

Pastoral Leadership Development (PLD)

SESSION 1 “The World Has Changed- The New Face of Ministry”

I. Introductions/Orientation to PLD (60 mins.)

1. Opening scripture/devotion/prayer (15 mins.)

Teacher or Mentor: It will be good to start the focus of PLD on the Lord and our calling to be leaders and building the Kingdom of God. So begin the time, with some focus on scripture and prayer for this experience and for our opportunities and challenges to grow ourselves and our ministries.

2. Getting acquainted and overview of PLD (45 mins.)

Since the pastors gathered for this class of PLD may not know each other, it is good to have some brief introductions, but it is good to keep it brief as they will get acquainted better as we go along.

You might just go around the room with some simple questions (2 minutes for each person):

Name:

Location:

How long there:

How long in ministry?

Family:

Biggest challenge in ministry:

Main expectation (hope) for this PLD experience:

This getting acquainted time should run about 30 minutes, leaving you with 15 to give an overview of PLD.

Overview of PLD:

Each session will be 4 hours with basically two parts.

Overall Learning Objectives:

1. To develop a good understanding of how our culture has changed and how the church can change to be “mission driven,” and reach the culture for Christ.
2. To learn and use practical ways to develop yourself as a stronger leader and to develop your laity leadership.
3. To learn and be able to use new tools for doing ministry that is “faithful” and “fruitful.”
4. To develop strong collegiality with other pastors as “life long learners.”
5. To prepare the pastor and the church to move into the Healthy Church Project or other continued growth experiences.

Part 1 (2 hours) – Gathering, Prayer, and Teaching

(Give a summary of these points to the group in a short version.)

Some time is needed to gather and focus, and the Mentor (or Teacher) can lead a time of spiritual formation and prayer. This can vary in length, but needs to be fairly short and focused perhaps on needs of the group or the theme of the day.

The Teaching time would be after the Prayer time, and run for about an hour and 30-45 minutes. A break for lunch or just a break follows the Teaching time.

The Teaching is focused mainly on a Topic with a book supporting the main theme of the day. It would always be a combination of lecture and discussion. The discussion could be questions as you go along, some that might be solicited or others that people have. Or the discussion could be to take a few minutes to talk with each other (twos) or to even just write down some personal thoughts. Then some sharing with the whole group would be helpful. The point is to make the time engaging and involving all in the group. Sometimes the session will cover the book for that month in more depth.

Part 2 – Mentoring (2 hours)

The mentoring time is for integrating learnings and applications from the teaching time. It is peer mentoring and can be led by a designated “mentor” as well as the teacher. It is best to divide the group into two groups of 4-6 people (if the overall group is 8 or more people). The best division is by similarity in size, with the 4-6 largest together as well as the 4-6 smaller. We have found this is really best since the learnings and applications will be so much similar with churches that are similar.

At the first session, pass a sheet around in each group to have them sign up to do a “case study” in a given month. This will not fill up all the months, but will give each person a chance to do one. (A separate sheet is included in this manual with details of how to do a “case study.”)

If you have a case study for the month, have the person who is presenting bring copies for each person in the group (the 4-6 people). Start the mentoring time with the case study and limit it to 30 minutes so the others will have some time. The leader of the mentoring session (the teacher of PLD or a designated mentor) needs to keep an eye on time for each person and the total time, so as to give each a chance to share unless someone really needs extra time.

After the case study is presented (usually it is best to just read it aloud), have the group ask questions to understand what the person might be struggling with or what the person needs help on. The discussion will be good if the group understands the situation and the needs of the pastor, not just giving “opinions or advice.” There may need to be some ideas, some specific suggestions, etc. since we are submitting to sharing something that we are stuck with or not happy about or an area where we are not being effective as a pastor. Don’t have this case study just be a report of a situation that is being handled well.

After the 30 minutes of the case study, go ahead with some time for each person. For the sake of good learning, and again not “just reporting” ask the following questions for each person:

1. Report of any “action steps” from last session...what you did, result, and your learning’s?
2. What are your learning’s/takeaways from the “teaching time,” that we just had with the whole group?

3. Specific applications to your local church...what will you “do” as a result of this session or the book we read? It’s best if this question can be an “action step” for the person to take, and for future follow up.
4. Be sure to ask...How’s your soul?
5. After the Third Session of PLD, ask for an Update on their work to get the three teams in place from the Direct Hit (which you will study on the Third Session) each month.

Close off the Mentoring session at the closing time. Some PLD groups have gathered back for a brief closing prayer or send off, others have just dismissed from their groups. Be sure to close out on time, and folks can linger or have more questions but don’t go over time if possible.

KEY POINT:

The Third Session of PLD will focus on the book Direct Hit and the process of “Aiming Real Leaders at the Mission Field.” Don’t do a book review, but be sure to lift up key points, and principles from the book. Be sure to go over the three teams that each pastor is asked to develop in their church going forward:

- Prayer Team
- Vision Team
- Leadership Team

This will become very important in the future and you will want to bring these up in future mentoring sessions, for them to report progress briefly or trouble in getting these going.

One of the key objectives of the PLD is to prepare the pastor as well as the church for moving forward into the Healthy Church Project process.

II. Teaching (50-55 minutes, for this first session)

You are now ready to do the first teaching time, hopefully the first section of introductions and overview of PLD have taken about 60 minutes (be flexible if more or less).

Key points for this first teaching section:

1. Be familiar with what you hope to cover. We have included a short outline, with answers, so you can hand out the sheet with blanks to the participants. But you will need to expand and present a lot more than is included in the outline. You may even present extra points that you type out ahead of time if you'd like, but the outlines provided are the basics.
2. Be sure to include folks for feedback and brief discussion. Don't let anyone dominate. And be sure to mention there are differences in localities, like metro areas, and small towns, and ex-urban areas, etc, and parts of the state. But there are some similarities for all....such as "the attractional model of getting new members really does not work anywhere." Some changes in culture are similar for everyone and some are different depending on where you live and do ministry.
3. The PLD will be presenting a fairly different approach to doing ministry that is "mission-driven," meaning the "mission" drives what we do, not tradition or personality of the pastor or power people in the church!!! This will get clearer in sessions 2, 3 and beyond, so this session focuses on how the "world has changed," and why things don't work the way they used to. Don't worry about working on the focus on the mission too much in this session....many pastors will not even be aware that the "world has really changed," and so churches and ministry must change.
4. PLD represents a different way of "doing ministry" for which we are not trained. The Conference is asking pastors to be much more accountable, giving ongoing measurements from their churches, and the landscape of the Conference is changing. For some this creates anxiety, some healthy and some probably unhealthy. PLD is to be a supportive and prayerful experience of colleagues, with safety and challenge. The emphasis will be on "learning to do ministry focused on God's mission to 'make disciples,' and all that this means." For most pastors this means very big shifts and lots of change (even for them), and using new tools, methods, resources, etc. Be aware and lay some foundation in this very first teaching session for what is coming in subsequent sessions.
5. Complete the teaching by a few minutes before the 2 hour mark so as to take a break and leave time for almost 2 hours of mentoring. If doing a meal, just get the food and go into the mentoring time as soon as you can.

“The New Face of Ministry of the 21st Century Church”

By Bob Farr

What will the church look like?

1. Paradigm _____.
We are experiencing enormous structural changes in our communities and populations
2. America is spiritually _____.
While the church was busy adapting secular church.
3. The way we learn has profoundly _____ from lecture to entertainment.
4. The Great _____: Relevant and irrelevant.
We are losing the battle for the heart and souls of the people.
5. The making of a _____ nation.
We are moving toward a nation with many Gods.
6. The church became comfortable and the Gospel shifted from a church
“_____” to a church that “_____”
_____.
“Our motto” we are the church, here to serve, what does the church have to offer me?
7. Prepared for _____, while the world wants
_____.
“We’ve spent millions preparing ourselves to deliver Biblical exegesis, while the world wanted to know how to apply Spiritual matter to life.
8. Too many of us entered the ministry hoping this was a _____ and
_____ place to have a career, while the world was demanding
leadership willing to lead the church into dangerous places.
9. _____ has set in.
 1. “A wasting away of the body or an organ part.”
 2. “Degeneration or decline from disuse.”
 3. “Decrease in size, deterioration or a withering away.”
10. Adds up to the _____.
“The church must raise her sails and move with the Spirit or be left behind.”
“You can change the name, but if you don’t change the heart the atrophy will kill you in the end.”

Case Study Guidelines
PLD
2008-09

Case Studies will be an important part of our learnings and experience as growing/learning leaders. A case study is a way to bring applications “home” and deal with a situation that is real for you.

Suggestions for case studies:

Keep to page and a half or two; single space is OK (14 pt. preferable)

Give us a little bit of background about the church, and the situation that creates the case study. Give us the key details of the “case” and what is going on. Then identify where you might be stuck, or are not sure what to do, you could identify your options, some of your feelings, of course, and if there is a timetable/deadline for the situation.

This case study can be about a person or person(s) (use caution of course), or about a programmatic aspect of your church, or an issue of leadership, or really anything that involves you as a leader of your church, even personal issues you are willing to share about leadership.

We will limit the total time for a case study to 30 minutes, so do bring a copy for each in your group, and cover the basics pretty quickly so we can discuss the issues and options/actions as much as possible. It is great if the case is directly related to one of your goals.

We’ll ask each person to do just one case study, and sign up on the sheet for your month. This can be a great learning experience for you and the whole group!

“The New Face of Ministry of the 21st Century Church”

By Bob Farr

What will the church look like in the future?

1. Paradigm **shifts**.
We are experiencing enormous structural changes in our communities and populations
2. America is spiritually **thirsty**.
While the church was busy adapting secular church.
3. The way we learn has profoundly **changed** from lecture to entertainment.
4. The Great **Divide**: Relevant and irrelevant.
We are losing the battle for the heart and souls of the people.
5. The making of a **secular** nation.
We are moving toward a nation with many Gods.
6. The church became comfortable and the Gospel shifted from a church “**on mission**” to a church that “**supported missions**.”
“Our motto” we are the church, here to serve, what does the church have to offer me?
7. Prepared for **past**, while the world wants **application**.
“We’ve spent millions preparing ourselves to deliver Biblical exegesis, while the world wanted to know how to apply Spiritual matter to life.
8. Too many of us entered the ministry hoping this was a **safe** and **loving** place to have a career, while the world was demanding leadership willing to lead the church into dangerous places.
9. **Atrophy** has set in.
 1. “A wasting away of the body or an organ part.”
 2. “Degeneration or decline from disuse.”
 3. “Decrease in size, deterioration or a withering away.”
10. Adds up to the **perfect storm**.
“The church must raise her sails and move with the Spirit or be left behind.”
“You can change the name, but if you don’t change the heart the atrophy will kill you in the end.”

“The New Face of Ministry of the 21st Century Church”
By Bob Farr

What will the church look like in the future?

1. Paradigm _____.
We are experiencing enormous structural changes in our communities and populations
2. America is spiritually _____.
While the church was busy adapting secular church.
3. The way we learn has profoundly _____ from lecture to entertainment.
4. The Great _____: Relevant and irrelevant.
We are losing the battle for the heart and souls of the people.
5. The making of a _____ nation.
We are moving toward a nation with many Gods.
6. The church became comfortable and the Gospel shifted from a church “_____”
to a church that “_____.”
“Our motto” we are the church, here to serve, what does the church have to offer me?
7. Prepared for _____, while the world wants _____.
“We’ve spent millions preparing ourselves to deliver Biblical exegesis, while the world wanted to know how to apply Spiritual matter to life.
8. Too many of us entered the ministry hoping this was a _____ and _____ place to have a career, while the world was demanding leadership willing to lead the church into dangerous places.
9. _____ has set in.
 1. “A wasting away of the body or an organ part.”
 2. “Degeneration or decline from disuse.”
 3. “Decrease in size, deterioration or a withering away.”
10. Adds up to the _____.
“The church must raise her sails and move with the Spirit or be left behind.”
“You can change the name, but if you don’t change the heart the atrophy will kill you in the end.”

**Pastoral Leadership Development
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**SESSION 2
“The New Face of Ministry” (cont.)**

This session will be more “normal” as we get into the flow of the PLD process following last month’s Introduction/Orientation session. You will have passed out the book *ReCreating the Church- Leadership for the Postmodern Age* by Richard Hamm last month and that will be the background reading for this session.

I. Gathering/prayer/admin (15-20 mins)

As with last session, people will gather and you will want to focus on the Lord’s calling us to be effective leaders in this time of change. Again, do your best to start on time, knowing some will come in a few minutes late. After the time of prayer, there might be some questions...about the coaching, or the case study, or whatever, a little bit of admin time might be helpful. The PLD process is a lot of learning experiences rolled into one so take a few minutes as needed to answer questions and keep people focused and working “on the same page.”

Teaching (1 hour and 35-45 minutes)

Notes for this Session:

Key Resource: *ReCreating the Church- Leadership for the Postmodern Age*, Richard Hamm

The first segment will build on last month’s discussion of the changes in our culture and our world, as well as our churches. The second segment will focus on the kind of leadership needed for today’s churches.

Next book: Direct Hit by Paul Borden

Material by Jim Blue- Process to See How “The World Has Changed”

Use a flip chart or white board:

1. At the top list the decades from 1968 to 2018 as follows:

1968 1978 1988 1998 2008 2018

2. Discuss changes:
 - World
 - Community
 - Our Church
 - Denomination
3. Self
4. Explore demographics of community vs. congregation makeup:
5. How do we reflect our community and how are we different? Could do this for the decades above, or maybe just for past 20 years, and into the next 10 years?
6. What’s adaptive change? And what’s technical change? Some discussion so we understand the basics.
7. What about our church’s governance over the past 20 years, and into the future?
8. Discuss the difference in “permission-giving” and “permission withholding” (control) decision making.

Key Point is to understand where we have been in the past 40 years or so, and where that has gotten today???

NOW shift gears into the outline below which is more focused on “restarting an established church” covering a number of different areas.

**“The Emerging Church of the 21st Century”
by Bob Farr**

12 Clues for Restarting an Established Church

- I. Leadership—Be On Purpose.
 - a. “It all starts with you!”
 - b. Mission Field, Pastor and People
 - c. Five Practices of Fruitful Congregations (Bishop Schnase)
 - 1. _____
 - 2. _____
 - 3. _____
 - 4. _____
 - 5. _____/Mission

- II. Alive and Winsome Worship
 - a. _____ Community Sundays
 - b. _____ Music
 - c. Keep it _____, keep it moving
 - d. _____ the services
 - e. Preaching style—_____: see, write, feel

- III. Hospitality—“First Impression Once”
 - a. Greet and _____
 - b. One chance at _____ impression
 - c. Sandwich worship with _____
 - d. “_____” Evangelism

IV. Reach Out and Touch Somebody

- a. _____
- b. _____—inside and out
- c. _____ Evangelism
- d. _____ the fringe
- e. _____ entrepreneurial

“Does the Quick Trip attendant know who you are?”

V. Niche Your Ministry

- a. One, two, or _____ things you do best
- b. _____
- c. _____ everything you do!
- d. The _____ you get the _____
you must become!

VI. Everybody on the Same Page?

_____, _____, _____

- a. Leaders base
- b. Training/discipleship

VII. Be Culturally _____, Know the Data!

- a. _____
- b. _____ information
- c. Know your _____
- d. Entertainment _____

VIII. Give Participation Back To The Church

20%/80% Rule

- a. “_____ do it” mentality
- b. _____ meeting, _____ doing
- c. _____ not _____
- d. _____ of staff

IX If You Don't _____, _____ Happen.

Commitment

- a. If you're going to _____ it, _____ it!
- b. Be _____ front

X. Don't Be _____ To Fail — _____ Excellent Mistakes!

- a. _____ is a part of the game.
- b. Never _____ trying
- c. “ _____ churches do what unsuccessful churches won't do.”

XI. Be _____ to Reinvent Yourself

- a. _____ of growth
- b. _____
- c. _____ rules of surviving change
- d. Do _____ it takes

XII. A Little Prayer Won't Hurt

7 Practices of Effective Ministry

- Clarify the Win
- Think steps, not programs
- Narrow the focus
- Teach less for more
- Listen to outsiders
- Replace yourself
- Work on it.

Ten Rules for Surviving Change

1. If you _____ it with all your heart, fight for it with all your might, you might be right.
2. The best things are not _____, they're people and relationships
3. Your duty is to _____ your mouth
_____.
4. "Only dead fish go with the stream all the time."
5. Set the table for the _____ guest.
6. Every change gets _____, without some success.
7. Be able to _____ at yourself, interests, and authenticity.
8. If you're going to _____, you're going to
_____.
9. Remember, this is not a _____ contest.
10. Lead, don't push—get out on a _____,
11. But make sure it is on the _____.
9. Preach change, _____ happens when you
_____.

Resources

- *The Leadership Secret* by Colin Powell
- *I Refuse to Lead a Dying Church* by Paul Nixon
- *UnChristian* by David Kinnamon & Gabe Lyons
- *The Present Future* by Reggie McNeal
- *Applebee's America* by Douglas Sosnik
- *Moving Off the Map* by Thomas Bandy

“The Emerging Church of the 21st Century”
by Bob Farr

12 Clues for Restarting An Established Church

- I. Leadership—Be On Purpose.
 - a. “It all starts with you!”
 - b. Mission Field, Pastor and People
 - c. Five Practices of Fruitful Congregations (Bishop Schnase’s book)
 1. Radical Hospitality
 2. Passionate Worship
 3. Intentional Faith Development
 4. Risk-taking Mission and Service
 5. Extravagant Generosity

- II. Alive And Winsome Worship
 - a. Major Community Sundays
 - b. Vital Music
 - c. Keep it simple; keep it moving
 - d. Niche the services
 - e. Preaching style—epic: see, write, feel

- III. Hospitality—“First Impression Once”
 - a. Greet and Meet
 - b. One chance at first impression
 - c. Sandwich worship with hospitality
 - d. “Building” Evangelism

- IV. Reach Out And Touch Somebody
 - a. Marketing
 - b. Signage—inside and out
 - c. Personal Evangelism
 - d. Reaching the fringe
 - e. Think entrepreneurial
“Does the Quick Trip attendant know who you are?”

- V. Niche Your Ministry
 - a. One, two, or three things you do best
 - b. Focus
 - c. Promote everything you do!
 - d. The bigger you get the smaller you must become!

- VI. Everybody on The Same Page? Equip, Equip, Equip
 - a. Leaders base
 - b. Training/discipleship

- VII. Be Culturally Relevant, Know The Data!
 - a. Data
 - b. Demographic information
 - c. Know your target
 - d. Entertainment Culture

- VIII. Give Participation Back To The Church 20%/80% Rule
 - a. “Just do it” mentality
 - b. Less meeting, more doing
 - c. Action not decisions
 - d. Role of staff

- IX. If You Don't Expect It, It Won't Happen.
Commitment
 - a. If you're going to do it, do it!
 - b. Be up front

- X. Don't Be Afraid To Fail —Make
Excellent Mistakes!
 - a. Risk is a part of the game.
 - b. Never quit trying
 - c. “Successful churches do what unsuccessful churches won't do.”

- XI. Be Ready To Reinvent Yourself
 - a. Process of growth
 - b. Change
 - c. Six rules of surviving change
 - d. Do whatever it takes

XII. A Little Prayer Won't Hurt

7 Practices of Effective Ministry (More on these in the last session of PLD)

- Clarify the Win
- Think steps, not programs
- Narrow the focus
- Teach less for more
- Listen to outsiders
- Replace yourself
- Work on it.

Ten Rules for Surviving Change

1. If you believe it with all your heart, fight for it with all your might, you might be right.
2. The best things are not things they're people and relationships
3. Your duty is to keep your mouth open.
4. "Only dead fish go with the stream all the time."
5. Set the table for the unexpected guest.
6. Every change gets tougher, without some success.
7. Be able to laugh at yourself, interests, and authenticity.
8. If you're going to lead you're going to bleed.
9. Remember, this is not a popularity contest.
10. Lead, don't push—get out on a limb,
11. But make sure it is on the tree.
1. Preach change, change happens when you preach.

“The Emerging Church of the 21st Century”

by Bob Farr

12 Clues for Restarting an Established Church

- I. Leadership—Be On Purpose.
 - a. “It all starts with you!”
 - b. Mission Field, Pastor and People
 - c. Five Practices of Fruitful Congregations (Bishop Schnase)
 1. _____
 2. _____
 3. _____
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- II. Alive and Winsome Worship
 - a. _____ Community Sundays
 - b. _____ Music
 - c. Keep it _____, keep it moving
 - d. _____ the services
 - e. Preaching style—_____: see, write, feel

- III. Hospitality—“First Impression _____”
 - a. Greet and _____
 - b. One chance at _____ impression
 - c. Sandwich worship with _____
 - d. “_____” Evangelism

IV. Reach Out and Touch Somebody

- a. _____
- b. _____—inside and out
- c. _____ Evangelism
- d. _____ the fringe
- e. _____ entrepreneurial

“Does the Quick Trip attendant know who you are?”

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- b. _____
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- d. The _____ you get the _____
you must become!

VI. Everybody on the Same Page?

_____, _____, _____

- a. Leaders base
- b. Training/discipleship

VII. Be Culturally _____, Know the Data!

- a. _____
- b. _____ information
- c. Know your _____
- d. Entertainment _____

VIII. Give Participation Back To The Church

20%/80% Rule

- a. “_____ do it” mentality
- b. _____ meeting, _____ doing
- c. _____ not _____
- d. _____ of staff

IX. If You Don't _____, _____ Happen.

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11. But make sure it is on the _____.
1. Preach change, _____ happens when you
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**SESSION 3
“Aiming Real Leaders at the Mission Field”**

I. Gather/Prayer/Admin. (15-20 mins.)

As we are doing each time, have some time for spiritual formation, reading a text or asking for prayer needs, or just taking time to pray. Deal with any administrative issues....the books, coaching (has everyone had a session or two with their coach), any questions, case study questions, etc. Any other needs, but move along to the teaching as soon as you can.

II. Teaching (1 hour 35-45 mins.)

Notes for this Session:

Key Resource: Direct Hit- by Paul Borden

This is a key lesson since it is about the Direct Hit book and the material that begins to get a church and the pastor looking toward getting into the Healthy Church Initiative after completion of the PLD.

There is a lot of material in the book that is applicable to any church or pastor, as well as the specifics of the “process” of the HCI.

You will be getting more material on the three teams but be sure to lift them up, and the Teaching outline does a great job on this...

Vision team, Prayer team, and the Leadership team. These are very important for beginning now and moving along as the PLD goes along. This is important “preparation” for the HCI, and is good for any church to be doing, too. There is a PowerPoint for this session as well as the handout included in this notebook.

Next Book: Shaped by God’s Heart- Milfred Minatrea

III. Mentoring (2 hours)

Case study and discussion of “takeaways and action steps.”

**“Aiming Real Leaders at the Mission Field”
By Geoff Posegate**

- I. In Direct Hit...
 - A. Paul Borden not only lays out a process (not necessarily *the* process) for congregational transformation
 - B. He raises key questions each pastor must ask before leading a church to become *movemental*
 1. There are no right or wrong answers
 2. Each pastor’s circumstance is unique, each appointment’s dynamics are unique
 3. We should not attempt the next part of the journey without wrestling with these questions

- II. First and foremost – **Is it worth it?**
 - A. May seem elemental, but nothing else makes sense until this is addressed
 - B. 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 probably should do an extensive, personal examination of everything in scripture that talks about or alludes to the *cost of discipleship*
 - C. If it is not worth it, there’s no shame in that. Sometimes circumstances are just that way
 1. I once took training to be a new church planter, something I really wanted to do
 2. Realized I did not have the innate entrepreneurial disposition and skills for this, and it would take monumental learning
 3. Also, I was bluntly told my family would have to give up first place in my life for a year or two. I was unwilling to pay that price at that time.
 - D. Each of us need to seriously weigh all we’ve encountered and ask if it is worth it?

- III. **Are the barriers surmountable?**
 - A. Attendant to this, I guess, is to ask if Borden has identified the correct ones.
 - B. (I’m inclined not to second guess him, as he’s been a part of congregations actually doing the hard, *movemental* work
 - C. This has a subset of questions
 1. **To what degree are we trained more to be chaplains, preachers, theologians, and one-on-one disciple builders than we are trained to be leaders?**
 2. **Are we limited by a paradigm that rewards faithful endeavor, but not fruitful results?**
 - a. Probably the major push-button issue
 - b. I’m concerned this will become the deflecting issue – chew up time and energy here, so we can’t move forward. (Like homosexuality for denomination or worship wars for congregations)
 - c. Let’s just each answer this for ourselves and move on
 3. **To what extent do our churches have “leaders by default,” dedicated to defending the status quo?**

4. **Are we governed by a “theology of smallness”? Are our churches structured accordingly?** (See quote on page 25)
 - a. Aren't there biblical examples of “small” being in God's will?
 - b. Isn't there the equal danger of a theology of “bigger is better”?
 - c. Again, answer and move on
5. **To what degree are we conditioned by a worldview that avoids pain at all costs?**
 - a. Therefore, “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.” (Page 97)
 - b. Borden believes this permeates our church view – “hospital for sinners, not a club for saints” becomes a place to insulate the converted from the larger, evil world
 - c. Prevents us from seeing churches as a base camp for training, from which to infiltrate the world
6. **Which changes first, structure or people?**
 - a. Borden is blunt about this (This is probably a very United Methodist tendency)
 - b. Structure never changes first – page 112.

IV. Is the leadership necessary for congregational turnaround more inborn or taught?

- A. Borden's simple definition of leadership: Those who see a need and take responsibility to see that the need is met.
 - B. Borden believes the necessary traits, skills can be developed
 1. **Passion**
 - a. **Can passion be developed?**
 - b. Hope for those who can't find it or feel they've lost it
 - c. **“Passion arises when we are focused on God and we are able to see the needs that people have because of the great chasm between them and God.”**
 2. **Courage.** Cost (quote, page 93)
 3. **Flexibility.** Chaos is normal
 4. **Missional focus**
 5. **Wisdom**
 6. **Positive**
 7. **Responsibility**
 8. **“Double-life” - enough chaplaincy to enable vision**
 9. **Resource builder**
 10. **Conflict resilient.** (quotes on page 92)
- V. One method to address this. (Borden's)
- A. A three-tiered process
 1. **Cosmic Praying**
 - a. Team 1 – starting on page 72
 - b. I want to underscore the *central* and *primary* role of this
 - c. (Our evangelism team's experience)
 - d. Underscored by Henry Blackaby and Martha Grace Reese (from conservative and more mainline perspectives, respectively)

- e. Success depends on this; failure can be traced to lack of this
- 2. **Exegete the church and community**
 - a. Team 2 – page 73 & following
 - b. Formal and informal structures, formal and informal leaders
 - c. The community's *real* impression of the church
 - d. DO NOT ASSUME ANYTHING!
 - e. This is where elephants in the room go to die. Expect resistance.
- 3. **Build leaders**
 - a. Team 3 – pages 75 and following
 - b. Assume people change before structure
 - c. In my observation – three things are key – Spiritual gifts discovery, biblical inquiry, grace immersion experiences
- B. **Consultation or Intervention?**
- C. **Strategic plan, agreed upon by the pastor(s), the staff, the congregation, and denominational leadership**

VI. **How urgent is all of this?**

- A. Borden says it's not just that congregations are dying. It's that Jesus-followers are being disobedient. (Matthew 28:19) This is where we separate it from being merely a matter of institutional survival.
- B. See Borden's suggestions on communicating urgency (The REV magazine article is doing it here!)

VII. Other key questions identified or inferred by Borden.

- A. **Given a choice, is it better to succeed at short-term maintenance or fail at a movemental attempt?**
- B. **Will the Bishop and Cabinet FULLY support pastors who risk this?** (Quote on page 34-35 – This is absolutely pivotal!!)
- C. **Can any of us be retrained for this?** (Borden says yes, and has the observed data to back it up.) **If so, what will I need to sacrifice to make this happen?** (If I am protecting the health of my relationship with God and with the significant others in my life, what adjustment will I need to make?)

VIII. **OTHER QUESTIONS OR ISSUES?**

Additional Resources:

- *Finding the Missional Path-* by Barry E. Winders
- *Three Simple Rules – A Wesleyan Way* by Reuben P. Job
- *If You Want to Walk on Water, You've Got to Get Out of the Boat* by John Ortberg
- *When Better Isn't Enough- Evaluation Tools for the 21st Century-* by Jill Hudson (Alban)

Pastoral Leadership Development (PLD)

SESSION 4 “Personal Leadership”

I. Gather/Prayer/Admin. (15-20 mins.)

Continue with the pattern of beginning with some prayer and spiritual formation time. PLD has not always spent a lot of time on “spiritual formation” but it certainly is important in the life of the pastor. You may work with this as you see fit given that PLD is primarily learning and developing pastoral leadership skills.

II. Teaching (1 hr. 30- 45 mins.)

See notes in lesson text- Key Resource: Shaped by God’s Heart- Milfred Minatrea.

The lesson does not go over the book, so you may want to take time at the end to talk briefly about the key points in it. What spoke most to people? What can they use? Would this be good to read with laity leaders? What key points help a pastor as a leader?
Next Book: Simple Church- Thom Rainer, Eric Geiger

III. Mentoring (2 hours)

By now, you have the flow of the PLD and the value of the Mentoring time. Key points are to always ask, “What are the key takeaways from the teaching or the book?” “What will you do, what action will you take, as a result of this session? Remember each week; start with each person and their report on “action steps” they committed to the previous session...how did it go? What was the result? Etc. It is easy to manage these questions, with each person, if you don’t have any one person talk too long and you keep moving things along.

Also, check on progress on developing their Three Teams that were introduced last month, from Direct Hit.

“Personal Leadership”

By Bob Farr

Introduction: Give a brief introduction to the importance of the leadership of the pastor in the life of the church. This is one of the key shifts that is taking place in moving from mainly a “shepherd, caretaker, maintenance” role to more of a “servant leader” role that equips people to do the various roles of ministry and emphasizes the role of the pastor as the “leader.” This lesson will explore various aspects of the personal leadership of the pastor needed, as a foundation for turning the church outward to the mission field. There is a lot more resource available in this area and more teaching will be needed on this important topic.

- I. Leadership Levels
 - a. Level 1—Shepherd 30-100 Worship attendance
 1. Shepherd
 2. Cheerleader
 3. Evangelist
 4. Preacher
 - b. Level 2—Shepherd/Challenger 150-350 Worship attendance
 1. Shepherd
 2. Leader
 3. Challenger
 4. Cheerleader
 5. Preacher
 6. Evangelist
 7. Manager
 - c. Level 3—Leader/Cheerleader 350-500 Worship attendance
 1. Leader
 2. Cheerleader
 3. Preacher
 4. Visionary
 5. Manager
 6. Evangelist
 - d. Level 4—Visionary Leader 500-750 Worship attendance
 1. Visionary
 2. Leader
 3. Cheerleader
 4. Preacher
 5. CEO
 6. Face of the organization
 7. Trainer
 - e. Level 5—Visionary CEO 750-1000 Worship attendance
 1. Visionary
 2. CEO
 3. Preacher
 4. Cheerleader
 5. Trainer

6. Face of the organization preacher
- f. Level 6—Visionary/Cheerleader 1000-2000
 1. Visionary
 2. Preacher
 3. Cheerleader
 4. Face of the organization preacher
- II. Leadership Style Difference
- a. Leadership through shepherding: organize attainable goals and celebrate every victory.
 - b. Leadership through challenging: do things we do better/strengthening
 - c. Leadership through coaching: get more wins, expanding
 - d. Leadership through visioning: change the picture of what tomorrow can look like. This requires a leader to be a very stable influence while asking for high degree of discontinuity with the past and go forward with the future.
- III. Other Clues to Leadership Differences
- a. Difference between calling a congregation to continuity with past or discontinuity. Strengths versus changed picture.
 - b. Difference between focusing on the specific attainable/measurable goals and an emphasis on fulfilling the potential.
 - c. Difference between what we think we can do versus what God may be calling this church to be and do.
 - d. Difference between working within the limitations of the local rule book or ignoring the local rule book and/or making a radical revisiting of it.
 - e. Difference of the support base. The smaller the congregation, the broader base support one has to get. The larger the congregation gets the more you need small groups of respected, future oriented, influential and competent leaders.
- IV. Choosing a Leadership Role that is Appropriate to Church Size is Key!
- a. Does it fit the congregation?
 - b. Will it enable the congregation to fulfill its potential?
 - c. Remember for leadership to move to visionary style, the congregation has to accept a pastor's conclusion that a new day and new environment is dawning and will require a new leadership role for the pastor.
 - d. Realize the difference between want and need of a congregation; therefore the pastor has to help them move from one level of leadership to another.
 - e. Price of success—The pastor has to evolve faster than the congregation! You have to be thinking one step ahead of the congregation, yet act out the leadership style where you are now.

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 3. Preacher
 4. Cheerleader
 5. Trainer
 6. Face of the organization preacher

f. Level 6—Visionary/Cheerleader 1000-2000

1. Visionary
2. Preacher
3. Cheerleader
4. Face of the organization preacher

II. Leadership Style Difference

- a. Leadership through shepherding: organize _____ goals and celebrate every victory.
- b. Leadership through challenging: do things we do _____/strengthening
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- a. Difference between calling a congregation to _____ with past or discontinuity. Strengths versus changed picture.
- b. Difference between focusing on the specific _____/measurable goals and an emphasis on fulfilling the potential.
- c. Difference between what we think we can do versus what God may be _____ this church to be and do.
- d. Difference between working within the limitations of the local _____ book or ignoring the local rule book and/or making a radical revisiting of it.
- e. Difference of the support base. The smaller the congregation, the broader base support one has to get. The larger the congregation gets the more you need small groups of respected, future oriented, influential and competent leaders.

IV. Choosing a Leadership Role that is Appropriate to Church Size is Key!

- a. Does it _____ the congregation?
- b. Will it _____ the congregation to fulfill its potential?
- c. Remember for leadership to move to visionary style, the congregation has to accept a pastor's _____ that a new day and new environment is dawning and will require a new leadership role for the pastor.
- d. Realize the difference between _____ and _____ of a congregation; therefore the pastor has to help them move from one level of leadership to another.

e. Price of success—The pastor has to _____ faster than the congregation! You have to be thinking one step ahead of the congregation, yet act out the leadership style where you are now.

V. 8 Point Plan for Leadership Starting on Right Foot

- a. Prepare yourself
 1. _____ information
 2. Define the _____
 3. _____ credibility and win trust.
 4. _____ staff or lay leadership
 5. Prepare yourself _____
 6. Get a sounding _____

- b. Align the expectations
 1. Help people understand their _____ of you.
 2. Begin to define the new _____ around the church
 3. Don't have _____ the answers
 - i. Address doubts and fears
 - ii. Neutralize any resentment
 - iii. Don't disrespect the past
 4. Create places for _____ listening
 5. Crucial conversations around:
 - i. Marketing
 - ii. Product
 - iii. Present reality
 - iv. People
 - v. Process
 6. Create conditions for change
 7. Preach change before doing—live change before making change
 8. Look for feedback and fruit

- c. No one can do it alone
 1. Start team _____
 2. Assessing _____ people
 3. No _____ in pinstripes
 4. _____ team
 5. Focus _____ people toward _____ team

- d. Create a strategic agenda
 1. Create the foundational _____
 2. Tilt it to natural _____ of church
 3. Focus on _____ new themes
 4. Look for _____ wins
 5. _____ pushback

- e. Changing the inside culture is the game. Culture transformation:
 1. DNA of a not-for-profit is _____
 2. Look for models to _____

3. Assess how they _____ around here
4. Think about _____
5. Invitations to _____
6. Expect _____ to the back
7. Set _____ expectations
8. Make _____ moves count
9. Identify other _____ and make sure they have right information.
10. _____ is everything

f. Make sure higher _____ are on board

g. Communication is key to implementing your agenda

1. Story telling
2. Mission statements
3. Vision
4. Symbols
5. Picture
6. Stories in newsletter
7. Preaching

h. Watch for the temptations and traps of leadership

1. Setting _____ expectations
2. Making _____ decisions or suffering from analysis paralysis
3. Trying to be the _____ it all
4. Failing to let _____ of your past identity
5. Unable to get _____ information
6. Don't stifle _____ dissent
7. Succumbing to _____ syndrome
8. Misreading who has _____ power
9. Picking the _____ battles

VI. Twelve Keys to Outward Focused Leadership

a. Know where you are going

b. Be willing to take it and work hard before every _____.

c. You have to be _____ in money and time

d. Know the answers to 3 key questions

1. Why do people need Christ?
2. Why do people need church?
3. Why do people need this particular church?

e. Be willing to do what others _____ to do.

f. Market, _____, market

g. Be involved in the _____

h. Be willing to face the _____ honestly and openly

- i. Paint the _____ picture of the future
- j. Take time out to _____ the people
- k. Listen _____

Additional Resources:

- *Unleashing the Potential of the Smaller Church*, Edited by Shawn McMullen
- *The In-Between Church- Navigating the Size Transitions in Congregations* by Alice Mann
- *Size Transitions in Congregations-* Edited by Beth Ann Gaede
- *Courageous Leadership* by Bill Hybels
- *The Path* by Laurie Beth Jones
- *Can These Bones Live? – Bringing New Life to a Dying Church* by Kevass J. Harding

Pastoral Leadership Development (PLD)

SESSION 5 “Focusing for Transformation”

I. Gather/Prayer/Admin. (15-20 mins.)

By now your group has been together for quite some time so you will probably know the best use of this first section of PLD. It is important to use some “centering” time and prayer, but the extent of it depends on your group, the needs you wish to address and your leadership. We do not deal with “spiritual formation” as a full topic in the PLD, partly because there are many other workshops on this area, as well as the PLD is geared to developing our leadership as pastors. Of course, spiritual formation is important, so you may want to talk about this from time to time at the beginning of the session.

II. Teaching Time (1 hour 35-45 mins.)

Notes for this Session:

Key Resource: Simple Church by Thom Rainer, Eric Geiger

This is another very important lesson to be sure that folks understand the key points of being a “simple church.” We have tended to be very program driven and keeping programs alive even when they don’t really meet needs, are hard to staff, and people don’t attend much. The “simple church” approach puts things into the perspective of a “discipleship process.” This would be a simple approach to making and growing people as disciples of Jesus Christ. It’s really a different way of “doing church” and not easy to move to if a church has been in a traditional approach, which most churches are. We have had a great response to this material in other PLD classes, and pastors ready to implement, at least some of it, as soon as possible. Hopefully, there will be spirited discussion, especially around the “implementation” of the simple church concepts.

Next Book: The Externally Focused Church- Rick Rusaw, Eric Swanson

III. Mentoring Time (2 hours)

Hopefully, you are able to do a case study each time, and remember to be asking about how they are coming with their teams- Prayer, Vision and Leadership for the Healthy Church Initiative???

“Focusing for Transformation”
By Geoff Posegate

- I. HOW I ENCOUNTERED THOM RAINER AND ERIC GEIGER’S SIMPLE CHURCH
 - A. Trip with First UMC staff to North Point Church (Andy Stanley) in Alpharetta, Georgia in November, 2006
 - B. North Point – clearly focused on GenX and younger disciple making. (Video-games, WiFi in all the hallways)
 - C. Book display – the title jumped out at me
 - 1. In process of sorting out a complicated, somewhat troubled new congregation
 - 2. Idea of making it all *simple* appealed to me
 - D. Starting to read – complete identification with Pastor Rush – and here is the line that got me: *“Are the people in his church being transformed? Is his church making real disciples, the kind of disciples Jesus made? Or is everyone just busy? Did anyone else identify with Pastor Rush?”*
 - E. I was hooked.

- II. AS WE SEEK TO BE TRANSFORMATIVE IN OUR LEADERSHIP, AND FOR OUR CHURCHES TO BE TRANSFORMATIVE – MOVING FROM MAINTENANCE TO MISSION – I INVITE US TO CONSIDER WHETHER OR NOT THE “SIMPLE” APPROACH WOULD AUGMENT THAT EFFORT. Things to address today.
 - A. Setting the stage for a critical examination of simplicity as a missional approach
 - B. Understanding the four-fold process Rainer and Geiger suggest
 - C. Considering some key bullet points from Simple Church
 - D. Examining one simplifying process in progress
 - E. Considering how this might impact us and our settings of ministry

- III. Examining the “Simple” approach
 - A. What is worth noting from the Apple, Googal, Southwest Airlines, and PapaJohn’s examples? Simple focus and process.
 - B. How is “simple” different than “dumbing down”? “Simple” refers to process, not content.
 - C. Is “simple” the same as “simplistic” or “easy”? No.
 - D. Which is a better metaphor for a church’s trajectory– a shotgun or a rifle? A rifle. Aim for the one right thing, and hit it!

- IV. The basic concept: *CLARITY-MOVEMENT-ALIGNMENT-FOCUS*

- V. Some foundational concepts
 - A. Pastors need to be designers instead of program managers.
 - 1. Managers maintain what is
 - 2. Designers lead the creation of what needs to be, in order to address the central, disciple-making process

- B. Change is difficult without crisis – addressed this before; Rainer and Geiger concur
 - C. Mission statements should be short, simple statements of process
 - 1. Most are too wordy, hard to remember
 - 2. Need image as much as verbage
 - D. Being busy is not the same as being effective
 - 1. From an outside perspective, it comes across as confusion
 - 2. Simple churches do less
 - 3. Worship announcements should only be those things associated with the next step in the process
 - E. Measure horizontally, not vertically
 - 1. Movement through a discipling process is the main thing
 - 2. If this is addressed, vertical categories will be wherever they need to be at any given time
- VI. THE PRIMARY ELEMENTS IN A SIMPLE CHURCH DESIGN: CLARITY-MOVEMENT-ALIGNMENT-FOCUS
- A. The role of the church leader is to put people in the pathway of God's transforming power.
 - B. Begin with the process, not with programs
- VII. CLARITY – The ability to communicate a process in the way that people understand.
- A. Ask first – what kind of disciples do you want to produce? (FIRST UMC-SIKESTON EXAMPLE – Committed to Christ, Daily Walk, Anchored in the Word, Growing through Small Groups, A Servant's Heart, Worshipping, Tithing, Sharing Faith with Others)
 - B. Use Illustration, to reflect the process, show progression, help simplify (See first UMC process image)
 - C. Be “tour guides” instead of “travel agents”
- VIII. MOVEMENT – The ability to move people through the process without congestion.
- A. Again, begin with the process, not with programs.
 - B. Choose one focus program for each point in the process.
 - C. Capitalize on relationships
 - D. Have a clear “entry point” into the process.
 - E. In the discipling process, no one should have to ask, “What do I do now?”
 - F. Image of the raft – learn rafting, connect with others, contribute
- IX. ALIGNMENT – The need to have every aspect of the church support the process.
- A. The example of the 1980 US hockey team
 - B. Without alignment, energy draining complexity is assured
 - C. We are a confusing organism to ourselves, much less to those around us!
 - D. Avoid the extremes of micromangement and neglect

- X. FOCUS - The ability to aim at a singular goal.
 - A. The biblical principle of “one thing” Philippians 3:13-14
 - B. Elimination of excess and extraneous is a stewardship matter – works best when the process is clear.
 - C. CLUTTER indicates lack of focus – EVIDENCE OF CLUTTER IN THIS ROOM?
 - D. Most often need new programming, not just new options in existing programming.
 - E. Say no to things with wisdom and timing – balance the tension between immediate and incremental change

- XI. AN EXAMPLE OF A STEP TOWARD SIMPLICITY (First UMC- Sikeston) View with a critical eye – it is NOT the perfect example.)
 - A. The process stated – God has called us to be a church of people who are connected to Christ, shaped by Christ, sent by Christ, and connecting others to Christ.
 - B. Entry point to each
 - C. Revving up the crisis
 - D. Pros and cons on this as an example?

- XII. WHAT WOULD BE ONE MEASURABLE STEP YOU COULD TAKE TOWARD MISSIONAL SIMPLICITY?

“Focusing for Transformation”
By Geoff Posegate

Key Resource: Simple Church- by Thom Rainer, Eric Geiger

Examining the “simple” approach:

- Apple, Google, Southwest Airlines, PapaJohn’s
- “Simple” = “dumbing down” ???
- “Simple” = “simplistic” or “easy” ???
- A better church metaphor- shotgun or rifle???

Four Basic Concepts:

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

FOUNDATIONAL PRESUPPOSITIONS

- Pastors need to be _____ instead of _____.
- Change is difficult without _____.
- Mission statements should be _____, _____ statements of _____.
- Being _____ is not the same as being _____.
- Measure _____ more than _____.

Four Basic Concepts:

- CLARITY: The ability to _____ a process in a way that people _____.

- MOVEMENT: The ability to _____ people through the process without _____.

- ALIGNMENT: The need to have every aspect of the church _____ .

- FOCUS: The ability to aim at a _____ .

Additional Resources:

- *The Practicing Congregation- Imagining a New Old Church* by Diana Butler Bass
- *The Little Church that Could- Raising Small Church Esteem*- Steven E. Burt, Hazel Ann Roper
- *Congregational Leadership in Anxious Times- Being Calm and Courageous No Matter What*- Peter L. Steinke

“Focusing Outward/Radical Outreach”
By Bob Farr

- I. It all begins with the Pastor.

Ephesians 4 1 I urge you, then—I who am a prisoner because I serve the Lord: live a life that measures up to the standard God set when he called you.

Early Christian movement was rural in nature, but today the American population of 280 million and growing is 80% located in suburban areas.

- II. Today’s landscape looks like ancient Corinth.

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

- III. Don’t let the dysfunction of your congregation stop you.

- a. The early church had all kinds of splits and quarrels.
- b. They had imported all kinds of non-Christian beliefs and morals into the church.
- c. The church was afflicted with quarrels and more.

2 Corinthians: 12: 20 - 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.

- d. Most churches weren’t reaching beyond their own group.

- IV. Here’s what we know today:

- a. 80% of all American churches are stagnate and declining.
- b. 20% of churches are growing.
- c. 19 out of 20 growing churches are growing by transfer growth only.
- d. Less than 1% of all churches in America are growing substantially from conversion growth.

- V. The playing field has changed. There has been a huge shift.

- a. Commodity phase: Where after locating and extracting resources, people sold them in raw form, agriculture, energy, precious metal, from the 1800's to 1920's.
- b. Goods phase: This concerned mostly manufacturers taking the raw materials and organizing them into products to be purchased.
- c. Service economy phase: Began in the mid 70's and is now ending. It emphasized more products, greater speed and lots of features.
- d. Economic progression phase: This phase is just now emerging. It is organized around the experience.

VI. Here's what we know about the Methodist Movement.

- a. By the mid to late 1800's, we represented 17-19% of the American population.
- b. By the mid 1900's, we were the largest membership denomination in America, yet our total representation of the American population fell to 10-12%.
- c. By the late 1900's, our attendance, baptisms, membership had declined dramatically. Baptisms total representation of the American population had fallen to less than 5%. New church plants fell to an all time low in 1978 to twelve nation wide.
- d. By the early 2000's, our population base has aged dramatically. The number of congregations closing has risen dramatically. The number of larger congregations went down by 1/3 while other denominational large churches rose by 50%.
- e. By the early 2000's, there was a full emergence of the independent community church attracting the non-churched in almost every community in America.

VII. Short look at Old East Side Church by George Hunter.

- a. Old East Side's people do not reach out.
- b. Old East Side Church cannot reach and then retain the growing number of "secular people" who have no prior Christian background or memory.
- c. Old East Side Church has substantially lost the vision it once had for mission, local and global.
- d. Old East Side Church cannot retain a bare majority of its own young people into adult discipleship.
- e. Old East Side Church still "does church" much like it did in the 1950's.
- f. The evangelism program will experience a short life because Old East Side Church is "stuck" in a way of "doing church" that is a "spent force."

“What is that game plan? We can state it cogently: Old East Side Church wants people to (1) attend church, (2) attend Sunday school, (3) attend other church programs, (4) have a daily devotion, and (5) have regular pastoral care from an ordained pastor or priest. One can read, from the body language of some congregational leaders, a more intense version of the first three points: “We want people to come to church and to sit and listen. We want people to come to Sunday school and to sit and listen. We want people to other programs we put on for them and to sit and listen.”

VIII. We must go back to go forwards; insights from the Apostle Paul.

- a. We have got to be rooted in the Gospel of the crucified Christ.

1 Corinthians 2: 1 When I came to you, my friends, to preach God's secret truth, I did not use big words and great learning.

- b. The church is the body of Christ. “It’s not about us.”

1 Corinthians 12: 27 All of you are Christ's body, and each one is a part of it.

- c. Take confidence in God’s presence and our call.

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

- d. Gifts of ministry for all people.

1 Corinthians 14: 1 It is love, then, that you should strive for. Set your hearts on spiritual gifts, especially the gift of proclaiming God's message.

- e. Make relationships your aim. “It’s all about the experience.”

1 Corinthians 13: 13 Meanwhile these three remain: faith, hope, and love; and the greatest of these is love.

- f. Our main business is reaching new people for Christ.

2 Corinthians 5: 19-20 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!

IX. Every church can come alive.

- a. Over 50% of the population is pre-Christians, non church Christians, or secular.
- b. Most of our rural areas are underserved.
- c. Technology has become much more affordable.

- d. We have the right theology for the times.
- e. We have a web of connections.

“Focusing Outward/Radical Outreach”
By Bob Farr

I. It all begins with the _____.

Ephesians 4: 1 I urge you, then—I who am a prisoner because I serve the Lord: live a life that measures up to the standard God set when he called you.

Early Christian movement was rural in nature, but today the American population of 280 million and growing, is 80% located in suburban areas.

II. Today’s landscape looks like _____ Corinth.

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

III. Don’t let the _____ of your congregation stop you.

- a. The early church had all kinds of splits and quarrels.
- b. They had imported all kinds of non-Christian beliefs and morals into the church.
- c. The church was afflicted with quarrels and more.
2 Corinthians: 12: 20 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.
- d. Most churches weren’t reaching beyond their own group.

IV. Here’s what we know today:

- a. _____ of all American churches are stagnate and declining.
- b. _____ of churches are growing.
- c. _____ out of 20 growing churches are growing by transfer growth only.
- d. Less than _____ of all churches in America are growing substantially from conversion growth.

V. The playing field has _____. There has been a huge shift.

- a. Commodity phase: Where after locating and extracting resources, people sold them in raw form, agriculture, energy, precious metal, from the 1800’s to 1920’s.

- b. Goods phase: This concerned mostly manufacturers taking the raw materials and organizing them into products to be purchased.
- c. Service economy phase: Began in the mid 70's and is now ending. It emphasized more products, greater speed and lots of features.
- d. Economic progression phase: This phase is just now emerging. It is organized around the experience.

VI. Here's what we know about the Methodist Movement.

- a. By the mid to late 1800's, we represented _____ of the American population.
- b. By the mid 1900's, we were the largest membership denomination in America, yet our total representation of the American population fell to _____.
- c. By the late 1900's, our attendance, baptisms, membership had declined dramatically. Baptisms total representation of the American population had fallen to less than _____. New church plants fell to an all time low in 1978 to twelve nation wide.
- d. By the early 2000's, our population base has aged dramatically. The number of congregations closing has risen dramatically. The number of larger congregations went down by _____ while other denominational large churches rose by _____.
- e. By the early 2000's, there was a full emergence of the _____ community church attracting the non-churched in almost every community in America.

VII. Short look at Old East Side Church by George Hunter.

- a. Old East Side's people do not reach out.
- b. Old East Side Church cannot reach and then retain the growing number of "secular people" who have no prior Christian background or memory.
- c. Old East Side Church has substantially lost the vision it once had for mission, local and global.
- d. Old East Side Church cannot retain a bare majority of its own young people into adult discipleship.
- e. Old East Side Church still "does church" much like it did in the 1950's.
- f. The evangelism program will experience a short life because Old East Side Church is "stuck" in a way of "doing church" that is a "spent force."

"What is that game plan? We can state it cogently: Old East Side Church wants people to (1) attend church, (2) attend Sunday school, (3) attend other church programs, (4) have a daily devotion, and (5) have regular pastoral care from an ordained pastor or priest. One can read, from the body language of some congregational leaders, a more intense version of the first three points: "We want people to come to church and to sit and listen. We want people to come to Sunday school and to sit and listen. We want people to other programs we put on for them and to sit and listen."

VIII. We must go back to go forwards; insights from the Apostle Paul.

- a. We have got to be _____ in the Gospel of the crucified Christ.
1 Corinthians 2: 1 When I came to you, my friends, to preach God's secret truth, I did not use big words and great learning.
- b. The church is the body of Christ. "It's _____ about us."
1 Corinthians 12: 27 All of you are Christ's body, and each one is a part of it.
- c. Take _____ in God's presence and our call.
1 Corinthians 12: 6 There are different abilities to perform service, but the same God gives ability to all for their particular service.
- d. Gifts of ministry for _____ people.
1 Corinthians 14: 1 It is love, then, that you should strive for. Set your hearts on spiritual gifts, especially the gift of proclaiming God's message.
- e. Make _____ your aim. "It's all about the experience."
1 Corinthians 13: 13 Meanwhile these three remain: faith, hope, and love; and the greatest of these is love.
- f. Our main business is reaching new people for Christ.
2 Corinthians 5: 19-20 - 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!

IX. Every church can come alive.

- a. Over 50% of the population is pre-Christians, non church Christians, or secular.
- b. Most of our rural areas are underserved.
- c. Technology has become much more affordable.
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Additional Resource:

Breaking the Missional Code- Your Church Can Become a Missionary in Your Own Community,
by Ed Stetzer, David Putman

Operation Inasmuch- Mobilizing Believers beyond the Walls of the Church, by David W. Crocker

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Pastoral Leadership Development PLD

Session 6 “Focusing Outward”

I. Gather/Prayer/Admin. (15-20 mins.)

Hopefully, this is meaningful time for your group as you focus and get ready to “go to work.” It’s so important to always remember we are doing ministry for the Lord following our calling. Take time to pray and be focused.

II. Teaching Time (1 hour 35-45 mins.)

Notes for this Session: This session does not follow the book, Externally Focused Church, so you might need to take time to ask, “What are key learnings you got from the book?” It does support the outline from Bob Farr, and you are able to use your own resources and examples to expand the basic points. We know that most churches are “inward focused,” and so this is a very difficult session from an “application” standpoint. You could end the session with “what 2-3 things are you going to do, as a result of this session, to help your church be more focused outward?” Bob’s outline is a great way to deal with the underlying values that have caused us to be “inward focused,” and realize that is not what God wants us to be doing and it is not effective in our world today. Thus, we are dealing in this session with our motive for “making disciples,” and being in the world to make a difference....deal honestly with the issues and help people move to not only a theological understanding of reaching out, but a desire to develop a plan or plans for “radical outreach.”

III. Mentoring (2 hours)

Remember to check in on the three teams for each pastor as well as follow up each time on any “action steps” they committed to last session. Be sure each person has some time to share. Key questions for each, “what are your takeaways and action steps” from the teaching or the book?

“Focusing Outward/Radical Outreach”
By Bob Farr

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Early Christian movement was rural in nature, but today the American population of 280 million and growing, is 80% located in suburban areas.

II. Today’s landscape looks like _____ Corinth.

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Pastoral Leadership Development (PLD)

SESSION 7 “Passionate Worship”

I. Gather/Prayer/Admin. (15-20 mins.)

We are coming down the home stretch for PLD, with three sessions left (including this one). Hopefully, you will be finishing strong, thanking God for the blessings of learning and growth through this process. Also, there will need to be discussion of “next steps,” especially if pastors are getting geared up for getting into the Healthy Church Initiative, a peer group that will start in the near future. Take a few minutes to mention “next steps” but don’t deal with it at length at this point.

II. Teaching (1 hour 35-45 mins.)

Notes on this Session

KEY RESOURCE: *An Hour on Sunday*- Nancy Beach

This session is one of the Five Practices of Fruitful Congregations and is really the center of the life of the congregation. Some of our PLD groups have used Bishop Schnase’s book, and the section on Passionate Worship. This is a good study and very helpful and practical. The book by Nancy Beach will open up new, practical ways to do worship, even though there usually will need to be hard work on the “application” since Willow Creek is so much larger than most (well all ☺) of our churches. So look for the key principles and focus on those. This is a key lesson since many churches really don’t do “passionate” worship and the experience of worship is really a huge negative aspect of the church reaching new people and “leading people to an active faith in Christ.” You can use examples you may have, or find some on the internet, there are many great resources out there. Even small churches can be “creative” and relevant and make changes that will bring new vitality, meaning and excitement to their worship services and the overall life of the church.

Next Book: *Unbinding the Gospel* by Martha Grace Reese.

III. Mentoring (2 hours)

This time will be good to see who is developing their three teams for the HCI and who is struggling or just not doing it. The PLD is a first step in a process of transformation for churches, and the Healthy Church Initiative is the next step. Some churches will want to move into the peer learning group and the Intervention process and others may go toward the Small Church Academy. Talk briefly about these and make sure you are offering good mentoring around the opportunity to keep moving their churches forward, and continuing the journey of transformation.

Hopefully, you have had good “case studies,” and each person has a chance to do one. This needs to be only a 30 minute time to go deeper and to deal with specifics that are challenging to the pastor as shepherd/leader. Otherwise, the mentoring is a check in and brief time to share how one is growing and learning from the PLD sessions. The key

questions each time are: What are key learnings/takeaways from the session or the book? And what will you be doing as a result at your church? What “action step(s)” can you commit to doing in the next month?

**“Passionate Worship”
By Geoff Posegate**

(Preliminary – View the sermonspice worship video)

- I. This is an area in which I feel the least qualified
 - A. I’ve never had gifts or skill in the overall event of worship
 - B. I have eagerness and ability in one component of worship – proclamation or preaching
 - C. I know when worship happens purposefully and powerfully, and I’m always excited to be a part of it
 - D. But I’m not a good point person for envisioning, creating, and evaluating the complete act of worship

- II. As we look at worship in churches that seek to change lives and make disciples, I’ve leaned on four sources in our fellowship
 - A. Bishop Schnase’s words and his book
 - B. Ron Watts at LaCroix UMC who says “As goes worship, so goes the church.”
 - C. Bob Farr – Director of Office of Congregational Excellence

- D. David Norbury
- E. Asking of each, what are the three to five most important things you would want to say about worship

III. Plan for today

- A. Start with our own experience of passionate worship
- B. Review of compilation of the input of four resource persons
 - 1. Meaning
 - 2. Example
- C. Talk about some practical matters related to worship
- D. Get your thoughts on what needs our attention in worship

IV. Our own experience

- A. *(in twos) Think of a time when worship was passionate. You'd eagerly invite someone to join you in it*
- B. My own – weekly gathering at River of Life Worship Centered
 - 1. Music
 - 2. Prepared place
 - 3. Focus
 - 4. Freedom
 - 5. Shared
 - 6. Welcoming
- C. Asked our staff the same question
 - urgency
 - other-focused
 - genuineness/authenticity
 - seeing leadership and involvement of peers
 - Holy Spirit took over
 - willing hearts
 - open
 - diverse
 - excellent music – as an offering to God

V. Our Bishop says

- A. Comprehending the meaning of worship requires looking beyond *what people do* to see with the eyes of faith *what God does*.
- B. In worship, people practice the highest command Jesus has taught us:..(Luke 10:27)...Worship bends hearts toward God and it stretches hands outward toward others. Through worship God pardons sins, restores relationships and changes lives.”
- C. Highlight four areas
 - 1. Preparation
 - 2. Passion
 - 3. Expectancy
 - 4. Yielding

VI. PREPARATION

- A. Worship needs to be headed somewhere, focusing on something
- B. Theme must be apparent. (Bob Farr)

- C. “As Christians mature, attending weekly services should become a deeply ingrained practice no matter what subject the service covers. But newer believers and nonchurched people haven’t developed this discipline. We must face this reality and recognize that message and series titles matter. It does no good to wish it were not so—we must do the hard work of crafting the series titles that can attract an indecisive audience who may be sitting on the fence Sunday morning, deciding whether or not to get out of the car.” (Nancy Beach, An Hour on Sunday Morning, page 57.)
 - D. Importance of the spiritual preparation of worship planner.
 - E. Need for a worship planning team
 - 1. focus on target audience
 - 2. plan for total experience (multi-sensory) (transitions)
 - 3. pastor leads (Ron Watts)
 - 4. constant evaluation
- Examples:*
“Made” series at First UMC
Maundy Thursday reenactment

VII. PASSION

- A. Central importance of Music
 - 1. Soul language
 - 2. Indigenous to target population
 - a. Charles Wesley
 - b. “bandwidth” - Martha Grace Reese
 - c. What radio stations and downloads?
 - B. Wonder (Nancy Beach)
 - 1. Quieted soul
 - 2. Deeply felt emotion
 - 3. Turning Point
- Examples:*
Testimonies
Fountain in LWC
Pottery Cross at Turning Point
Designated wounded person

VIII. EXPECTANCY

- A. EPIC WORSHIP – Experiential, Participatory, Image-Driven, Connected
 - B. “What’s going to happen this Sunday?”
 - C. Child’s wonder at communion
- Examples*
The “canoe”Sunday
The Lenten cross

IX. YIELDING

- A. Is worship for display or response?
- B. The “Rhymes Moncure question.”
- C. The need for practical application that can be followed. (Farr)
- D. Both organized and open to the spirit

-Example – West Plains service that turned into a healing service

X. SOME PRACTICAL ISSUES IN WORSHIP

- Limited talent pool
- Money
- Creating new services
- Inter-service rivalry
- Multiple service preaching
- Dealing with artists
- Comfort vs. challenge
- OTHERS?

XI. HELPFUL WORSHIP WEBSITES: (see attachment)

Additional Resources:

- *So You're Thinking about Contemporary Worship* by Tim and Kathy Carson
- *Preaching and Worship in the Small Church*, by William Willimon, Robert Wilson
- *Worship Evangelism- Inviting Others into the Presence of God*, by Sally Morgenthaler
- *Can't Wait for Sunday- Leading Your Congregation in Authentic Worship*- Michael Walters

◇ "As goes worship, so goes the church."

• Remember a time in which worship **happened**...a time when you encountered God in worship, when Body of Christ worshipped *passionately*...you were different when you left than when you arrive, and you would invite someone else to this worship in a heartbeat!

Posegate's limited worship view...

- Music
- Prepared place
- Focus
- Freedom
- Shared
- Welcoming

From the First UMC –Sikeston staff:

- **Urgency**
- **Other-focused**
- **Genuineness/authenticity**
- **Peer leadership and involvement**
- **Holy Spirit taking the lead**
- **Willing hearts**
- **Openness**
- **Diversity**
- **Excellent music – an offering to God**

- "Comprehending the meaning of worship requires looking beyond *what people do* to see with the eyes of faith *what God does*."
- "In worship, people practice the highest command Jesus has taught us...(Luke 10:27)...Worship bends hearts toward God and it stretches hands toward others. Through worship God pardons sins, restores relationships and changes lives."
Bishop Schnase

Preparation

- An apparent theme or direction.
- Spiritual preparation on the part of planners
- A worship planning team/process
 - target audiences
 - total experience planning
 - pastoral leadership
 - constant evaluation

Passion

- The central role of music
 - soul language
 - indigenous
- Wonder (from One Hour on Sunday by Nancy Beach)
 - quieted souls
 - deeply felt emotions
 - turning points

Expectancy

- "What's going to happen this Sunday?"

Yielding

- Worship for display or response?
- The "Rhymes Moncure question."
- Practical application
- Balancing organizational flow and openness to the spirit

Some practical matters in worship

- Limited talent pools
- Money
- Creating new services
- Inter-service rivalry
- Multiple service preaching
- Dealing with artists
- Comfort vs. Challenge
- OTHERS...?

Some helpful worship websites

Pastoral Leadership Development PLD

SESSION 8 “Real Life Evangelism”

I. Gather/Prayer/Admin. (15-20 mins.)

PLD is just about finished, you have one more session after this week, so be sure to mention the “next steps” and how people need to be thinking about what they will be doing next. This might be dealt with after the Teaching, as you move into the Mentoring.

II. Teaching (1 hour 35-45 mins.)

Notes on this Session:

Key Resource- *Unbinding the Gospel*, by Martha Grace Reese

“Evangelism” is a very tough topic even to discuss among pastors. The book by Martha Grace Reese does a great job of opening the doors to understanding, further discussion, learning and certainly prayer. This is something of a book review since the materials are so good, but open up the whole topic of how do we do evangelism and help our parishioners to do so, since we have the Great Commission that “commissions” us to do so. Help the pastors wrestle with the key issues and to open up new ways to approach the subject in their churches. The book itself is excellent for congregational study and has a whole process, including a 40 Day all congregational E vent.

Next book: *Seven Practices of Effective Ministry* by Andy Stanley

III. Mentoring (2 hours)

Finish up any case studies that need to be done.

Discuss “next steps” to some extent, and make sure folks have been thinking ahead and working to be prepared when PLD is completed.

Give each person time, as you ask the Key Questions.

“Real Life Evangelism” By Geoff Posegate

- I. Motivation for Evangelism has morphed much in our lifetime
 - A. To save people from hell (Foreign to our upbringing)
 - B. To make people into good, well behaved people (As much evangelism as we knew as a child)
 - C. To turn them into Spirit-filled Christians (charismatic movement of college years)
 - D. To insure church growth
 - E. To save the church

- II. Martha Grace Reese presents the “what” and “why” of evangelism in a way that, I believe, is biblically grounded, theologically correct, and missionally focused.
 - A. The heart of evangelism is a vivid relationship with God.
 - B. The “why”
 - 1. People matter to God. People matter more than church does. (The pathway to a church thriving is to make the yet-to-be reached people in its mission field more important than its own survival)
 - 2. Seeing and loving people through the eyes of God, we seek for all to know this relationship.
 - 3. It’s not about church membership, church growth, or even where you’ll spend eternity.
 - 4. It’s about a relationship with God.

- III. Reese’s keys to healthy evangelism
 - A. NOT
 - 1. Programs
 - 2. Pastor (though needs to lead the congregation in healthy evangelism)
 - 3. Buildings (purge completely “If you build it, they will come!”)
 - B. TWO THINGS
 - 1. Relationship
 - 2. Prayer

- IV. RELATIONSHIP – Threefold
 - A. With God
 - 1. Church people can’t give what they don’t have
 - 2. United Methodists tend to equate church busyness with a relationship with God
 - 3. Help people meet God as a living presence – How has this been done in local churches?
 - B. With each other in the Body of Christ
 - 4. Philippians admonition “Esteem others better than yourselves”
 - 5. Church atmospheres are readable.
 - 6. How can local churches practice that?
 - C. With yet to be reached people
 - i. Schuller’s principle to find a need and fill it
 - ii. More than that – Find people with the need, and build relationship with them as you join them to meet the need
 - b. Reese suggests this is like a stool with three legs – all needed; the absence of any one calls the stool to fall.
 - D. BANDWIDTHS, BARRIERS, AND BRIDGES - Very analogous to Direct Hit
 - a. Barriers
 - i. Absence of Prayer
 - 1. Central, seeking the heart of God and the will of God prayer – see quote at bottom of page 42

2. Need a “prayer 101” in most churches – Reese’s instructions to the Benton Street Disciples of Christ Church – page 43 ff.
 3. Remember, this is the first of Borden’s recommended three teams
 4. Something done consistently for 21 days
 - ii. Unhealthy relationships. Which legs of the stool above need attention?
 1. One stat that never changes – 60% of those who came to congregation and stayed did so because of personal invitation. (page 76)
 2. Return because of warmth of participants
 3. People are most open to the Gospel at crisis/change seasons of life when relationships most needed
 - iii. Unclear motivation. See previous.
 - iv. No sense of urgency.
 1. We’re being disobedient to our marching orders. (Matthew 28:19.)
 2. People are lost.
 - v. Self-vision is unclear.
 1. Long term church people think church IS the culture. (p. 14)
 2. Borden’s second team – the Vision/Urgency team.
 - vi. others?
- b. Bandwidths
- i. Key questions (Simple Church – measure success horizontally…)
 1. Are we helping this person move into relationship with God?
 2. Are we helping this person move into relationship with community?
 - ii. Specific bandwidths
 1. Children and youth of the congregation
 2. Children and youth’s friends
 3. People attached to your church who never joined
 4. Committed Christians from similar church backgrounds
 5. Committed Christians from different church backgrounds
 6. People raised in church who drifted away. (COR bandwidth)
 7. People raised in church who were hurt
 8. Unchurched people who are LIKE current church members
 9. Unchurched people who are DIFFERENT than church members
- c. BRIDGES
- i. Most evangelism will happen via relationships
 - ii. “Natural bridges” of contact (Chuck Hunter)
 1. F.R.A.N. – friends, relatives, acquaintances/co-workers, neighbors/networks
 2. Reese
 - a. Needs of people in your neighborhood
 - b. Logical opportunities to meet new people
 - c. Gifts and passions God has placed in the congregation (Such as healing here at First UMC)
 - iii. The need to leave the church ghetto. (See Bill Hybels – Just Walk Across the Room)

- DI The value of having a woman's voice and heart in the field of evangelism:
- d. Stereotypical male – task focused, fix-it
 - e. Stereotypical woman – midwife, birth it – quote on page 93.
- VII. Final word – quote on page on page 110 (Item 7)

Additional Resources:

- *Unbinding Your Church* by Martha Grace Reese
- *Unbinding Your Heart* by Martha Grace Reese
- *A.K.A. Lost- Discovering Ways to Connect with the People Jesus Misses Most* by Jim Henderson
- *Jim and Caspar go to Church* by Jim Henderson, Matt Caspar

Twenty Practical Ideas for Evangelism from Bob Farr

- a. Move the fellowship hall to the front door—upgrade hospitality.
- b. Re-do your signage and upgrade the outside! You just need to freshen up a bit.
- c. Join every organization in town—network with every business and everybody you can.
- d. Hold two or 3 big events a year and invite, invite, invite—give out prizes.
- e. Hand your members things you hand-out or mail.
- f. Do neighborhood blitzes.
- g. Set up in local supermarket and give something away.
- h. Upgrade all print materials.
- i. Liven up and pick up the worship experience.
- j. Direct mail—internal cards and external mailings.
- k. Go to sermon series.

- l. Call the newspaper every week with information.
- m. Go off site if you need to.
- n. Link your mission work with evangelism.
- o. Preach invitational living
 1. Remember 80% come by invitation.
 2. Another 10 % by drive by
 3. Another 5% from web page.
- p. Go on line—web page
- q. Upgrade nursery and front entrance.
- r. Risk turning off some folks.
- s. Decide what 2 or three things you can do best and stick with them.
It all starts with you!

Ten Tips for surviving change:

- a. If you believe it with all your heart, fight for it with all your might, you might be right.
- b. The best things are not things, they're people and relationships!
- c. Your duty is to keep your mouth open. "Only dead fish go with the stream all the time."
- d. Set the table for the unexpected guest.
- e. Every change gets tougher, without some success.
- f. Be able to laugh at yourself, interests, and authenticity.
- g. If you're going to lead, you're going to bleed.
- h. Remember, this is not a popularity contest.
- i. Lead, don't push—get out on a limb, but make sure it is on the tree.
- j. Preach change, change happens when you preach.

Additional Resources:

- *Beyond the First Visit- the Complete Guide to Connecting Guests to Your Church-* Gary L. McIntosh
- *TurnAround Strategies for the Small Church-* Ron Crandall

Pastoral Leadership Development (PLD)

SESSION 9 “Structuring for the Mission”

This is your final session of PLD and it will be important to do an “evaluation” in the session since that will get us the best return. We will supply you a standard evaluation form, and ask that you give it to the folks, have them fill it out and return it. Please return these to the Conference office, Rev. Bob Farr.... It might be best to hand the evaluation form out just as you go into the Mentoring time, and have them complete it then. That will cut into the time for mentoring but it is important to do this evaluation for the participant as well as for the planning for the future of PLD.

There will need to be some further discussion of “next steps” though you don’t have to spend a lot of time on this.

Thanks so much, we hope it has been a great experience for you as the leader as well as the participants!

I. Gather/Prayer/Admin. (20-25 mins.)

You might spend a little extra time in prayer, giving thanks for the journey you have shared with the people in this PLD group. And pray for understanding of what God wants you to do for your “next steps.”

II. Teaching (1 hour 35-40 mins.)

Notes on this Session:

Key Resource: Seven Practices of Effective Ministry- Andy Stanley

This is a very good lesson for practical impact on your church. The seven practices will make for more effective and “proactive” ministry. This is something of a “nuts and bolts” session and gives some very good tools for pastors to use with their laity leaders. Take time to understand key points, as you can go through all seven or spend a lot of time on the first one or others that seem most important.

III. Mentoring (2 hours)

You could actually do the evaluation before you begin the mentoring so as to get good return. Some pastors like to take it home and reflect on the experience and prefer not to fill it out there, so you might have to deal with this.

You may have case studies left to do. You may have key issues that people are dealing with that they might like to share. It will be good in the mentoring time to give each person some time to think about the value of PLD for them, to talk about specific progress in their church, to look ahead to what is coming next for them. You should be able to give each 15-20 minutes, but keep time and make sure all get a chance.

It would be great to come together and have a closing commitment time and prayer of thanks and discernment for the future....this could be meaningful since this is the completion of this group being together.

Additional Resources:

I Refuse to Lead a Dying Church by Paul Nixon

Entering the World of the Small Church by Anthony G. Pappas

“Seven Practices of Effective Ministry”

By Geoff Posegate

- I. ON FIRST READING, I WAS RESISTANT**
 - A. Another impossible comparison with a new church start in a rapidly growing area**
 - B. However, I realized that Andy Stanley, Reggie Joiner, and Lane Jones have not presented theory or program**
 - C. They have presented PRACTICES – Not necessarily THE practices, but some that seem to support MOVEMENTAL over MAINTENANCE.**

- II. ENGAGING STORY**
 - A. As a laboratory of sorts, the authors use baseball (clearly leaning toward Atlanta Braves, a little hard for dyed-in-the-wool Cardinal fan.)**
 - B. First thing well need to decide is whether or not that link is applicable.**
 - C. Are we like a BASEBALL TEAM**
 - 1. multiple positions**
 - 2. central aim**
 - 3. clear measure of whether or not aim is addressed**
 - 4. evolving, yet centrally focused (Whitey-ball vs. long-ball)**
 - D. Or are we more like the crowd**
 - 1. aim is less clear – here for the game or the concessions?**
 - 2. multiple goals – see team win, be with friends, get drunk on \$7.75-at-a-pop beer?**
 - 3. more amorphous in identity and aim**
 - 4. just the being together is sought?**
 - E. WHEREVER WE ARE ON THAT SPECTRUM WILL DETERMINE HOW WE RECEIVE THIS BOOK**

- III. WHERE THE BOOK CAUGHT ME**
 - A. “I’d skip this meeting for a root canal!” (Tired of meeting and studying, let’s get to doing)**
 - B. “Before circumstances change, I might have to change.”**

- IV. PROCESS FOR THIS SESSION**
 - A. Quick overview of each practice.**
 - B. Strengths and liabilities in each**
 - C. If I buy it, how would I give it legs in my ministry?**

- V. CLARIFY THE WIN**
 - A. How do we communicate what’s important and what really matters?**
 - B. How do people know when we’re getting ahead, how do they know when to cheer.**

- C. **Example - get more people in pews vs. CONNECT, SHAPED, SENT, CONNECTING**
- D. **Alignment (Simple Church)**
 - 1. **Keep the win Simple**
 - 2. **Keep the win specific**
 - 3. **Restate frequently and creatively (Stanley – vision does not stick)**
 - 4. **Clarify at every level**
- E. **Note non-numeric goals (page 71)**
- F. **If we do not clarify the win, others will**
- G. **STRENGTHS, LIABILITIES (Is “win” the right language? Does clarify mean “dumbing down”?)**

VI. THINK STEPS, NOT PROGRAMS

- A. **See statement, page 95.**
- B. **Don’t mistake activity for progress**
- C. **There is a gravitational pull toward programming/busy-ness**
- D. **Don’t think of meeting needs as much as getting people to where they need to be.**
- E. **Steps need to be EASY, OBVIOUS, STRATEGIC**
- F. **STRENGTHS/LIABILITIES (How do we feel about “if it’s not easy, they won’t do it.” – p. 37.)**

VII. NARROW THE FOCUS

- A. **Do fewer things for greater impact. (Simple Church, Put On Your Own Oxygen Mask First)**
- B. **Gravitational pull toward complexity**
- C. **Instead of being strong somewhere, we become weak everywhere**
- D. **Do less in order to grow more**
- E. **Kill what’s not working**
- F. **Do your specific environments exist to promote your church, or does your church exist to promote specific environments?**
- G. **STRENGTHS/LIABILITIES**

VIII. TEACH LESS FOR MORE

- A. **Be honest about the United Methodist tendency toward information glut.**
- B. **Get the right information to the right persons in the right positions.**
- C. **Teach with the end in mind – How do you want people to become?**
- D. **Decide what to say, say one thing at a time, decide how to say it, say it over and over.**
- E. **Key Question: On retirement, when someone says, “The one thing I learned from you that I’ll always remember is...” What do you want that to be? (Keeping in touch with passion)**
- F. **STRENGTHS/LIABILITIES**

IX. LISTEN TO OUTSIDERS

- A. When surrounded only by people who think like you, that becomes the only way to think.**
- B. We become church insiders only reading insiders.**
- C. Learn the language of those on the outside. Learn from them. (Vincent Donovan. Christianity Rediscovered)**
- D. Make decisions based on who we will reach more than who we will keep.**
- E. STRENGTHS/LIABILITIES**

X. REPLACE YOURSELF

- A. The good of the movement is most important. (Remember the covenant prayer.)**
- B. Practice apprenticeship.**
- C. Don't ask for volunteers – recruit.**
- D. Effective volunteerism and replacement grows exponentially.**
- E. Break it down, hand it off, let it go.**
- F. STRENGTHS/LIABILITIES**

XI. WORK AT IT

- A. Evaluate constantly.**
- B. Everything must be measured against the mission and the values.**
- C. Celebrate wins! (Most church information is about needs and crises.)**
- D. STRENGTHS/LIABILITIES**

Seven Practices of Effective Ministry

Southeast District Pastoral
Leadership Development –
Session 9



Are we more like a **BASEBALL
TEAM** or like a **CROWD**?



- “I’d skip this meeting for a root canal!
- “Before circumstances change, I might have to change.”



1. CLARIFY THE WIN

- How do we communicate what's important and what really matters?
- How do we know when we're getting ahead; how do they know when to cheer?
- Alignment (Simple Church): Keep the win simple and specific, restate it frequently and creatively, clarify it at every level.
- If we do not clarify the win, others will.



2. THINK STEPS, NOT PROGRAMS

- Don't mistake activity for progress.
- There is a gravitational pull toward programming/ "busy-ness".
- Don't think of meeting needs as much as getting people where they need to be.
- Steps need to be easy, obvious, strategic.



3. NARROW THE FOCUS

- **Do fewer things for greater impact.**
- **Gravitational pull toward complexity.**
- **Instead of being strong somewhere, we become weak everywhere.**
- **Do less in order to grow more.**
- **Kill what's not working.**
- **Do our specific environments exist to promote our churches, or do our churches exist to promote specific environments?**



4. TEACH LESS FOR MORE

- **Get the right information to the right persons in the right positions.**
- **Teach with the end in mind – How do you want people to become?**
- **Decide what to say, say one thing at a time, decide how to say it, say it over and over.**
- **“The one thing I learned from you that I’ll always remember is...”**



5. LISTEN TO OUTSIDERS

- We become church insiders, listening only to insiders.
- Learn the language of those on the “outside.” Learn from them. (See Christianity Rediscovered by Vincent Donovan.)
- Make decision based more on who we will reach than who we will keep.



6. REPLACE YOURSELF

- **The good of the movement is most important. (The Wesleyan Covenant Prayer.)**
- **Practice apprenticeship.**
- **Don't ask for volunteers and wait – actively recruit!**
- **Effective volunteerism and replacement grows exponentially.**
- **Break it down, hand it off, let it go.**

7. WORK AT IT

- **Evaluate constantly.**
- **Everything must be measured by the mission and the values.**
- **Celebrate wins!**



How to Fully Resource the Church

By Bob Farr

1. Build a _____ of generosity.

Laying a foundation of Biblical principles.
Teaching management of personal finance.
Demonstrating changed lives.
Openness and accountability.
Showing fruits.
Building trust.

2. Has to be _____ lead.

10 reasons I give.

- 1- I like myself better when I give.
- 2.-I surrendered my life to Christ and he instructs me to give.
- 3.-It makes me discipline my life.
- 4.-It's my guard against greed.
- 5.-It reminds me it's not my stuff.
- 6.-I love the vision of this Church of the Shepherd.
- 7.-I loves seeing the difference my giving makes in peoples lives.
- 8.-I love to be a part of something that will outlast my life.
- 9.-I want to be a good example to my children.
- 10.- I want to position my life for blessings from God.

3. It has to be _____ conversations on multiple levels

Weekly encouragement.
Embedded in every Sermon series.
Sermons to emphasis healthy giving, spending and saving.
Vision gathering.
Small group gathering.
Change lives stories - new newsletter
Monthly reminders.
Alternative revenues.
Those more involved give more.

4.-It has to have _____ application.

American families are to deep in debt.
Money issues are tearing families apart.
Money is the number one reason for marriage breakdown.
Giving rate is falling and so is the saving rate.
Most want to help the church but financially cannot because of poor money management at home.

Here's what we know about Increasing your Generosity

Based off of George Barna Resource

Reality _____.

- 1- In America, \$125 Billion will be given to nonprofits this year, \$60 billion will be given to churches.
- 2- Giving to religious causes in general is declining.
- 3- Average amount of per person giving is declining.
- 4- Fewer people give regularly.
- 5- Is it stewardship or fund raising?

Myths and _____.

- 1- Boomers don't give.
- 2- People who are theologically more conservative give more.
- 3- Adults with children give less.
- 4- Higher income people give more regularly.
- 5- People give better to well documented carefully conceived budgets.
- 6- Donors feel bombarded by information.
- 7- Donors would rather do than give.
- 8- Funding raising events raise more money than just giving.

The truth about _____.

- 1-Credibility is critical.
- 2-Appealing to results more important than ideology.
- 3-Planned giving is important for future.
- 4-Developing relationship key.
- 5-High touch key.
- 6-Vision for future.
- 7-Send reinforcements.

Why people _____ to churches.

- 1-Shared cause.
- 2-Ministry efficiency.
- 3-Ministry influence.
- 4-Urgent need.
- 5-Personal benefit.
- 6-Relationship with ministry.

Segmenting the _____ base.

- 1-Treating unequal unequally.
- 2-Treating new attendee and old differently.
- 3-Don't have people manage the money who don't give the money.
- 4-Look at volunteers through a different lens.
- 5-Use Sunday morning disclaimers.
- 6-Have a marketing strategy.

Challenges to Churches

- 1- You are raising money for life _____, not organization survival.
- 2- People give to people and causes, _____ institutions or programs.
- 3- Repeat donors must be _____.
- 4- No _____ for integrity.
- 5- A _____ church is an impoverished church.
- 6- People give to _____, tell your stories.
- 7- Fundraising is a means to an end. _____ on the end facilitates the means.
- 8- Dream _____; pray _____; ask _____; minister _____.
- 9- Ministry donors do not just give, they _____.
- 10- Stewardship is a _____, not an event.
- 11- Listen carefully, respond strategically, _____ people sincerely.
- 12- Use the pastor _____ in the stewardship process.
- 13- People appreciate _____ information.
- 14- Let love, compassion and servanthood _____ dollars be your motivation.

A few ideas to try

Electric funds transfer

Send monthly reminders

Power of One

Offer Good Sense Courses

Tell life changing stories during offering

Visions nights

Move annual campaign from fall into spring

In home small group talks

How to Fully Resource the Church - ANSWERS

1. Build a culture of generosity.

Laying a foundation of Biblical principles.
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- 5- A visionless church is an impoverished church.
- 6- People give to winners, tell your stories.
- 7- Fundraising is a means to an end. Focusing on the end facilitates the means.
- 8- Dream big; pray big; ask big; minister big.
- 9- Ministry donors do not just give, they invest.
- 10- Stewardship is a lifestyle, not an event.
- 11- Listen carefully, respond strategically, thank people sincerely.
- 12- Use the pastor appropriately in the stewardship process.
- 13- People appreciate useful information.
- 14- Let love, compassion and servanthood not dollars be your motivation.

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Send monthly reminders

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Offer Good Sense Courses

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Move annual campaign from fall into spring

In home small group talks

Self-Care!

I. What triggers momentum?

For church.

For faith.

For life.

a. Something new!

2 Corinthians 5:17 - Anyone who is joined to Christ is a new being; the old is gone, the new has come.

II. What sustains momentum?

Excellence.

1 Peter 2:5 - Come as living stones, and let yourselves be used in building the spiritual temple, where you will serve as holy priests to offer spiritual and acceptable sacrifices to God through Jesus Christ.

Determination.

Proverbs 6:9 - How long is the lazy man going to lie around? When is he ever going to get up?

Plan for development.

Luke 14:28 - If one of you is planning to build a tower, you sit down first and figure out what it will cost, to see if you have enough money to finish the job.

III. What's the plan?

Devotion

Daily method of S.O.N.

Scripture reading.

Observation

Naming

Readiness for learning

Lifetime learner

Lifetime creating

Sharpen learning by

Reading something.

Observing it.

Hands on experiencing it.

Investing is key to relationships

Need to have the capacity to be influenced and to influence.

Calibration is key to success

Vision

Do we have a microscopic view of life?

Jeremiah 1:11 - The Lord asked me, "Jeremiah, what do you see?" I answered, "A branch of an almond tree."

Do we have a **telescopic** view of life?

Mark 10:27 - Jesus looked straight at them and answered, "This is impossible for human beings but not for God; everything is possible for God."

Exercising

Number 1 block to Spirituality or Spiritual well being is **fatigue**.

1 Corinthians 6:19-20 - Don't you know that your body is the temple of the Holy Spirit, who lives in you and who was given to you by God? You do not belong to yourselves but to God; he bought you for a price. So use your bodies for God's glory.

IV. Put on your own oxygen mask.

Style of leadership

1. **Enable**.
2. **Managerial** and **professional**.
3. **Transformational**.

Adaptive

Break through

Apostolic

Does your context fit your call and style?

Does your skill set match your call?

Write your own personal mission statement.

Tips for survival.

- Take day off and take a vacation
- Get into a peer-mentoring group or some collaboration group.
- Read, read, read.
- Exercise
- Pray and silent times
- Coach
- Have fun and play
- Worship at least four times a year at someone else's church.
- Put accountability team around yourself.
- Get in week Bible study with other laity where you are not leading.
- Do less of what you hate.
- Do more of what you like.

RESOURCE BOOKS: *A Passionate Life* by Mike Breen & Walt Kallestad
Momentum for Life by Michael Slaughter

Self-Care!
By Bob FARR

I. What triggers momentum?

For _____.

For _____.

For _____.

a. Something _____!

2 Corinthians 5:17 - Anyone who is joined to Christ is a new being; the old is gone, the new has come.

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Style of leadership

1. _____.

2. _____ and _____.

3. _____.

Does your context fit your call and style?

Does your skill set match your call?

Write your own personal mission statement.

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