "8" and succeed than to try and go from a "7" to a "50" and fail.

Okay, let's get back into our Simple Church key concepts. We are now on **page 75** in your workbooks.

Continued on next page

Leadership Teaching, Continued

Simple Church Key Concepts, continued



SAY I know that everyone has already picked up on this, but let me just state the obvious... As we become transformative in our leadership (learn and grow stronger as leaders in our churches) that will naturally lead to > Transformation in our churches (they will become simpler AND draw more people from our communities) which will create > transformation in our congregations (people will grow closer in the walk with Christ [Sanctification]) and people like that cannot help but > transform the world in which they live.

So, how can "simple" help us in our church?



> Pastors and lay leaders need to be designers instead of program managers.

We must at the least take a step in that direction. We should look at how much time we are spending each week managing programs and make an effort to reduce that each week/month.

> Simple is never the same as EASY.

Wouldn't that be nice? Making our churches simple may be one of the hardest things we have ever done. The payoff will come when people are clearly growing in their walk with Christ, and not just busy "doing church".

> Change is difficult without crisis. Is there one coming in your church?



ASK How many people here have experienced a crisis at a church? Did you see it coming?

SAY One positive thing that usually comes out of a crisis is the ability to make major changes very quickly.

Continued on next page

Leadership Teaching, Continued

Simple Church Key Concepts, *continued*

SAY Patrick Lencioni wrote a very interesting book about how there are times where a leader can “create” the same type of energy and focus that often comes during a time of crisis. The book is called: Silos, Politics and Turf Wars. It might also help anyone who is dealing with ministry turf wars in their church.

- Mission must be clear to all. Easy to remember and communicated in the form of an **illustration**.



ASK Has anyone seen a great mission illustration in a church that you'd like to share with the group?

SAY ➤ Measure movement **HORIZONTALLY** not **VERTICALLY**.

When we measure movement vertically there is more focus and attention on how individual ministries are growing, when we measure movement horizontally the focus is on the overall church mission and each member of our congregations.

NOTE There are five discussion questions listed in the participant's workbook. These came right out of the book. It would be good to end the leadership teaching with some group time discussing these questions. Feel free to add your own from the book if you like. Here are the questions in their books:

- Why is it so hard to see the big picture in ministry?
- How can a ministry process unite a staff?
- Does your process effectively move people toward greater levels of commitment?
- Why is it easier to begin as a simple church than it is to become one?
- How do you measure success at your church?



ASK What questions do you have about the book Simple Church or how it fits into our overall Healthy Church Initiative?

Simple Church – Key Concepts, continued

Transformative in our Leadership > Transformative in our churches > Transformative in the lives of our congregations > Transformative in our world

How can “simple” help us?

- Pastors and lay leaders need to be **designers** instead of **program managers**.
- Simple is never the same as _____.
- Change is difficult without **crisis**. Is there one coming in your church?
- Mission must be clear to all. Easy to remember and communicated in the form of an **illustration**.
- Measure movement _____ not
_____.

Discussion Questions

- Why is it so hard to see the big picture in ministry?
- How can a ministry process unite a staff?
- Does your process effectively move people toward greater levels of commitment?
- Why is it easier to begin as a simple church than it is to become one?
- How do you measure success at your church?

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 75** in their workbooks.

Action Step

Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.



Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

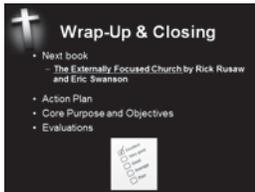
Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 67** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.

ASK – How do you feel we did in achieving our objectives?



Our FaithWork between now and our next session together is to:

1. Read the book: The Externally Focused Church by Rick Rusaw and Eric Swanson
2. Complete the action step you committed to during today's session and come back next time prepared to share the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 77** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

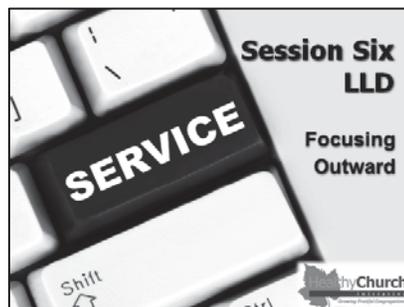
What is your biggest take-away from this session?

Other comments: _____

Agenda

Opening <ul style="list-style-type: none">• Welcome• Prayer• Core Purpose, Objectives & Ground Rules• Spiritual Formation	30 minutes
Action Step Review	30 minutes
Leadership Teaching <ul style="list-style-type: none">• Activity – Simple Company?• <u>Simple Church</u> – Key Concepts	1 hour 30 minutes
Key Learnings Action Steps Dashboard Review	30 minutes
Wrap-up & Closing	30 minutes

** Add a break or two as needed*



Lay Leadership Development



Session Six Focusing Outward

Opening

Welcome

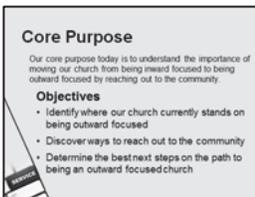
Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives

Have everyone open their workbooks to **page 81**.



READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation

Our scripture verse for this month comes from Peter's letter to new Christians living in various regions. He understands how they are suffering and can clearly relate to challenge they are having in bringing people to Christ. (Have someone read the verse in their workbook.)



Peter is encouraging these Christians to not focus on making themselves too comfortable. He wants them to get out among the other people around them and to let their actions/good deeds speak for what they believe.

There is a great quote in our book this month on page 7. A church has sent volunteers to help clean up a school and one of the teachers says, "If this is Christianity, then I'm interested." ----WOW!

ASK – What experience have you had where someone was drawn to Christ because of actions they saw? What might a local church do in their community that might end up being a form of evangelism?

Objectives

Our core purpose today is to:

Understand the importance of moving our church from being inward focused to being outward focused by reaching out to our community.

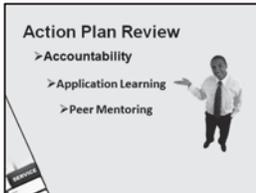
To achieve this core purpose, you will learn to:

- Identify where our church currently stands on being outward focused
- Discover ways to reach out to the community
- Determine the best next steps on the path to being an outward focused church

"Friends, this world is not your home, so don't make yourselves cozy in it. Don't indulge your ego at the expense of your soul. Live an exemplary life among the natives so that your actions will refute their prejudices. Then they'll be won over to God's side and be there to join in the celebration when he arrives." – 1 Peter 2:11-12 The Message



Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 82** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

"What cannot be achieved in one lifetime will happen when one lifetime is joined to another."

Rabbi Harold Kushner

"When a man is wrapped up in himself, he makes a pretty small package."

John Ruskin

"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds."

Abraham Lincoln

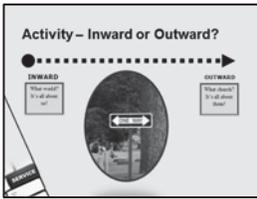
"However beautiful the strategy, you should occasionally look at the results."

Winston Churchill

"If you want to become the greatest in your field, no matter what it may be, equip yourself to render greater service than anyone else."

Clinton Davidson

Leadership Teaching



Activity – Inward or Outward? – 30 minutes

SAY Please turn to **page 83** in your workbooks. There is a short activity there that we are all going to do as we move into our leadership teaching time. Please read through the 10 statements and answer them as honestly as possible.

While most statements should clearly be either true or false, there is a center column available if you do not know the answer or are not comfortable saying true or false.



ASK What questions do you have for me about this activity?

DO Answer any questions. Give the group a few minutes to complete this part of the activity.

SAY Once you are done go ahead and turn to **page 84**. There you will see a scale from 100% Inward focused to 100% Outward focused. Based on your responses to the statements on page 5, put an "X" on the scale. I wonder where the community around your church would place you on the scale?

Of course, none of our churches are 100% inward or outward focused. The purpose of this activity was just to getting thinking and to challenge us to see where we are today.

DO Break the group into smaller teams of 3-5 people. Challenge each team to come up with five creative things that a church can do to reach out to its community. (Cannot be things that anyone in the group is already doing!) Give them about 5 minutes to do this.

Continued on next page

Activity – Inward or Outward?

	Inward Focused Maintenance- minded	Both Neither?	Outward Focused Mission-minded
	FALSE	?	TRUE
1. Our church demographics (age, race, gender, background, education, etc...) closely match our community.			
2. We belong to (and are active) in at least one community agency. (Chamber of Commerce, city organizations, etc...)			
3. A new visitor to our church would see/hear/read about our outreach on their first visit.			
4. We have had at least four events/programs in the past year that were focused on the people outside of our church.			
5. Our leadership meetings include as much discussion about mission /outreach as they do about facilities/budgets.			
6. A group of people from our church <u>regularly</u> spends time helping in the community. (Habitat for Humanity, homeless shelters, food pantry, etc...)			
7. We are known in the community as "the hands of Christ" due to our involvement and action.			
8. Our prayer times (worship, meetings, small groups, etc...) include prayers for the community.			
9. Our church budget reflects a focus on community / mission.			
10. We train/educate our congregation in order to have them go out minister to the community (and the world).			

Leadership Teaching, Continued

Activity – Inward or Outward?, *continued*



SAY Okay, let's hear what each team came up with as ideas for how a church can reach out to its community.

DO Flip chart the responses.

NOTE In a "fun" way, be sure to keep the group and individuals from turning this discussion into "this is what we do at our church" or "this is what I have done in the past". We are looking for new ideas and this should not be a time for anyone to blow their own horn.

Keep an eye and ear out for any suggestions that may really be more inward focused than outward focused. Tactfully challenge them to come up with a way to make it more outward focused or remove it from the list.

SAY Alright this is a great list. Now I would like for us to choose the top five.

DO Facilitate a quick discussion to determine the top five suggestions.

SAY Nice job everyone. I think we have really done some good work on finding ways that our churches can reach out more in our communities. I would encourage you to write down this list and take it back to share with leaders in your church. Look for opportunities to put at least one thing from our list into action in the next 30 days. You don't have to start and finish it in the next month, but at least get the ball rolling.

Now we are going to spend the rest of our time in this area talking about focusing outward and why that is so important.

Go ahead and turn to **page 85**.

Continued on next page

Activity – Inward or Outward?

How did you do? Where would you place your church on this scale?



Most likely...none of us is 100% inward or outward focused.

What are some action steps to move your church more outward?

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

Leadership Teaching, Continued



Focusing Outward – 1 hour

SAY Why do we need to focus our efforts more outside of our churches? Well, if scripture is not enough of a reason...let's look at what is happening to American churches: *(workbook >)*



There is a fill-in-the-blank here in the participant workbook. You will need to provide them with an additional piece of "bad" data. Ensure you have researched this prior to class. Facilitate a short discussion on this information.



ASK Why are these figures so painful for us to hear? What are your reactions when you hear information like this?



Okay, enough bad news. Let's look for a minute at the other side of the coin. There must be some good news about all of this. Here are a few key things for us to consider: *(workbook >)*



There is a fill-in-the-blank here in the participant workbook. You will need to provide them with an additional piece of "good" data. Ensure you have researched this prior to class. Facilitate a short discussion on this information.

Continued on next page

Focusing Outward

First, the Bad News

- 80% of all American churches are stagnate or declining
- Only 20% of churches are growing
- 19 out of 20 churches are only growing by transfers
- Less than 1% of all churches in America are growing from conversion

• _____

Now, the Good News

- Over 50% of the population is pre-Christian (un-churched), non-church going Christians (de-churched), or secular
- Most of our rural areas are underserved
- Technology to reach new people has become more affordable
- We have the right theology and web of connections to reach people

• _____

Today's landscape resembles ancient Corinth.

- The country is more vulnerable to multiple threats of conflict and violence than ever, _____ and _____.
- There is an unprecedented harvest of open, receptive, and searching people looking for life often in all the wrong places.

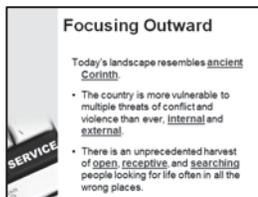
Leadership Teaching, Continued

Focusing Outward, *continued*



ASK What does this mean for you and your church? Have you had any discussions with leaders in your church about this type of information? If so, what happened?

SAY This makes me think of the passage in Matthew chapter nine where Jesus is preaching the good news of the kingdom and he sees the huge crowds. He describes them as harassed and helpless, like sheep without a shepherd. In the 37th verse He says, "The harvest is plentiful but the workers are few."



For the first time in American history there is less than 50% of the population attending a church regularly. No longer can we just put out a sign and open our doors and expect to have people flock to our churches. We have to become active in our outreach.

SAY Today's landscape resembles **ancient Corinth**.

- The country is more vulnerable to multiple threats of conflict and violence than ever, **INTERNAL** and **EXTERNAL**.
- There is an unprecedented harvest of **open**, **receptive**, and **searching** people looking for life often in all the wrong places.



ASK Is there anything else about our current situation that reminds you of ancient Corinth?

SAY We should remember that Paul wrote two very powerful letters to the churches in Corinth and he clearly understood what was going on there and encouraged them to focus outward and to keep reaching people for Christ.

All of this information is good, but what about the Methodist church? Let's take a quick look at where our denomination stands on **page 86**.

Continued on next page

Focusing Outward

First, the Bad News

- 80% of all American churches are stagnate or declining
- Only 20% of churches are growing
- 19 out of 20 churches are only growing by transfers
- Less than 1% of all churches in America are growing from conversion

• _____

Now, the Good News

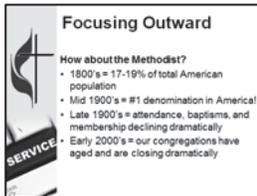
- Over 50% of the population is pre-Christian (un-churched), non-church going Christians (de-churched), or secular
- Most of our rural areas are underserved
- Technology to reach new people has become more affordable
- We have the right theology and web of connections to reach people

• _____

Today's landscape resembles ancient Corinth.

- The country is more vulnerable to multiple threats of conflict and violence than ever, _____ and _____.
- There is an unprecedented harvest of open, receptive, and searching people looking for life often in all the wrong places.

Leadership Teaching, Continued



Focusing Outward, *continued*

SAY Let's look how our church has been doing: [\(workbook>\)](#)

Clearly we have not done a good job of keeping up with the overall growth of the country or attracting new people to our denomination. There is one other type of church for us to discuss:



- By the early 2000's there was a full emergence of the **Independent or Non-denominational church.**
 - They were attracting the non-churched in almost every community in America.

SAY Whatever we may feel about the non-denominational church, it is hard to dismiss their growth or impact throughout the Christian church community.



ASK What can we learn from them?

DO Facilitate a short discussion on what the group feels the non-denominational churches are doing well and what we (individually and corporately) can take from them and apply in our churches.

Continued on next page

Focusing Outward, *continued*

How About the Methodist?

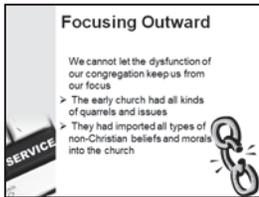
- By the mid to late 1800's = 17-19% of the total American population
- Mid 1900's = largest membership denomination in America! ☺ However, total representation fell to 10-12%. ☹
- Late 1900's = attendance, baptisms, and membership declining dramatically.
 - Baptisms total representation of American population fell to less than 5%
 - New church plants fell to an all-time low in 1978 to twelve...nationwide
- Early 2000's = our population has aged / number of congregations closing has risen dramatically.
 - Number of larger congregations went down by 1/3 while other denominational large churches rose by 50%
- By the early 2000's there was a full emergence of the **Independent or Non-denominational church.**
 - They were attracting the non-churched in almost every community in America.

What can we learn from them?

Leadership Teaching, Continued

Focusing Outward, *continued*

SAY Great discussion. Now let's look at **page 87** and see what might potentially get in our way of focusing outward.



We cannot let the **DYSFUNCTION** of our **CONGREGATION** keep us from our focus. There have been challenges within churches for the past 2000 years. It is our job to work through those issues and keep our churches focused on what is really important.

- The early church had all kinds of quarrels and issues.
- They had imported all types of non-Christian beliefs and morals into the church.

Let's look at what Paul wrote to the church in 2 Corinthians 12:20

It looks like we are not facing anything new. As comforting as that might be, it sure would be nice if someone had figured out how to change that during the past 2000 years!



ASK What was the cause of all that conflict? What turns our churches today into places where there is little growth and lots of disorder?

SAY I cannot say for certain, but it could well be this simple statement:

- Most churches were not reaching out beyond their own group.

Continued on next page

Focusing Outward, *continued*

We cannot let the _____ of our
_____ keep us from our focus.

- The early church had all kinds of quarrels and issues.
- They had imported all types of non-Christian beliefs and morals into the church.

"I am afraid that when I get there I will find you different from what I would like you to be and you will find me different from what you would like me to be. I am afraid that I will find quarreling and jealousy, hot tempers and selfishness, insults and gossip, pride and disorder."

The Apostle Paul – 2 Corinthians 12:20

- Most churches were not reaching out beyond their own group.

Potential Barriers

1. _____
2. _____
3. _____

Leadership Teaching, Continued



Focusing Outward, *continued*

DO Divide the group into smaller teams. (3-5 people each)

SAY Take a couple of minutes in your team to come up with what you feel could be potential barriers to reaching more outward in a church.

DO Give the teams a couple of minutes.

SAY Now let's make this a little more personal. What do you feel are the barriers you will run into in your church as you work on focusing more outward?

DO Again, give the teams a couple of minutes.



SAY I would like to hear what you came up with as potential barriers. Feel free to share both barriers in general and those that are specific to your church.

DO Flip chart the responses.

SAY This is a great list. I would encourage you to jot down any that your team may not have come up with. Chances are that all of us will face these barriers at one time or another. It is good for us to be aware of them so that we can better prepare to resolve them.

Display slide (Looking back)

SAY We seem to be looking back a lot today to Paul and his letters to the churches in Corinth. Isn't interesting how often in order to go forward we must look back? Let's look at **page 88** now.

Continued on next page

Focusing Outward, *continued*

We cannot let the _____ of our
_____ keep us from our focus.

- The early church had all kinds of quarrels and issues.
- They had imported all types of non-Christian beliefs and morals into the church.

"I am afraid that when I get there I will find you different from what I would like you to be and you will find me different from what you would like me to be. I am afraid that I will find quarreling and jealousy, hot tempers and selfishness, insults and gossip, pride and disorder."

The Apostle Paul – 2 Corinthians 12:20

- Most churches were not reaching out beyond their own group.

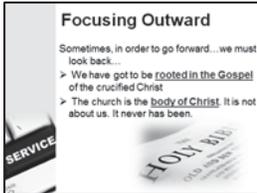
Potential Barriers

1. _____
2. _____
3. _____

Leadership Teaching, Continued

Focusing Outward, *continued*

SAY Let's look once more at what Paul has to share with us: (workbook>)



It is not about numbers, it's about people. We should not focus outward just to "preach at people". Like the saying goes, "People don't care how much you know until they know how much you care." The more we are able to serve those outside of the church the more opportunities God will provide for us to share the Good News of truth and grace.

- Our main business is reaching new people for Christ. [2 Corinthians 5:19-20]

READ *"Our message is that God was making all human beings his friends through Christ. God did not keep an account of their sins, and he has given us the message which tells how he makes them his friends. Here we are, then, speaking for Christ, as though God himself were making his appeal through us. We plead on Christ's behalf: let God change you from enemies into his friends!"*

SAY We have such a powerful message. Our churches should be just busting at the seams with people. Our challenge now is to let them know us by our actions and not just our words. We must model the "hands of Christ" throughout our communities.



It all starts with **THE PASTOR & THE LAY LEADER!** Everyone looks to the pastor and the lay leader to model what the church is all about. We must focus ourselves outward if that is what we expect from our church.

Continued on next page

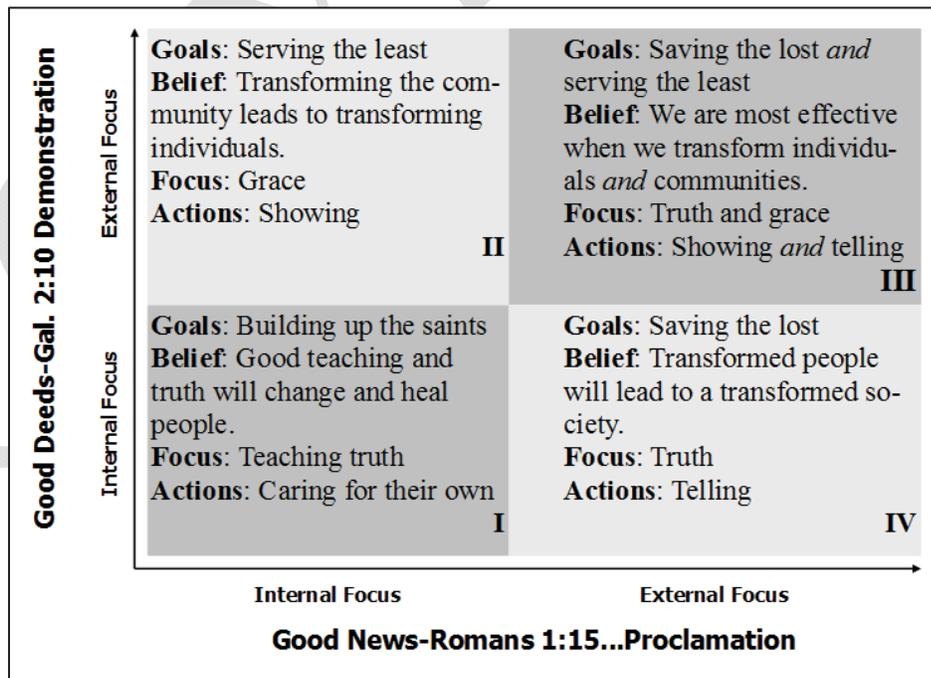
Focusing Outward, *continued*

Sometimes, in order to go forward...we must look back...

Insights from the Apostle Paul:

- We have got to be **rooted in the Gospel** of the crucified Christ.
 - The church is the **body of Christ**. It's not about us.
 - Take confidence in God's presence and our call.
- "There are different abilities to perform service, but the same God gives ability to all for their particular service."* 1 Corinthians 12:6
- Make **relationships** your aim.
 - Our main business is reaching new people for Christ. [2 Corinthians 5: 19-20]

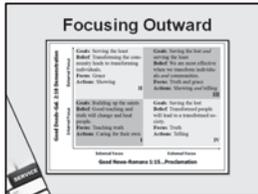
It all starts with _____ !



Leadership Teaching, Continued

Focusing Outward, *continued*

SAY In the book, The Externally Focused Church, Rick Rusaw and Eric Swanson share a graph of four different types of churches. There are real churches who fall into each of the four quadrants.



Draw a circle where you feel your church falls right now. It is okay for that circle to include more than one quadrant.

The point here is that truly externally focused churches tend to be more about "AND" and "BOTH".

- Saving the lost **and** serving the least
- Proclaiming the Gospel **and** Demonstrating God's love
- Transforming individuals **and** communities
- Truth **and** grace
- Showing **and** telling

It does not have to be an either or situation. That is great news for all of us and for the kingdom.

I would like to end our leadership teaching time with a quote from the book. It is on page 128 and is a quote from E. Stanley Jones:

READ "An individual gospel without a social gospel is a soul without a body and a social gospel without an individual gospel is a body without a soul. One is a ghost and the other is a corpse."

Focusing Outward, *continued*

Sometimes, in order to go forward...we must look back...

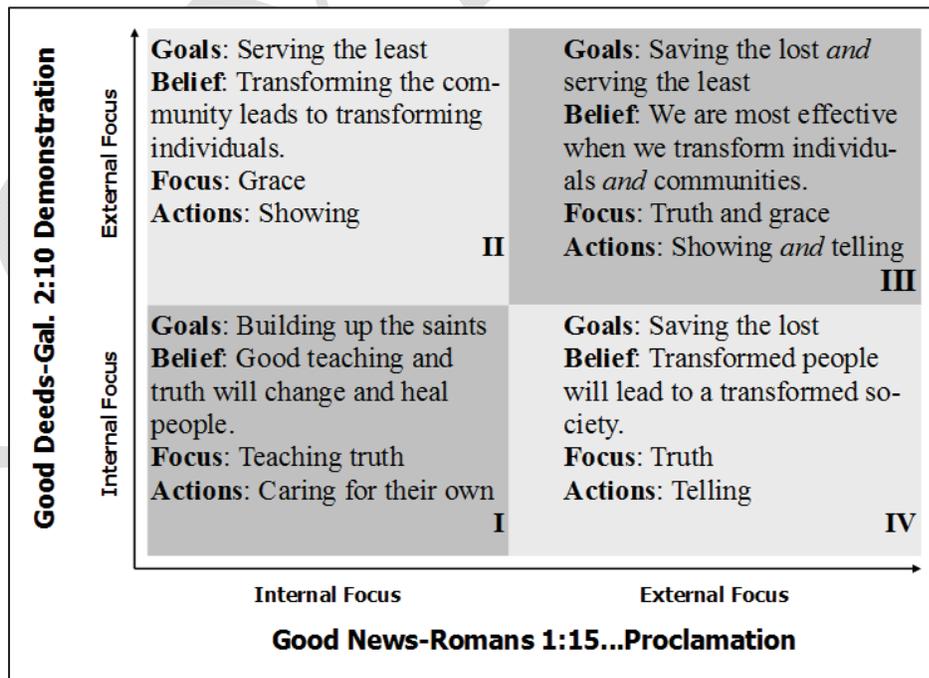
Insights from the Apostle Paul:

- We have got to be **rooted in the Gospel** of the crucified Christ.
- The church is the **body of Christ**. It's not about us.
- Take confidence in God's presence and our call.

"There are different abilities to perform service, but the same God gives ability to all for their particular service." 1 Corinthians 12:6

- Make **relationships** your aim.
- Our main business is reaching new people for Christ. [2 Corinthians 5: 19-20]

It all starts with _____ !

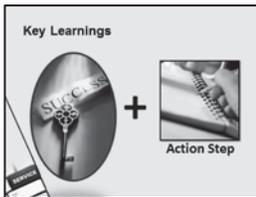


Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 89** in their workbooks.

Action Step



Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

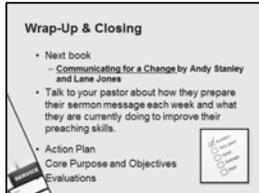
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 81** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: Communicating for a Change by Andy Stanley and Lane Jones
2. Complete the action step you committed to during today's session and come back next time prepared to share the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 79** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

What is your biggest take-away from this session?

Other comments: _____

Agenda

<p>Opening</p> <ul style="list-style-type: none"> • Welcome • Prayer • Core Purpose, Objectives & Ground Rules • Spiritual Formation 	30 minutes
<p>Action Step Review</p>	30 minutes
<p>Leadership Teaching</p> <ul style="list-style-type: none"> • Activity – Current Approach to Preaching • Communicating for a Change – Key Concepts 	1 hour 30 minutes
<p>Key Learnings Action Steps Dashboard Review</p>	30 minutes
<p>Wrap-up & Closing</p>	30 minutes

** Add a break or two as needed*



Lay Leadership Development



Session Seven Preaching

Opening

Welcome

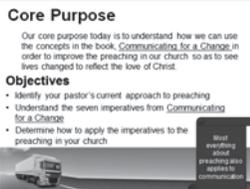
Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives

Have everyone open their workbooks to **page 95**.



READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation

We have talked about "change" several times now in our sessions together. Today we are going to focus on the topic of preaching. While most of us do not preach, I would be that many of us do make some type of presentations or teach other people at one time or another.



There is an interesting scripture where Paul talks about how he is focusing on his walk to improve and achieve his goals. **READ** Philippians 3:13-14

Paul talks about focusing on "one thing" so does Stanley in our book.

ASK - What experience have you had where you or someone else focused on just one thing? What were the results?

Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Communicating for a Change in order to improve the preaching in our church so as to see lives changed to reflect the love of Christ

To achieve this core purpose, you will learn to:

- Identify your pastor's current approach to preaching
- Understand the seven imperatives from Communicating for a Change
- Determine how to apply the imperatives to the preaching in your church

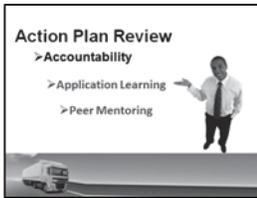
"No, dear brothers and sisters, I have not achieved it, but I focus on this one thing; Forgetting the past and looking forward to what lies ahead, I press on to reach the end of the race and receive the heavenly prize for which God, through Christ Jesus, is calling us."

Paul to the church in
Philippi
Philippians 3: 13-14

Most everything in the book and in today's session that pertains to preaching also works for teaching, training, presentations, etc...

Look for ways to use the concepts in your work and/or church leadership roles.

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 96** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

*"Preachers are always
pleasant company when
they are off duty."*

Mark Twain

*"I never did anything by
accident, nor did any of
my inventions come by
accident; they all came
by work."*

Thomas Edison

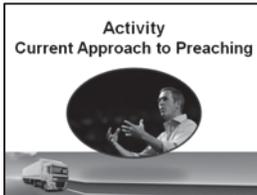
*"Do not be quick with
your mouth,
do not be hasty in
your heart
to utter anything
before God.
God is in heaven
and you are on
earth,
so let your words
be few."*

Ecclesiastes 5:2

Leadership Teaching

Activity – Current Approach to Preaching – 20 minutes

SAY Let's start our leadership teaching time with a test. Just kidding. Please turn to **page 97** in your workbooks. We are going to open this part of the day with a short activity.



This activity is designed to be done individually. I do need to give you a few pieces of direction before you start:

- Please be as honest as possible on your answers – no one but you will ever see this.
- Statements 1 – 7 have a different type of scoring than statements 8 – 14. Pay special attention to the “Never / Seldom / Sometimes / Frequently / Always” descriptors under the 1 – 5 ratings.
- For the purpose of this activity, I would encourage you to let “Never” really mean never, and “Always” to really mean always. In other words, if something is true once a year that should not be an “Always” anymore than it would be a “Never”.

Go ahead and read through the statements and answer them appropriately. You will have five minutes for this part.

DO Walk around the group and check to ensure they all understand and are following the directions. Give them time to finish.

SAY Once you are done, add up your total score. Pay special attention to the change at 8 – 14 once again.

There is a scoring grid on **page 98** in your workbook. Take a look to see how you did.

Obviously, this activity is done with some spirit of fun. There is no real score sheet we can use for our pastor's preaching.

What is really important here is for us to start understanding where our church is currently in our communication style and for us to focus on improving.

Continued on next page

Activity – Current Approach to Preaching

	1	2	3	4	5
	Never	Seldom	Sometimes	Frequently	Always
1) We use the Lectionary to determine my sermon topic each week.					
2) We start with a scripture and then let it lead me to a story, and then a point.					
3) We allow the congregation to draw their own conclusions from my message.					
4) Our message is about $\frac{3}{4}$ information/history and $\frac{1}{4}$ applications.					
5) Our pastor uses notes of some type when they preach.					
6) Our sermons have three main points. (or more)					
7) Notes for the sermons are acrostic and/or alliterations.					
	1	2	3	4	5
	Always	Frequently	Sometimes	Seldom	Never
8) Our pastor listens and/or watches their sermon in order to improve.					
9) We plan out message topics at least six months or more.					
10) We review worship services with others in order to improve and hear feedback.					
11) We tend to have more sermon series than single topic messages.					
12) I can recall the main points from a message that was preached last month.					
13) People have come up to the pastor months later to comment on a message.					
14) I am able to see lives changed from our worship services.					

Leadership Teaching, Continued

Activity – Current Approach to Preaching, *continued*

SAY Without getting into our individual scores, what part of the activity challenged you the most?



ASK Do you agree with the scoring grid? Why or why not?

SAY I would like for us to focus for a minute on the points at the bottom of **page 100**.

- ✓ **Put together a plan to improve. Write it down. Share it with someone. (coach)** There is power in having a plan. When we take the time to write it down (on paper or electronically) there is a greater likelihood that we will get it done. Sharing it with someone allows someone to help hold us accountable.
- ✓ **Focus, focus, focus – pick one or two areas at a time.** Wherever we are overall in our preaching effectiveness, we can all take one step forward.
- ✓ **Get feedback from others. Put together a team if possible.** Does anyone use a team now to give them feedback on their preaching or worship service?

NOTE Based on time available—you may want to have some more discussion on this activity. It is important for the group to see where their church is currently as we begin the journey toward improving our preaching / worship experience / communicating.



This is also a major part of PLD II, Peer Mentoring and ultimately the weekend consultations that many of these pastors and churches are heading toward. The sooner they can start working on this area the better the overall experience of the weekend consultation.

+ PLUS +

What a great win for their congregation, their visitors and the kingdom!!

Continued on next page

Current Approach to Preaching – Scoring

Add up your total score.

- *Pay close attention to the change in scoring on questions 8 – 14*

Score

14 – 28 Call Andy Stanley! Your pastor is ready to help him write the next book on preaching! Seriously – your pastor clearly focus on their preaching and are most likely seeing lives and behaviors changed in the congregation.

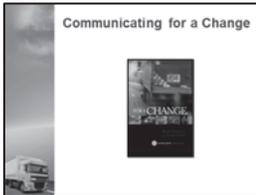
29 – 42 You pastor has some room to grow, but have already made strides in the right direction. It is time to push them to get to the next level. Find the right role model and coach to help you get there. Keep focused on the prize—changed lives.

43 – 56 This is an important topic for your pastor and your church. There is clearly an opportunity for improvement. Putting together a team (paid or unpaid) to help with worship planning and evaluation at your church would be a great first step.

57 – 70 Okay, they say awareness is an important first step. This may not be your pastor's strongest area, but there is hope. They may have to work a little harder, but the results will be worth it in the end.

- ✓ Put together a plan to improve. Write it down. Share it with someone. (coach)
- ✓ Focus, focus, focus—pick one or two areas at a time.
- ✓ Get feedback from others. Put together a team if possible.

Leadership Teaching, Continued



Communicating for a Change Key Concepts

SAY In the book, Communicating for a Change, Andy Stanley and Lane Jones share seven imperatives that they feel are key for communication, sermons, and any type of presentation.



We are going to spend some time reviewing those imperatives and looking at how we can use that information to improve our communication. Please turn now to **page 99** in your workbook.

I'm sure everyone remembers the first imperative,

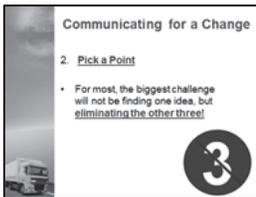
SAY 1. DETERMINE YOUR GOAL. (*workbook*>)



ASK Has anyone been rethinking their pastor's sermon focus based on what we read?

SAY The next imperative is one of the hardest for most of us to adapt.

2. PICK A POINT. (*workbook*>)



Okay, let's take a break on the fill-in-the-blanks for a second and talk about this area. I'd like to hear some examples of "Sticky Statements" you have used in the past to help your audience remember the main point of your message.

DO

Take a few examples. Facilitate a discussion around this point. It is very likely that most leaders are using three or more points per presentation. Try to discover how they feel about using just one point and how soon they are planning to try this out in their careers.



Continued on next page

Communicating for a Change – Key Concepts

In the book, Communicating for a Change, Andy Stanley and Lane Jones share seven imperatives that they feel are key for communication, sermons, and any type of presentations.

1. _____

- Teach the Bible to people...or
- Teach people the Bible....or
- Teach people how to live a life that reflects the **values, principles,** and **truths** of the Bible.
- Which concerns you more, how your pastor *did* on Sunday or what your people are *doing* on Monday?

2. _____

- For most, the biggest challenge will not be finding the *one* idea, but **eliminating the other three.**
- The process for developing a one point message can be broken down as follows:
 - **Dig until you find it**
 - **Build everything around it**
 - **Make it stick**
- If you give people too much to remember, they won't remember anything.

**You need a
Sticky Statement**

Leadership Teaching, Continued

Communicating for a Change Key Concepts, continued



SAY So, once we have our point picked out...we need to figure out what they best route will be for us to get there. That brings us to our third imperative of **CREATE A MAP**, on **page 100**. I'm sure everyone remembers the map that was used so often throughout the book of **ME – WE – GOD – YOU – WE**.

Let's see if we can match up those areas with their role in our message. Draw a line from each of the areas to what you feel is their role in the sermon. Give them just a minute to do the activity.

I'm sure everyone got them right. But just in case, here are the correct answers:

ME = Orientation WE = Identification GOD = Illumination

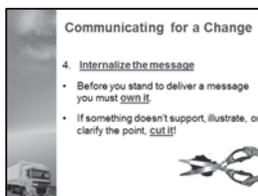
YOU = Application WE = Inspiration

There is another interesting quote from the book here in your workbook. I'd like for someone to read this for us. (*workbook>*)

I don't know about you, but that is tough for me to hear. I can certainly recall times where I had to rush through my material in order to end on time.



ASK Has that ever happened to anyone else? What message do you think your congregation hears when you rush through the last section of your presentation?



This book was just full of challenging information. This next topic was another on that is hard for most of us. Our fourth imperative is **INTERNALIZE THE MESSAGE**.

Before we get into the main points under this topic, let me ask you a couple of questions:

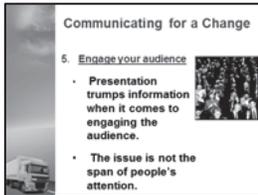


ASK Does anyone here already present without notes? (If so, ask them to share how they do that.) What does everyone use now to deliver the message to their audience? (note cards, script, computer screen, etc...)

Continued on next page

Leadership Teaching, Continued

Communicating for a Change Key Concepts, continued



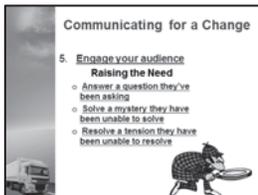
SAY Our next imperative on **page 101** is **Engage Your Audience**. This too can be a challenge for us given that we are not really going to open our presentations up to group discussions. So we need to focus our efforts on other ways that we can engage our audience in our messages. The book makes some great points here. Let's look over a few:

NOTE: Look for opportunities to expand our ask questions during this topic. There are no specific questions provided.



SAY

- **Presentation** trumps information when it comes to engaging the audience.
- The issue is not the **span** of people's attention. The issue is our ability to capture and hold people's attention.



SAY

- People engage easily when they are convinced that you are about to
 - **Answer a question they've been asking**
 - **Solve a mystery they have been unable to solve**
 - **Resolve a tension they have been unable to resolve**
- Your introduction may be the most important part of your message.



SAY

1. **Check your speed**
2. **Slow down on the curves**
3. **Navigate through the text**
4. **Add something unexpected to the trip**
5. **TAKE THE MOST DIRECT ROUTE**



Engage your audience, engage your audience, and engage your audience!

Continued on next page

5. _____
- **Presentation** trumps information when it comes to engaging the audience.
 - The issue is not the **span** of people's attention. The issue is our ability to capture and hold people's attention.

Raising the Need

- People engage easily when they are convinced that you are about to
 - **Answer a question they've been asking**
 - **Solve a mystery they have been unable to solve**
 - **Resolve a tension they have been unable to resolve**
- Your introduction may be the most important part of your message.

Rules of Engagement

1. **Check your speed**
2. **Slow down on the curves**
3. **Navigate through the text**
4. **Add something unexpected to the trip**
5. _____

- Engage your audience.
- Engage your audience.
- Engage your audience.

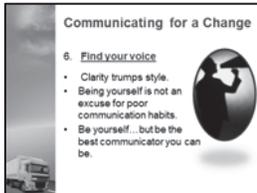
Leadership Teaching, Continued

Communicating for a Change Key Concepts, continued



ASK Who do you consider a great speaker? Take a few responses.

SAY Our next imperative on **page 102** is **FIND YOUR VOICE**. The speakers you mentioned are all great communicators. There is something we can learn from each of them. However, we can never “be” them. It is important for us to: Know who you are. Accept who you are. Be who you are.



I love the point: (workbook >)



ASK Can you tell when someone is talking “at” you instead of talking “to” you? Do you think those in your congregation can tell?

SAY Our final imperative from the book is **START ALL OVER**. This one is about what we should do when we get stuck or find ourselves getting off track.



(workbook >)



ASK Which of those five do you feel you are already strong?

Which of those five do you feel you have the most room for growth?

SAY This has been a great discussion. Obviously, we only hit on some of the top points from the book. I would encourage everyone to not put this book on a shelf and forget about it. Try giving it to someone else in your church to read who can then help hold you accountable to making any changes that you feel you need to make. Having them read the book will allow them to understand what you are focusing on and why.



ASK What questions do you have about the book Communicating for a Change or how it fits into our overall Lay Leadership Development or Healthy Church Initiative?

Continued on next page

6.

Know who you are. Accept who you are. Be who you are.

- **Clarity** trumps style.
- Being yourself is not an excuse for **poor communication habits.**
- Be yourself. But become the best communicator yourself can be.
- “You weren’t talking *to* people, Ray. You were talking *at* people. And there’s a big difference.” Will Graham

7.

- What do they need to know? **Information**
- Why do they need to know it? **Motivation**
- What do they need to do? **Application**
- Why do they need to do it? **Inspiration**
- How can I help them remember? **Reiteration**

Don't allow the pressure to get the sermon/presentation finished override your passion to bring something fresh to your audience.

*When you
get stuck,
pray*

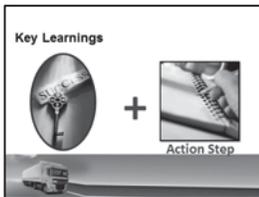
ME – WE – GOD – YOU - WE

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 103** in their workbooks.

Action Step



Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

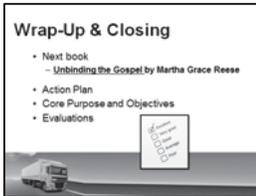
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 95** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

Our FaithWork between now and our next session together is to:

1. Read the book: Unbinding the Gospel by Martha Grace Reese
2. Complete the action step you committed to during today's session and come back next time prepared to share the results.



ASK What questions do you have for me concerning these assignments?

SAY On **page 105** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

DO Close the session with a prayer.

Facilitator: _____

Date: _____

Name: _____ (optional)

	Poor /Low (1)	Fair (2)	Good/ Medium (3)	Strong (4)	Excellent/ High (5)
1. Objectives were clearly stated and met					
2. Materials were useful/relevant.					
3. The topics covered were what I expected.					
4. The knowledge of the facilitator added richness to my learning experience.					
5. Pace of session was appropriate.					
6. The environment was free of distractions so I could focus on the course.					
7. I was fully engaged during the workshop.					
8. I learned things in this session that are relevant to my church.					
9. I intend to use what I learned in this session in my church.					
10. How would you rate the session overall?					

What, if anything, would you suggest to improve this session in the future?

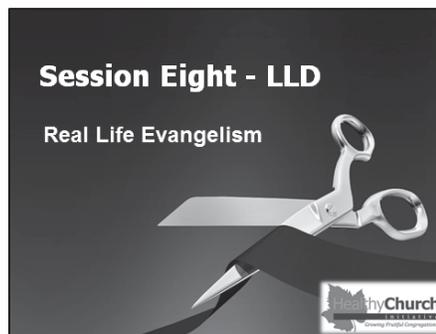
What is your biggest take-away from this session?

Other comments: _____

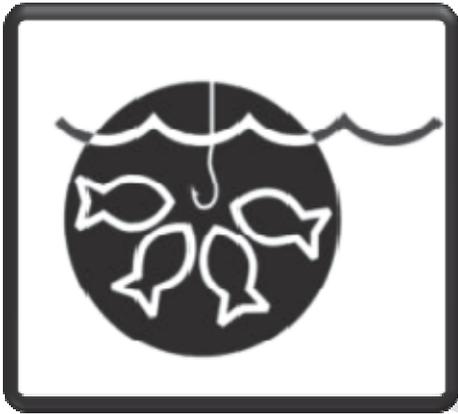
Agenda

<p>Opening</p> <ul style="list-style-type: none"> • Welcome • Prayer • Core Purpose, Objectives & Ground Rules • Spiritual Formation 	<p>30 minutes</p>
<p>Action Step Review</p>	<p>30 minutes</p>
<p>Leadership Teaching</p> <ul style="list-style-type: none"> • Activity – The “E” Word • Unbinding the Gospel – Key Concepts • Bullhorn Guy video 	<p>1 hour 30 minutes</p>
<p>Key Learnings Action Steps Dashboard Review</p>	<p>30 minutes</p>
<p>Wrap-up & Closing</p>	<p>30 minutes</p>

** Add a break or two as needed*



Lay Leadership Development



Session Eight Real Life Evangelism

Opening

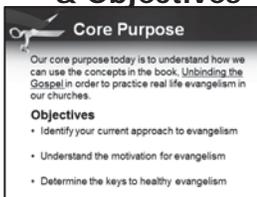
Welcome

Welcome everyone as they enter. You may want to have the prayer / accountability partners sit together.

Prayer

Open the session with a prayer or ask someone else in the group to do so.

Core Purpose & Objectives



Have everyone open their workbooks to **page 109**.

READ or have someone else read the core purpose and objectives for today.

ASK the group how these objectives sound to them.

Agenda

Cover the agenda for today as needed.

Ground Rules

Remind the group about the covenant they signed during session one. Emphasize any area you are having issues with or concerned about.

Spiritual Formation



There are so many great verses in scripture that we could use concerning evangelism. Reese uses many of them throughout her book.

ASK – What is your favorite verse about sharing the Good News? Have someone read the scripture in their workbook.

Paul is talking about starting churches where there are none, but we can also see how this scripture might apply to evangelism. There are more and more people each year who have never heard the gospel. We do not need to “build on another’s foundation” in order to reach new people.

ASK – Where do you think Paul would focus if he were to walk into your community today?

Objectives

Our core purpose today is to:

Understand how we can use the concepts in the book, Unbinding the Gospel in order to practice real life evangelism in our churches.

To achieve this core purpose, you will learn to:

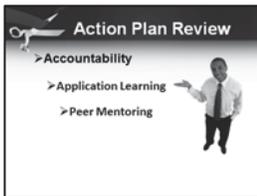
- Identify our current approach to evangelism
- Understand the motivation for evangelism
- Determine the keys to healthy evangelism

“And so I have made it my aim to preach the gospel, not where Christ was named, lest I should build on another man’s foundation, but as it is written:

*To whom He was not announced, they shall see;
An those who have not heard shall understand.”*

Romans 15:20-21 (New King James version)

Action Step Review



SAY Now it's time for us to see how we all did with our Action Steps from last session. Please get with your partner and share how you did and any learnings you had from the experience. There is a space on **page 110** in your workbook to make notes on progress and learnings from each of you. I'm going to give you about 10 minutes to share.

NOTE If anyone is mission or new you may need to adjust the teams. Be sure to rotate around to each group and see how they are doing.

SAY As a reminder, our objectives for this time together are:

1. **Accountability** – Were we able to accomplish what we said we were going to do? If not, what got in the way?
2. **Application Learning** – What happened when we applied what we learned to our specific situation?
3. **Peer Mentoring** – Let's look for opportunities to help each other with any challenges. (Chances are we all have similar struggles or have dealt with the same types of struggles in our careers.)

DO Bring the group back together after about 10-15 minutes.

SAY I'd love to hear from a few people concerning your Action Step and any learnings you had from doing that.

NOTE Try to get several people to share how they did and what they learned. Remind everyone the importance of movement toward their goals and accountability.

Action Step Review

"Evangelism is the spontaneous overflow of a glad and free heart in Jesus Christ."

Robert Munger

"Being an extrovert isn't essential to evangelism—obedience and love are."

Rebecca M. Pippert

"Our business is to present the Christian faith clothed in modern terms, not to propagate modern thought clothed in Christian terms. Confusion here is fatal."

J. I. Packer

Leadership Teaching



Activity – The “E” Word – 15 minutes

SAY We have a lot of ground to cover today so let's go ahead and get started. Please turn to **page 111** in your workbooks. There is a short one-page activity there. I would like for you to take a few minutes to read over those questions and write your responses in the space provided. As always, it is important to be as honest as possible. There is no score. We are not here to judge or point fingers, but to better understand where we are so we can plan to improve.

DO Give the group about five minutes to complete the page individually.

SAY Now I would like for you to partner up with someone and your responses. It is not necessary for you to cover all the questions (we will not have time for that) just focus on what you feel is the key area. You will have five minutes total to share.

DO Give the group another five minutes to share. Rotate around the room to ensure everyone understands the focus of the activity.

SAY I would love to hear from a few people what you put for questions #5 [What are you and your church doing well to reach others?] and #6 [What do you wish you were doing to reach others?].

NOTE  Keep an eye on the time. The focus here should just be to get everyone to really see where they are (BOTH individually and as a church) in the area of evangelism. This is a very tough topic, even for pastors. There is a lot more to cover so keep this part short.

SAY This was a good discussion. I am going to need to move us forward to ensure we have time to cover everything today. Keep this activity in mind as we continue our look at evangelism.

Continued on next page

Activity – The “E” Word

1) When was the last time evangelism was a main part of your worship message?

2) How are the members of your congregation trained in evangelism?

3) How do you feel when you hear the word evangelism?

4) How do you think those in your congregation feel when they hear the word evangelism? _____

5) What are you and your church doing well to reach others?

6) What do you wish you were doing to reach others? Why?

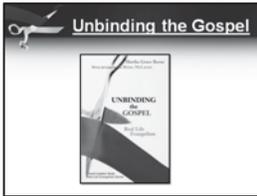
7) On a scale of 1 – 100 (with 100 being the best), how would you score the

following in the area of evangelism? You _____ Your Church _____

Leadership Teaching, Continued

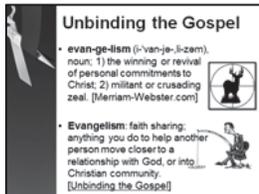
Unbinding the Gospel Key Concepts – 1 hour

SAY We are going to spend the next part of our day looking at some of the key concepts from the book, *Unbinding the Gospel*. I am sure that everyone got as much from the book as I did. We are not going to be able to hit all of the many key insights that Martha Grace Reese had in her book. Our focus will be more on what we can take now and apply in our churches.



Take a look now on **page 112** in your workbook.

There are two definitions there for the word evangelism. The first one from Merriam-Webster seems a little harsh. It makes me think of hunting. Like we are going after non-Christians as a prize. Hunting: aggressive; based on confrontation; uses a “one size fits all” bullet; scares the animal off if you miss; the animal has no choice; must be a skilled shot



The other definition is from the book *Unbinding the Gospel*. I don't know about you, but I like this definition a lot more. It sounds more like what many of us and many of our churches can do right now. This makes me think of fishing. Fishing: more gentle; based on attraction; get them to nibble on your bait; allows you to use various lures; you get more than one chance; the fish gets a choice; anyone can put bait into the water

Maybe this is why Jesus said, “Come, follow me, and I will make you fishers of men.” Matthew 4:19 He understood that fishing and following go together!



ASK What do you think of the definition used in the book? Is that any different from the way you have thought of evangelism in the past?

There are several motivations listed in your workbook for evangelism.



Which of these motivations fit in with your view of evangelism? If we were to ask the last people someone at your church tried to reach, which of these might they pick as a motivation?

These next few points are all straight out of the book, so we are going to cover them rather quickly. Please stop me if you have questions. I just want to ensure we have time for a couple of key discussions.

Continued on next page

Unbinding the Gospel – Key Concepts

evan-ge-lism (i-'van-jə-,li-zəm), noun; 1) the winning or revival of personal commitments to Christ; 2) militant or crusading zeal. [Merriam-Webster.com]

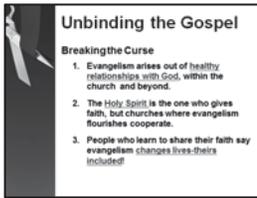
Evangelism: faith sharing; anything you do to help another person move closer to a relationship with God, or into Christian community. [Unbinding the Gospel]

Motivation for Evangelism

- Save people from Hell
- Make people into good, well behaved individuals
- Turn people into Spirit-filled Christians
- To ensure church growth
- To save the church
- Because Christ commissioned us to do so

- _____
- _____
- _____
- _____

Leadership Teaching, Continued



Unbinding the Gospel Key Concepts, *continued*

SAY Let's look at **page 113** in your workbook.

1. Evangelism arises out of **HEALTHY RELATIONSHIPS WITH GOD**, within the church and beyond the church walls.
2. The **Holy Spirit** is the one who gives faith, but churches where evangelism flourishes cooperate.
3. People who learn to share their faith say evangelism **changes lives—their lives included!**

SAY Evangelism emerges from a trinity of relationships:



- **With God**
- **Within the congregation** and
- **WITH PEOPLE OUTSIDE THE CHURCH** whose lives are not centered in Christ.

SAY Okay, I know that was quick. But we are going to cover them in a little more detail in a few minutes. Let's press on and look at **page 114**.

Continued on next page

Unbinding the Gospel – Key Concepts, *continued*

1. Evangelism arises out of _____
_____, within the church and beyond church walls.
2. The **Holy Spirit** is the one who gives faith, but churches where evangelism flourishes cooperate.
3. People who learn to share their faith say evangelism **changes lives – theirs included!**

Evangelism emerges from a trinity of relationships:

- **With God**
- **Within the congregation** and
- _____
whose lives are not centered in Christ.



Leadership Teaching, Continued



Unbinding the Gospel Key Concepts, *continued*

SAY There are two main keys to healthy evangelism:

1. **Relationships**
2. **Prayer**

There are three things that are NOT as important:

1. **PROGRAMS**
2. **BUILDINGS** (We must get away from the mindset of "If we build it they will come")
3. **PASTOR/LAY LEADER** – must lead by example, but not as important as relationships and prayer



It's not about **church membership**, **church growth**, or even where you'll spend eternity.

It is about a **relationship with God**.

- Too often, we slip into treating church like a club. (ouch!)



ASK What would be an example of how we treat church like a club? (we have our own language and "insider" terms; we know things that are not clear to new people; members get special privileges that others don't)

Continued on next page

Unbinding the Gospel – Key Concepts, *continued*

Keys to healthy evangelism:

1. Relationships

2. Prayer



1. _____

2. _____

3. _____

People matter
more to God
than churches.

It's not about church membership, church growth, or even where you'll spend eternity.

It is about a relationship with God.

- Too often, we slip into treating church like a club. (ouch!)
- Being Christian is so natural you don't really think about it. You just **do** it, you just **are** it! This is the big downside of growing up nurtured by the church. You think the church **is** the culture.

Leadership Teaching, Continued

Unbinding the Gospel

Relationships – With God

- Church people can't give what they don't have
- UM tend to equate church busyness with a relationship with God

Relationships – With each other

- Philippians admonition, "Esteem others better than yourselves"
- Church atmospheres are readable

Unbinding the Gospel Key Concepts, *continued*

SAY Now let's look a little deeper at the three relationships that are so important for evangelism to emerge from on **page 115** in your workbook.

Relationships With God

- Church people can't give **what they don't have**—it all starts with our relationship with the God of the universe.
- United Methodist tend to equate church busyness with a relationship with God



ASK Have you experienced that in your church?

- Help people meet God as a living presence

SAY **With each other (Body of Christ)** (*workbook>*)

When you first walk into a store/restaurant/office/other church, can you "feel" the atmosphere? We all have a sense of the atmosphere when we go somewhere new. What are first-time guests reading when they enter your church?

With unreached people (*workbook>*)

Unbinding the Gospel

Relationships – With unreached people

- Schuller's principle: find a need and fill it
- Bill Hyles: Holy Discontent – what is it that just "breaks" you?



These are great places to start reaching out. There are needs all around us. We need to focus first on helping others and building relationships. Bringing them to church and to Christ will just naturally follow.

These three relationships are like a three legged stool. We must have all three in order to stand.

Okay, now let's take a look at **page 116** and talk about the bandwidths related to evangelism.

NOTE



Bandwidths are where we want to spend some quality time. Hopefully you have been able to cover the other areas rather quickly so you can now slow things down a little and generate more conversations.

Continued on next page

Unbinding the Gospel – Key Concepts, *continued*

Relationships

With God

- Church people can't give what they don't have
- United Methodists tend to equate church busyness with a relationship with God
- Help people meet God as a living presence

With each other (Body of Christ)

- Philippians admonition, "Esteem others better than yourselves"
- Church atmospheres are readable

With unreached people

- Schuller's principle: find a need and fill it
- Bill Hybles: Holy Discontent – what is it that just "breaks" you?



Leadership Teaching, Continued

Unbinding the Gospel Key Concepts, *continued*



SAY Take a look at the pyramid of bandwidths on your page. This is right out of the book. Reese really presents a new perspective on evangelism. I'm not sure any of us would have really viewed the children who are already attending our Sunday school or children's programs as a target audience for evangelism before reading this book.

There are nine different bandwidths listed here. Take a minute and rank them according to how you feel your church is currently reaching each group.



ASK Is there anyone who did not rank them from 1 to 9 - bottom to the top? (If so, ask them which group it was that threw off the order.)

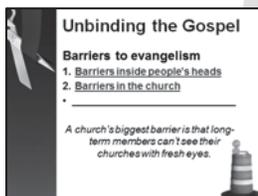
ASK Does anyone recall the two steps that were suggested from the book for us to take once we understand how we are doing with these bandwidths?

1. Do what you're doing well a little better (that sounds easy enough)
2. Pray to see one new area of evangelism the Spirit would like you to try next

SAY Go ahead now and indicate on your page which area you feel you can do a little bit better AND which area you want to pray about focusing on soon.

NOTE Based on time available—facilitate a short discussion about these bandwidths and what everyone plans to do next.

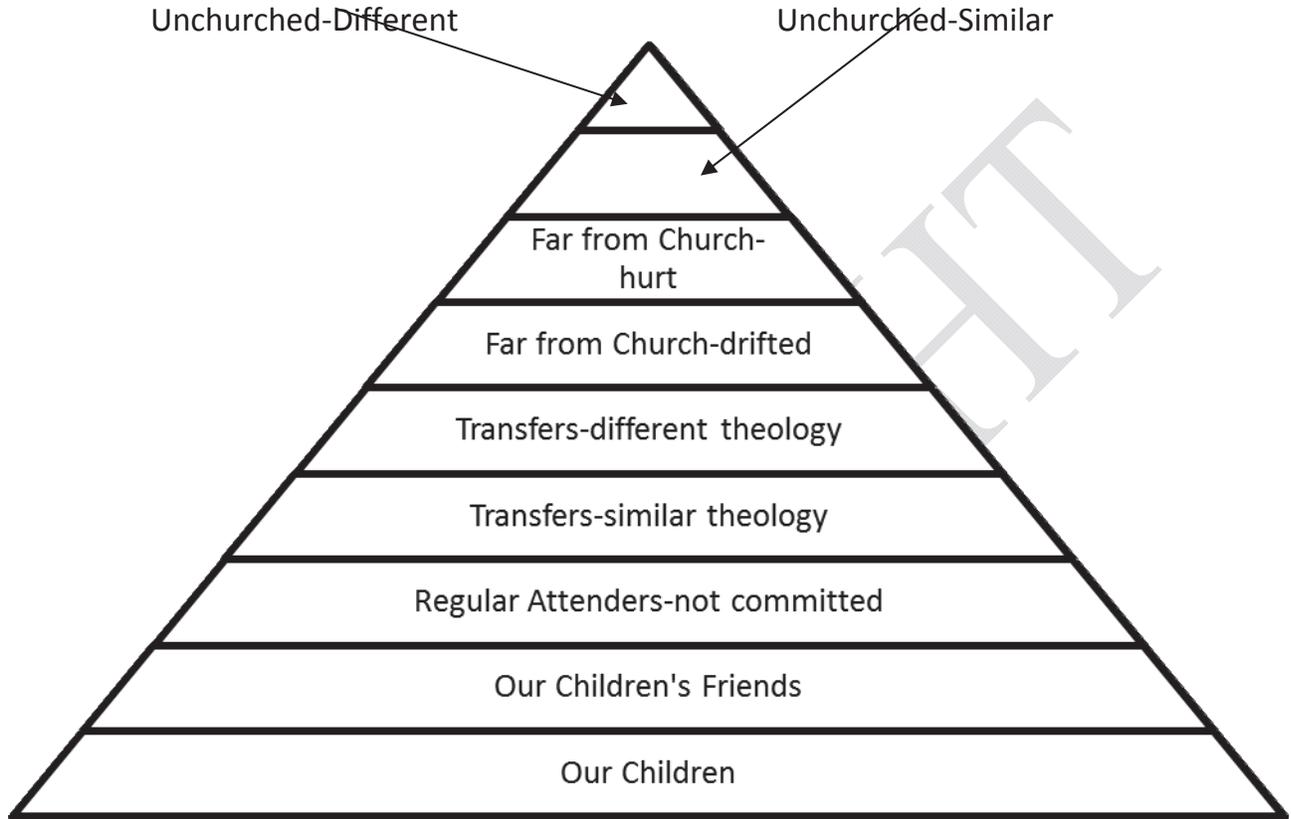
SAY Let's end our review of the book with a look at potential barriers. It is important for us to be aware of these so we can be on the lookout for them and address them if they occur.



Continued on next page

Unbinding the Gospel – Key Concepts, *continued*

Bandwidths



Barriers – that keep us from doing evangelism

1. _____
2. _____

A church's biggest barrier is that long-term members can't see their churches with fresh eyes.

Leadership Teaching, Continued

Unbinding the Gospel Key Concepts, *continued*

SAY Barriers – that keep us from doing evangelism

1. BARRIERS INSIDE PEOPLE'S HEADS



ASK What are some barriers that people might have in their heads?

Individual barriers to faith sharing

- 1) I don't know why to do evangelism
- 2) I don't want to risk a friendship
- 3) I don't know how to talk about my faith



ASK How might we help people address those barriers?

SAY 2. BARRIERS IN THE CHURCH



ASK What are some barriers that they church unintentionally put up?

ASK How might we remove those barriers or prevent them from coming up?

SAY There is a quote from the book at the bottom of your page. Would someone please read that out loud for us? Thanks

A church's biggest barrier is that long-term members can't see their church with fresh eyes.



ASK Do you think that is true in your church? Why or why not?

ASK What is something we can do to fix this?

SAY There is so much more from the book we could have covered. I hope we were able to hit on some of the main points today. I would really encourage you to share this with other leaders in your church.

Now we are going to try and pull this together with a very interesting short video.

Continued on next page

Leadership Teaching, Continued

Bullhorn Guy video – 20 minutes



- 10 minutes to watch the DVD
- 10 minutes to discuss after

NOTE



Ensure that you have the video ready to go before you get to this point in the day.



The video is 12 minutes long. If you set the video to begin about 1 minute in and stop it right after pastor Rob stops talking at the end you should be able to easily get it down to 10 minutes.

Please watch the video a few times prior to class in order to know where to start and stop it along with getting a full understanding of the main points.

SAY Let's watch this video together and afterwards we will discuss it.

DO Play the DVD.

Facilitate a short discussion afterwards. The video may invoke a variety of emotions from people. (some might think he is attacking people who feel called to evangelize in this fashion—Rob loves the man, but not exactly what he is doing; for every person he might reach he is most likely pushing 1,000 away)

NOTE Suggested questions to ask:

- What did you think about that video?
- How does that message fit in to our discussion today?
- Have you ever had any experience with "bullhorn evangelism"?
- Did you catch Rob's message at the end? "What are YOU doing to change the perception?"
- How did so few end up speaking for so many?
- What can we do to change the perception?

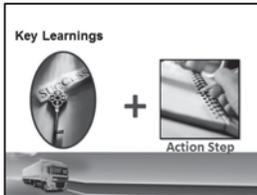
The debrief after the video is very important. Please ensure the discussion ends positively.

Action

Key Learnings

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings from today and any others that speak to them on **page 117** in their workbooks.

Action Step



Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Action Step Accountability Partner

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on tract.

Dashboard Review

On **page 123** in the participant workbook is a dashboard of key metrics.

There are two main points here: 1) For our laity leaders to be familiar with these areas and to know how their church is doing in each area. 2) For us to all begin to see a clear connection between leadership development for pastors and laity and the "Fruit" it will produce in our churches.

Ask the group to share any positive results they have seen since last session.

Key Learnings from Today

Action Step

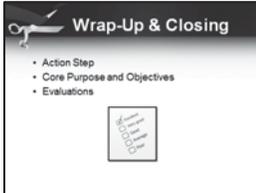
What is **ONE** action that you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

Action Step Accountability Partner

Dashboard Review

Wrap-Up & Closing

SAY Please look back at **page 109** in your workbooks. Let's take a quick look at the core purpose and objectives we had for this session.



ASK – How do you feel we did in achieving our objectives?

On **page 121** is a short one-page evaluation. Please take a couple of minutes now to fill it out. Your honest feedback will help us to continue to improve these sessions. You may leave them at the back of the room when you leave.

On **page 122** is an evaluation for this total program, all sessions. Please take a few minutes now to complete this evaluation too.

DO Close the session with a prayer.