



Equipping Leaders • Discipling Children • Planting Churches

Church Planting Remixed

(Edition 2020)

Participant Manual



A Church for Every Child!

©www.zimzamglobal.org

October 2020

Table of Contents

Introduction/Welcome	1
Why Children are Critical to Church Planting	4
What Makes a Church? Children and the Church (CP-1)	9
Why Church Planting (CP-2)	14
Planting a Healthy Church (CP-3)	20
Phases of Church Planting: Phase 1 – Planning (CP-4)	26
Strategic Plan (CP-5)	33
Igniter Project	36
Phase 2 of Church Planting: Evangelism (CP-6)	39
The Gospel Message	44
Operation Andrew	51
Phase 3 of Church Planting: Discipleship (CP-7)	55
Phases 4 & 5 of Church Planting: The Maturing & Reproducing Church (CP-8)	61
The Church A Refuge: Child Protection & the value of people with Disabilities	67
“Less is More” Leadership Part 1	81
“Less is More” Leadership Part 2	89

Welcome

Overview of Training Objectives

Welcome and Introductions

The facilitative approach.

ZimZam Global has several unique aspects in the equipping of leaders to start new churches and this also includes how the training is conducted. We use an approach that is called the facilitative approach. We value the life and ministry experience of each one of you. This approach recognizes there is a room full of wisdom. As facilitators will also be profiting from being with you in this training. You are invited and will continually be asked to add your life and ministry experience into this training. The facilitators are not the experts with the final answers, we are fellow servants with you, of our Lord Jesus Christ. We will have discussion questions, and these will take place in various size groups. This symbol in your participant manual indicates discussion questions. This is a journey, together with the other participants, with a goal that goes beyond information gathering. It is our prayer that this will be transformative to your ministry and churches you are called to serve.



What is Church Planting Remixed?

Instead of following the usual formula for church planting, we believe making a basic, yet profound, change in the focus will have a tremendous impact: that focus is on the great power and potential of children.

1. It is not a New Definition of the Church

- Church Planting Remixed in no way attempts to introduce a new definition of what a biblical New Testament church is.
- There are many perfectly good working definitions of the church, which inform us what makes up a healthy, biblical church. ZimZam Global has no intention of departing from orthodoxy and, in effect, redefine what a church is. We will be using a widely-held definition of the church, which is both biblical and useful for our purposes.

2. It is NOT a New Church Planting Model

- Church Planting Remixed can be laid over the top and used in the context of existing church planting models.

3. It is a Unique Approach to Church Planting with a Different Emphasis from Traditional Methods

- Traditionally, church planting has focused on adults.
- After churches become established, focus is placed on ministry to children and youth.
- While children are a part of the church body, they often are not a focus in the life, ministry and outreach of the church. As a result: church planting moves ahead very slowly, and the church fails to make the impact that it could.

4. Church Planting Remixed means we will purposefully and strategically focus on the power and potential of children and:

- Reach out to them, love them, and serve them
- Evangelize and disciple them.
- Put them in a place of prominence in the church.
- Train them and lead them like the important people they really are.
- Build the church upon the foundation of the youth.
- Bring them to the place of becoming one heart and one mind with the church

ZimZam Global's Ministry Purpose Statement:

"Multiplying healthy churches among all peoples through children, youth and families."

Within this statement are four key concepts:

- ***Multiplying***
- ***Healthy***
- ***Churches***
- ***Through Children, Youth, and Families***

During this ZimZam Global church planting training over the next _____ you can expect to gain the following:

- A vision for a new church plant movement.
- Planting churches through focusing on children, youth, and families.
- Discover that Children can be key in establishing a new church.
- You will have a plan on how to put together and solidify a church plant team.
- Hands-on practice in a fantastic children's discipleship ministry.
- You will learn leadership principles on how to accomplish much without sacrificing your family.
- You will begin putting together a Strategic Plan for establishing a new church.

And let's not forget ... This is Church Planting Remixed.

- ✓ This training is unique and distinct because we believe God's heart for children not only compels us to plant churches, but ***to also plant a special kind of church*** – one that loves and serves children and others in our communities that are often neglected.



In your group state the traditional approaches to church planting that you have seen and experienced and discuss their advantages and disadvantages. Someone in the group take notes, so that you can share with the large group when you are called back together.

Why Children are Critical to Church Planting

We believe children are critical to church planting for the following six reasons:

1. **A Jesus-Centered Ministry to Kids is Urgent**
2. **God's Heartbeat is for Children**
3. **What is Rooted in the Heart of a Child is Almost Impossible to Uproot in the Life of an Adult**
4. **Probability of Responding in Faith**
5. **Model of Servanthood**
6. **Through Children We Can Reach the World**

1. A Jesus-Centered Ministry to Kids is Urgent

"Deep down, I have come to the conclusion that the reason (children) are such a low priority to the great human institutions that seek to control this world, both secular and Christian, is that an invisible battle, a spiritual war, rages over each and every child. It is above us and beyond us and engages the full fury of the hosts of both heaven and hell. Children may be ignored by government, church, and mission – but not by Satan or God Almighty." –Wes Stafford



In small groups (5 or so people), answer this question: What evidence have you seen to support the statement by Wes Stafford? Time allotted is 5 minutes. (Yes, it's quick, but keep it moving.)

1. A Jesus-Centered Ministry to Kids is Urgent

"The winning of a child to Christ is our most important task today. When we save a child, we not only save a soul, but we gain a life. Children have the right to demand your best leaders, your best materials, your best facilities." -Henrietta Mears

2. God's Heartbeat is for Children

Jesus said:

"...Truly I tell you, unless you change and become like little children, you will never enter the kingdom of heaven." –Matthew 18:3

"It would be better for them to be thrown into the sea with a millstone tied around their neck than to cause one of these little ones to stumble." -Jesus, Luke 17:2

2. God's Heartbeat is for Children

"What do you think? If a man owns a hundred sheep, and one of them wanders away, will he not leave the ninety-nine on the hills and go to look for the one that wandered off? And if he finds it, truly I tell you, he is happier about that one sheep than about the ninety-nine that did not wander off. In the same way your Father in heaven is not willing that any of these little ones should perish." -Matthew 18: 12-14

Kenneth E. Bailey, in his book, *The Cross and The Prodigal*, asks and answers the following question.

"The ninety-nine are left in the wilderness. They are certainly left with under-shepherds and quite likely in a cave. Yet, is it wise to leave the ninety-nine and wander away searching for the one? Indeed, it is the shepherd's willingness to go after the one, that gives the ninety-nine their real security. If the one is sacrificed in the name of the larger group, then each individual in the group is insecure. He knows that he too is of little value. If lost, he too will be left to die. When the shepherd pays a high price to find the one, he thereby offers the profoundest security to the many."

3. What is Rooted in the Heart of a Child is Almost Impossible to Uproot in the Life of an Adult

"Everyone who hears these words of mine and puts them into practice is like a wise man who built his house upon the rock." -Matthew 7:24

- Childhood experiences impact adulthood
- Adults tend to come to Christ through brokenness
- Children tend to come to Christ through relationships with mature Christian adults who are invested in their lives.

"If we nurture the dreams of children, the world will be blessed. If we destroy them, the world is doomed." –Wess Stafford

4. Probability of Responding in Faith

- Age 5: Greatest time of learning
- Age 6: Moral values set for life
- Age 9: Worldview made for life
- Age 12: Celebrate entering adulthood
- Age 13: Religion is decided for life
- 85% of those who decide to follow Jesus do so between the ages of 4 and 14. This is known as the 4/14 window.

5. Model of Servanthood

- When churches invest in children and value souls, no matter what the age, it models the servant heart of Jesus.

“When a ministry is gospel-centered, children and youth are valued. Children are not viewed as a nuisance. They aren’t put in the back to be taken care of while the adults do the important stuff. Instead they become a priority, starting with the pastor and church leadership, and working its way all the way down.” --Ryan Frank, Kidzmatter

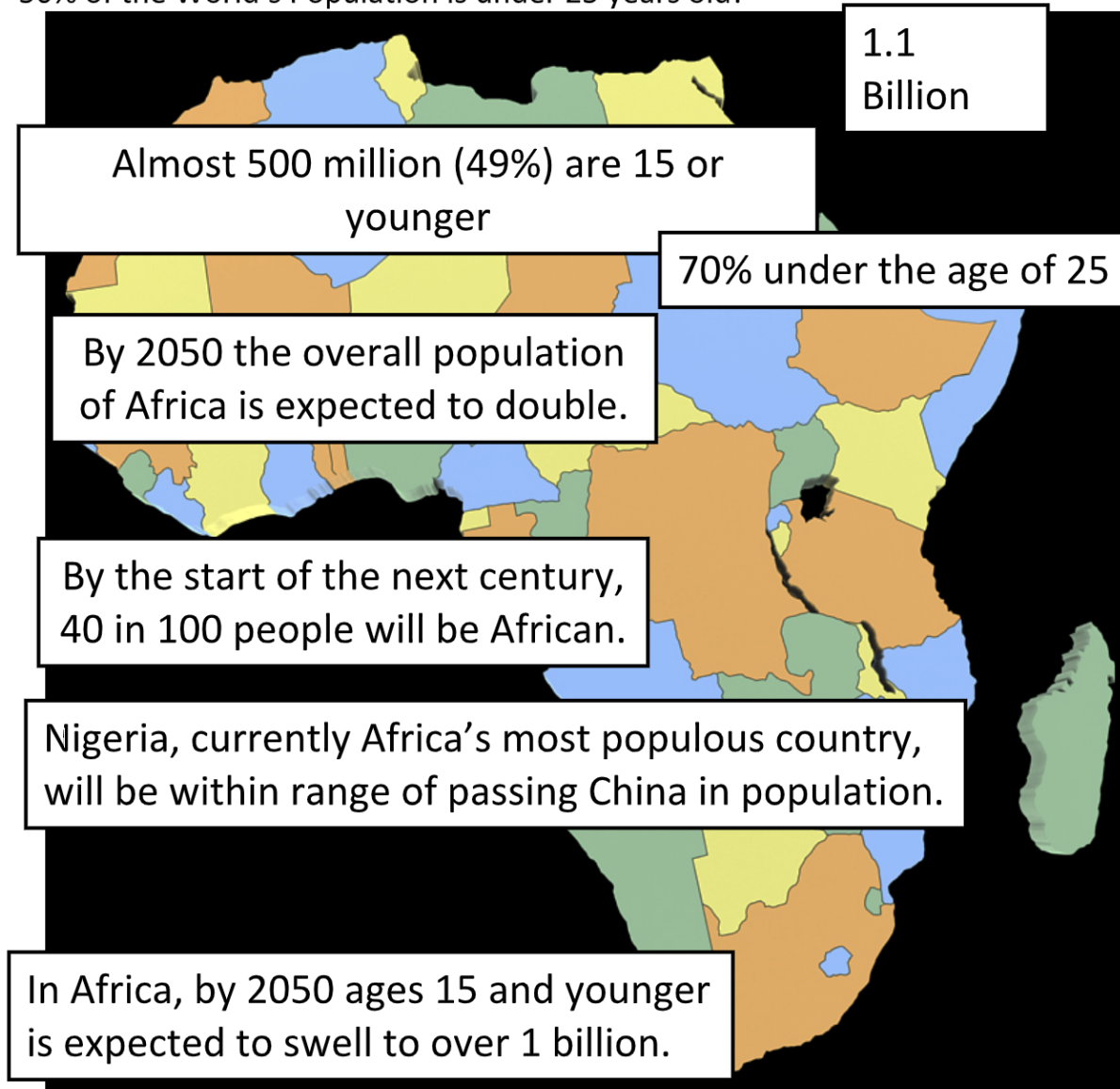
In the disciples’ eyes, the children were a distraction as they discussed more “important” issues... But: Jesus: “Let the little children come to me, and do not hinder them.” –Matt. 19:14

- When we minister to kids – getting to know who they *really* are, climbing into their world, listening to them, and bringing joy to their lives – we model the same posture of our Savior, who came *down* to us, emptied Himself, and in humility took on the form of a servant in order to demonstrate His love in ways we could understand. –Phil 2:6-8

6. Through Children, We Can Reach the World

- Time of rapid change: “Great Transition”
- For the first time since the early days of the church, the church is primarily a non-white, non-western and non-wealthy religion.

50% of the World's Population is under 25 years old!



6. Through Children, We Can Reach the World

- Kids are flocking to hear stories about Jesus, then telling their parents and grandparents the stories they hear.
- Key role evangelism and discipleship of children can play in church planting in Africa and beyond

"We cannot fulfill the Great Commission without reaching the children."

—Bishop Stephen Maphosah

- We must seek the Lord and ask for innovation and creativity moving forward.



As Pastors/Church Leaders, what will be the experience of a child in your church?

"A church that is great at helping 4- to 14-year-olds flourish spiritually will attract those who are looking for a church to call home. If a church wants to be missional with families, it must be missional with the kids." - Pastor Steve S. Chang, Living Hope Community

We believe in the impact of putting **children** first!

The Vision of ZimZam Global

A Church for Every Child.



What Makes A Church?

Children and the Church (CP-1)

What Makes a “Church”?

Before discussing *how* to plant a church, we must identify what a local church *is*. Because there are so many styles, traditions, and forms we have become familiar with in our local church, it can be a challenge to discern what aspects are biblically mandated and those that are more culturally-driven and non-essential.



Discussion (5-8 minutes): In groups of 4 or 5 discuss how you would describe what a local church is. You might start by considering some characteristics that you believe are required for a church to be a local church.

Five Core Biblical Components of the Local Church

Here are five Biblical components, true of all churches, which help describe the foundation for any church planting effort.

1. A Church is a Spiritual Entity

- Conceived by the Father
“and to make plain to everyone the administration of this mystery, which for ages past was kept hidden in God, who created all things. His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms.” -Ephesian 3:9-10
- Built by Christ
“I tell you that you are Peter, and on this rock, I will build my church and the gates of hades will not overcome it.” -Matthew 16:18
- Indwelt by the Holy Spirit:
“In him you also are being built together into a dwelling place for God by the Spirit.” - Ephesian 2:19-22

2. A Church is Believers in Christ

- The church is made up of believers who have faith in Christ alone for salvation.
“To the church of God in Corinth, to those sanctified in Christ Jesus and called to be holy, together with all those everywhere who call on the name of our Lord Jesus Christ – their Lord and ours.” (1 Cor. 1:2)
- Emphasis is on the church as a people rather than an institution. Not everyone in a church meeting is a believer, but without believers it is not a church.
- Notice the inclusiveness: “... all those everywhere who call on the name of the Lord”. There is no class system or order of importance. The church is made of diverse believers who all come to Christ together and on the same level.

3. A Church is Committed to Gathering

- The church gathers and meets in order to serve God and one another.
“... not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the day drawing near. -Hebrews 10:25
- Church buildings are not necessary but regular, purposeful meetings are.

4. A Church Has Recognized Leadership

- Within the church there is a group with the task of being leaders.
“The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you.” -Titus 1:5
- Leaders provide structure, direction, care, teaching, equipping, and spiritual oversight under Christ’s headship.
- A paid pastor is not essential, but recognized leaders are.

5. A Church Fulfills Biblical Functions

- The church was designed to do something. What is it? The Church is God’s primary vehicle for revealing God’s truth and the nature of the Kingdom of God among all peoples. In short, it is God’s program for accomplishing His work today.
- Here is an excellent Biblical summary of the church:
“Christ founded the church (Matthew 16:18), purchased it with His blood (Acts 20:28) and intimately identifies Himself with it (Acts 9:4). The church is the body of Christ (Ephesians 1:22-23), the dwelling place of His Spirit (Ephesians 2:21-22), and the chief instrument for glorifying God in the world (Ephesians 3:21). Finally, the church is God's instrument for bringing both the Gospel to the nations and a great host of redeemed humanity to Himself (Revelation 5:9).”
-Mark Dever, *A Theology for the Church*
- God’s purpose for the church is that the church would glorify Himself in the world:
“Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.”
-Ephesians 3:20-21
- The church brings glory to God when she fulfills the following 5 Biblical Purposes of the church:
 1. Outreach (to evangelize)
 2. Worship (to exalt)
 3. Fellowship (to encourage)
 4. Teaching/Discipleship (to edify)
 5. Service (to equip)

-Rick Warren, *Purpose Driven Church*

Read through this passage in Acts 2:42-47 and note how the 5 Biblical purposes (from Rick Warren, *Purpose Driven Church*) were among the various functions of the church in Jerusalem. (This may not be covered in the session.)

"They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."

Suggested Definition of a Church

"A local church is a fellowship of believers in Jesus Christ committed to gathering regularly for biblical purposes under a recognized spiritual leadership."

-*Global Church Planting*, by Craig Ott and Gene Wilson

The Church Has Many Shapes and Forms (may not be shared in session)

House Churches: Meets in home or store, built around edifying relationships, one basic community, primarily led by lay leaders, prevalent in China and India.

Traditional Churches: Public building, program-based, one congregational unity, ordained and paid pastor, majority churches in the west.

Cell Churches: Meets in homes and periodically in public setting for larger meetings, cells are basic church community, grows by training leaders and multiplying cells.

-*Global Church Planting* by Craig Ott and Gene Wilson

Children and the Church

Children are important to God and so they must be important to us. The church has a responsibility to include them in the life of the overall church in order to be effective.

"To be reborn, and to live a reborn life, we always need children around us. They have to remind us what our identity is as members of the new group, the new family that God made us part of. Therefore, children have to be seen in a new way in the African church in general. They have to become more important in the church, an integrated part of the life and ministry of every local church." -Jan Grobbelaar, *Welcoming Africa's Children*

How is the church doing at incorporating children and youth into the life of the church?

Much research has been done in this area, and the results are not very encouraging:

“Children are a mute, marginal caste of Christians in our own churches.”

–Anna Carter Florence, *Theology Today*, July 2007

“About two-thirds of 14-17-year-old students who attend church for at least a year will stop attending church regularly between the ages of 18 and 22.” –LifeWay Research

“Most teenagers who have spent years attending church activities have not integrated their faith into who they are and how they live.” –George Barna, *Barna Group*

“...for so many teens religion is such a taken-for-granted aspect of their lives, they have a nearly impossible time thinking about how their lives would be different if they are more or less religious.” –Christian Smith, *Soul Searching: The Religious and Spiritual Lives of American Teenagers*

While these are US quotes and statistics, the trend is global. There are a growing number of Christian leaders concerned with this trend, and their concern is about a disconnect between the church and the children entrusted to the church for discipling.



Discussion (10 min): In what ways are you seeing children being connected or not connected to the 5 purposes of the church?

Further information to consider: (may not be discussed during the session)

Why Do 18-22-Year-Olds Leave the Church?

Top Reasons They Leave:

“I simply wanted a break from church.” (27 percent gave this as a reason)

“I moved to college and stopped attending church.” (25 percent)

“Work responsibilities prevented me from attending.” (23 percent)

“I moved too far away from the church to keep attending.” (22 percent)

Top Reasons They Stay:

“Church is a vital part of my relationship with God.” (65 percent)

“I want the church to help guide my decisions in everyday life.” (58 percent)

“I feel the church is helping me become a better person.” (50 percent)

“I am committed to the purpose and work of the church.” (42 percent)

– LifeWay Research

Consider the result when children are not disciplined well:

Ineffective children’s ministry leads to children falling away from the church when they become adults. As young adults they move on to the next part of their lives without the church, effectively walking away from their faith. Some come back eventually - but many do not.

Questions for ZZG Church Planters

As we consider the relationship of church planting and children throughout this training, we must think differently. We must pray for innovative minds and open hearts. Here are some challenging questions we want to consider, seeking the Lord for wisdom:

- How can the churches we plant better serve children and youth?
- What are ways we can draw children into the center of the life of the church?
- How can the church make better disciples who stay connected to church for life?
- How does a church become a source of everyday relevance and importance for children?
- How can children become a part of the purpose and work of the church?
- How can the power and potential of children be leveraged so the church can grow and thrive at greater levels?



Discussion (10 minutes): Choose one of the above questions in your group to discuss and then share your thoughts with the larger group.

Why Church Planting? (CP-2)



Discussion (5 minutes): What do you see as the reasons for planting a new church?

Introduction

This session is going to cover two main points as well as common criticisms and concerns of church planting. The two main points that will answer the question, Why Church planting?

1. It is the Most Biblical Method of Evangelism/Making Disciples
2. It is the Most Effective Method of Evangelism/Making Disciples

First, we want to bring some clarity to what is being presented in these two points. There has been a lot of discussion among followers of Christ concerning “evangelism” verses “making disciples.” The Joshua Project sheds some light on this discussion:

Last words are lasting words

Jesus commanded his Church to (a) proclaim the Gospel message (evangelize), and (b) to make disciples. Evangelism and the making of disciples are two complementary tasks.

Evangelize -Mark 16:15

"Go into all the world and preach the gospel to all creation"

Make Disciples -Matt 28:19

"Go therefore and make disciples of all the nations [ethne]"

-The Joshua Project – “Evangelism vs. Disciple Making

The leaders of ZimZam Global agree with The Joshua Project and see no conflict between evangelism and discipleship. We see a scriptural mandate to preach “the gospel” (evangelism) and to “make disciples” of all who by God’s grace respond to the gospel. Furthermore, we see that true disciple making will lead to ongoing evangelism and disciple making. We believe that the “Great Commission” (Matthew 28:18-20, Mark 16:15-18, Luke 24:45-49, John 20:21-23, Acts 1:8) is Christ’s ongoing command to the global church (all Christ followers).

Why Church Planting?

1. It is the Most Biblical Method of Evangelism/Disciple Making

A. The Great Commission Implies it

Especially seen in the “baptism” and “teaching” aspect of the mandate in Matthew 28:18-20.

B. Jesus Taught it

Jesus commanded his disciples to make more disciples and this is the church’s primary role. Matthew 28:18-20

C. The Book of Acts Exemplifies it

Repeatedly the book of Acts demonstrates that a church is the normal and necessary result of carrying out evangelism and discipleship. After many became believers in Acts chapters 2-4 the gathering is called a church in chapter 5.

D. Paul Demonstrated it

Paul's strategy was to go to the largest city of each region and plant a church in each town. See Acts 15:41 and Titus 1:5.

2. It is the Most Effective Method of Evangelism/Disciple Making

"Planting new churches is the most effective evangelistic methodology known under heaven." - Peter Wagner, *Church Planting for a Greater Harvest* (1990)

A. All Living Organisms Naturally are Made to Reproduce

"Hardly anything demonstrates the health of a congregation as much as the willingness and ability – to give birth to new congregations." -Christian Schwartz, *"Natural Church Development, A Guide to Eight Essential Qualities of Healthy Churches"*

- When a living thing is healthy, it grows and reproduces. Similarly, the church is made to grow and reproduce. It is what it is designed by God to do!
- Churches do not live forever. They have life cycles and just like any other living things, whether a short life or long, they ultimately will die. The main question is not how long a church can live but what will be its legacy?
- Don't wait to cast the vision for church planting in your new church. Otherwise it might not happen.

Note: In the US it has been demonstrated that as a church increases in age the church's impact declines.

"Churches after 15 years typically plateau. After 35 years, they typically can't even replace those [members] they lose. New congregations reach a lot more pre-Christian people." - George Hunter and Donald McGraven, *Church Growth: Strategies That Work*

The Impact of the Age of the Local Church on Evangelism:

- A church 10 or more years old has an impact ratio of 89:1. It takes 89 people to produce 1 new believer.
- A church 3-10 years old has an impact ratio of 7:1. It takes 7 people to produce 1 new believer.
- A church 0-3 years old has an impact ratio of 3:1. It takes 3 people to produce 1 new believer.

This means new churches are almost 30x more fruitful than 10-year-old churches.

—from Ralph Moore, *Mobilization for Multiplication*, by Reach Global.

B. Unreached People Groups Need It

The goal of church planting is not just to start another church; the ultimate goal is to see churches planted and the Gospel expanded to under-reached and unreached groups of people. Many people will go unreached unless a church is planted bringing the Gospel to their language and culture (Matt 28:19-20)

The chart below shows that nearly 41% of the world's people groups are unreached.

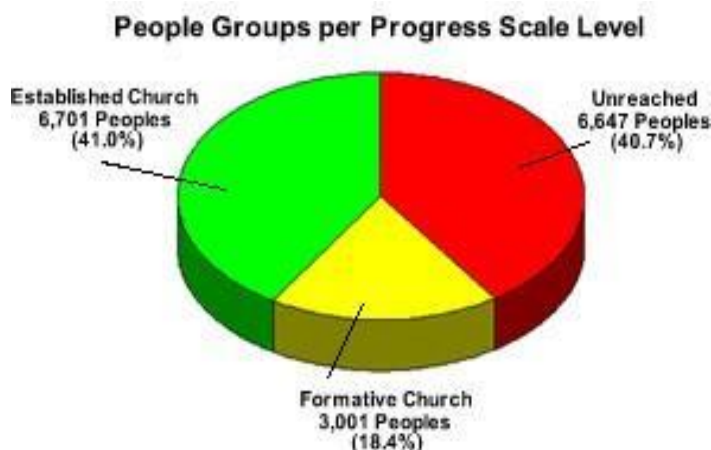


Chart from JoshuaProject.net

“Roughly one-third of the residents of Planet Earth are still without a local church that can share with them the Gospel of Jesus Christ in an understandable and meaningful manner.” - Craig Ott and Gene Wilson, *Global Church Planting*

Unreached People Discovery Exercise

In the table below, list possible unreached people groups that you could reach through church planting. Then tick the box if they are culturally near (same culture as you) or culturally far (different culture). Lastly, tick the box if their location is close to you or further away. Begin to pray for each people group listed and how you can reach them with the good news of Jesus.

People Group	Culturally Near	Culturally Far	Location Near	Location Far

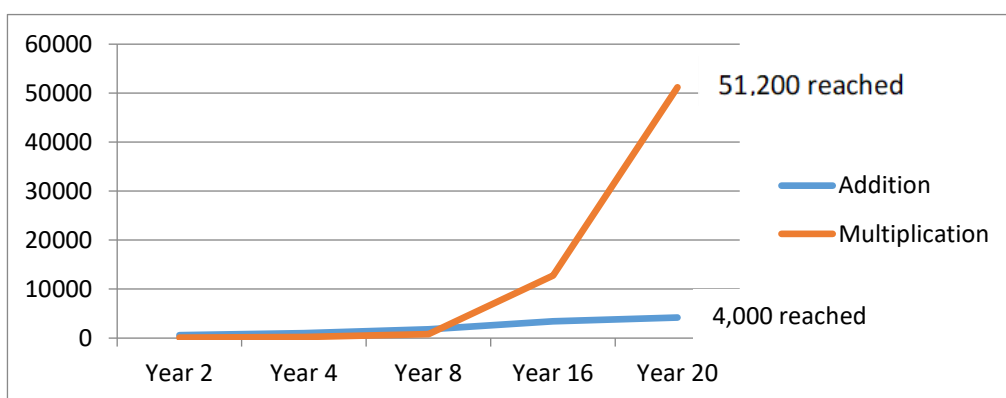
C. It is the Best Way to Reach New People

If your church wants to have the greatest ministry impact possible you must multiply.

“Numerous studies have shown that 60-80 percent of the new adult members of new congregations are persons who were not actively involved in the life of any worshipping congregations immediately prior to joining that new mission.”

- Lyle Schaller, *Why Start New Churches*

Evangelism by Addition versus Multiplication: Compare a church of 200 that adds 200 people per year versus a church of only 50 that plants reproducing churches of 50 every 2 years.



The chart demonstrates multiplying churches can reach a greater number of people over addition and is a more effective of evangelism/disciple making.

In These Countries Church Planting is Having a Huge Impact:

- Korea: In 1900 had no Protestant church. Now there are over 7,000 churches in the city of Seoul alone.
- Africa: In 1900 was only 3% Christian. Today 50% of the population is Christian and church membership is growing 34,000 people per day.
- Nepal: No Christian was officially allowed to live in Nepal until 1960. Now there is a church in each of the 75 districts with estimates of over half a million believers.

In These Countries Not So Much:

- U.K.: church in massive decline and 2/3 of people under 25 do not attend.
- Turkey: where church planting began, but today it is 99.8% Muslim.
- America: more than 4,000 churches close each year with just over 1,000 starting.

-Statistics from *Witness Essentials*, *Operation World* website and Dynamic Church Planting International

D. Churches that Reproduce are Healthier

“Churches that plant other churches grow 80% more than churches that don’t plant others.” - Ralph Moore, *Mobilization for Multiplication*, by Reach Global

What are Some Health Benefits to the Mother Church?

- Increased spiritual passion
- Opportunity to use spiritual gifts
- Place for trained leaders to function
- Experience the joy of nurturing offspring
- God blesses those that give

Common Criticisms and Concerns of Church Planting

- We don't need more churches, just healthier ones
- Fewer larger churches would be more effective for evangelism and ministry
- Creates competition and disunity
- Weakens existing churches
- We are too small to multiply
- It will destroy our momentum
- Our church won't go for it
- Pastors get status for bigger churches, not for planting new ones
- We already give generously to missions
- Can't afford to lose valuable leaders and workers
- Just don't have the time to initiate
- Many new churches struggle
- It is the job of the denomination
- We have too many problems

Four Myths of When to Plant a Daughter Church

1. **Attendance:** Even smaller churches can reproduce. It is not the size of the church, but the size of the church's heart that makes a difference.
2. **Age:** It's never too late for a church to reproduce. In fact, it is a great way to breathe new life into an older church.
3. **Acquisition:** This myth says you need to purchase or acquire a building before you can plant. In fact, it is usually best to rent a facility to avoid the debt burden.
4. **Adequacy:** There is no "perfect" time.

-from Dynamic Church Planting International, *Churches Planting Churches*

What Does a Church Need to Plant a Daughter Church?

A Burden for Lost People... Willingness to Step out in Faith... A Vision for a Place or Region...
Spiritual Maturity... A Generous Spirit... A Kingdom Mindset



Discussion: There has been a lot of content shared about why we plant new churches. We want to hear your response to the following 2 questions.

1. What is God saying to you about planting new churches?
2. What are your thoughts about planting churches through reaching children, youth and families – especially considering focusing on planting a church through reaching children first?

Planting a Healthy Church (CP-3)

In his letter to the Ephesians, Paul speaks in terms of the overarching goal of the church: "... we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

This is what a healthy church is... it is growing, building itself up in love, with each part doing its work.

"Healthy churches are growing churches, making more and better disciples in loving obedience to Christ." -Christian Schwarz, *Natural Church Development*

A study was conducted by Christian Schwarz and detailed in his book *Natural Church Development** (1996). The results of the study found an important link between church health and growth: *Focusing on principles that lead to a healthy church also produce numerical growth!*

*This book will be the source for much of this session's material.

Eight Essential Qualities of Growing Churches

(from *Natural Church Development* by Christian Schwartz, 1996)

⇒ Each of these eight growth principles were found in healthy, growing churches according to Schwartz's study. He suggests if these eight qualities are present, growth will occur. Each principle is:

- Universally valid.
- Interdependent with all the others. No church wanting to grow can afford to overlook any one of these quality characteristics.
- Can be transferred to your own church plant situation.

1. Loving Relationships

*Principle: Loving relationships are the heart of a healthy, growing church.

- Research shows that growing churches manifest a higher quality of spirit and activity demonstrating love than stagnant or declining ones.
- God is a God of relationship and community (Gen. 1:26). The nature of the Triune
- God gives us a picture of a relationship in perfect, equal, and loving interaction.
"... the living, dynamic activity of love has been going on in God forever and has created everything else." -C.S. Lewis, *Mere Christianity*
- Practical demonstration of love endows a church with a much greater magnetic power than all marketing efforts.

“A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.” John 13:34-35

“People do not want to hear us talk about love, they want to experience how Christian love really works.” -Christian A. Schwartz, *Natural Church Development*

“And now these three remain: faith, hope and love. But the greatest of these is love.” 1 Corinthians 13:13



Does anyone have a testimony or story of how loving relationships in the church have impacted the church community or local community?

2. Holistic Small Groups

* Principle: Small groups where believers can find intimate community, practical help, and intensive spiritual interaction are essential for growing churches.

- Small groups assure everyone can find a place of purpose where a believer’s spiritual gifts can be exercised.
- Small groups should be *holistic* in nature, meaning they go beyond discussing Bible passages to applying its message to daily life.
- Planned multiplication of small groups is a great way to identify, train, and release new leaders for the work of the ministry.

“There’s no getting around the fact that any church that wants to make an impact on its people and a difference in its neighborhood will pursue and cultivate small groups.

-Ed Stetzer, “Community Matters: The Role of Transformational Groups in the Church,” The Exchange.

- The largest church in the world, Central Full Gospel Church in Seoul South Korea, has 760,000 members. Its growth came from 35,000 small groups located in living rooms, restaurants and apartment buildings.

3. Empowering Church Leadership

* Principle: Leaders of healthy growing churches concentrate on empowering other Christians for ministry instead of maintaining their own power and control.

- Church growth literature on the topic of leadership typically states that leaders in growing churches tend to be project and goal-oriented. In reality, leaders of healthy, growing churches often concentrate on empowering others for ministry.
- Rather than handling the bulk of church responsibilities on their own, these leaders invest much of their time equipping, supporting, motivating, and mentoring individuals to realize their full potential in Christ.
- Paul encouraged Timothy to “entrust” what Paul had taught him by teaching others. (2 Timothy 2:1-2)

“The likelihood of church survivability increases by over 250 percent when the church offers leadership development training to new church members.” -Ed Stetzer, *Viral Churches: Helping Church Planters Become Movement Makers*

More will be discussed about this in the Less is More Leadership Sessions.

4. Inspiring Worship Service

- * Principle: Inspiring worship is a personal and corporate encounter with the living God and a necessary part of healthy church life.
- The key issue is whether the worship service is an “inspiring experience” for the participant. This kind of service is God-focused, life giving, enthusiastic, and varied.
- When worship services have this dynamic, people will be drawn, and the church will grow.

“Wherever the Holy Spirit is truly at work (and His presence is not merely presumed), He will have a concrete effect upon the way a worship service is conducted, including the entire atmosphere of a gathering.” - Christian A. Schwartz, *Natural Church Development*

“Let everything that has breath praise the Lord. Praise the Lord.” –Psalm 150:6

What does a low-inspiring worship service look like?

Worshippers exhibit a lack of excitement.
Worshippers know and predict the routine.
Worshippers have a low energy level.
Worshippers seldom sense God’s presence.
Worshippers seldom invite guests.

Helpful Questions for you to ask about your church’s worship service:

In what ways is your worship service relevant to daily life?
Describe how your worship service is fresh. Alive. Interesting.
Are any of the worship elements too long? Too short?
What are points of distraction during the worship service?
Do children and young adults feel included?

5. Need-Oriented Evangelism

- * Principle: A key for church growth is for the local congregation to serve the needs of non-Christians with whom it has a relationship with.
- Christians in both growing churches and declining churches have the same number of contacts with non-Christians (8.5 contacts). In growing churches, existing relationships are seen more often as opportunities for evangelism.
- Using appropriate ministries and authentic relationships, believers can guide others into the family of God.
- Growing churches are not “pushy” or “manipulative” in the way they share the Gospel. Their approach is to share it in a way that meets questions and needs.

- If healthy churches thrive when they reach out to non-Christians with the Gospel message, it makes sense that churches include focusing on reaching children and youth, since statistically they are the most open (think 4-14 window).

Helpful Questions for Assessing Your Church's Evangelistic Passion

- Is the Word of God clearly being taught? (Acts 2:42, Eph. 4:11-12, 2 Tim 4:1,2)
- Is there an expectancy that the Holy Spirit works through preaching and teaching of the Word? (Heb 4:12)
- Is the Word of God authoritative, or merely helpful suggestion? (2 Tim 3:16)
- Is it a praying church? (Acts 2:42)
- Is there a heart for missions, both local and global?

6. Functional Structures

* Principle: Functional structures combine the life in the church with systems, goals, and planning to move forward.

"The reason I left you in Crete was that you might put in order what was left unfinished ..." – Titus 1:5a

- The structures in a healthy church promote growth rather than hinder it.
- *Traditionalism* is when a church is bound to tradition. Most declining churches are plagued by traditionalism as it conflicts with this growth characteristic.
- Leaders must consider whether the forms of the church foster life and growth:
 - Are church services conducted at inconvenient times?
 - Is church programming reaching the intended audience?
 - Are financial giving concepts motivating?
 - Are programs aligned?
 - Are leaders functioning according to their spiritual gifts?



How can your traditions or culture hinder or impact your planning as you establish structure in your new church plant?

7. Gift-based Ministry

* Principle: Church leaders have the responsibility to help believers discover, develop, and exercise their gifts in appropriate ministries.

- When a church is operating according to this principle, Paul's words in Ephesians 4:16 come alive. "From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work." Christians are living according to their spiritual giftedness and the Holy Spirit is working through them. Ordinary people can accomplish the extraordinary!
- Schwartz's research shows that no factor influences the contentedness of Christians more than whether they are utilizing their spiritual gifts or not.
- Studies show that most Christians are either not involved in ministry or function in a ministry that does not match their gifts.

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.

-1 Peter 4:10-11

8. Passionate Spirituality

* Principle: Healthy churches are full of people living committed lives, practicing their faith with joy and enthusiasm.

- Key question: "Are the Christians in this church on fire?" A church that lives its faith with passion and fervor will experience success with many methods.
- A godly vision can only be accomplished through a strong and active faith that views obstacles as opportunities and turns defeats into victories.
- The concept of spiritual passion is not the same as having every doctrine correct or enforcing legalistic rules of behavior.
- A church's view of prayer as a privilege and opportunity to engage the living God has a direct relationship to whether a church is growing or not.

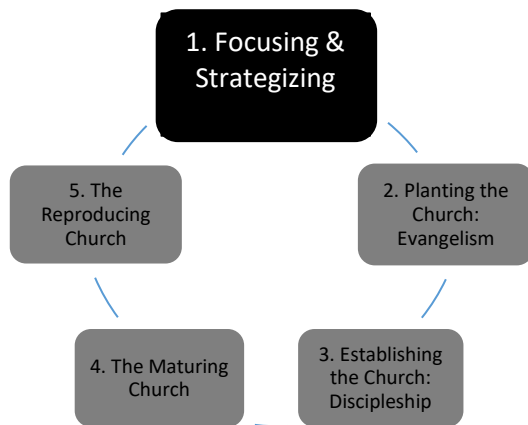
"And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people." - Ephesians 6:18



For discussion: (10 minutes): Place an "X" next to two growth characteristics you might be the most passionate about cultivating in your new church plant in order to reach out to and disciple children and youth. Then share why with your group.

1. Loving Relationships _____
2. Reproduction of Small Groups _____
3. Empowering Church Leadership _____
4. Inspiring Worship Service _____
5. Heart for Evangelism _____
6. Functional Structures _____
7. Gift-based Ministry _____
8. Passionate Spirituality _____

Phases of Church planting: Phase 1 - Planning (CP-4)



About this Phase: This is where the spiritual foundation and direction for the effort is laid. Most of these tasks will happen before a church planting team arrives on location. A vision is developed, a leadership team is formed, a launch team is established, prayer and financial support is established, and a Strategic Plan is developed.

Key Thoughts on the Church Planting Phases

While these five phases provide an overview of the task, it is important to keep in mind:

1. Church planting is essentially a spiritual enterprise

- It is shaped from our walk with God and formed by our Lord Jesus Christ.
“It is possible by human means to establish an institution that has all the appearances of a church. But a true church is the creation of the Spirit.”

—Craig Ott and Gene Wilson, *Global Church Planting*

2. Church Planting is a process rather than a one-time decision

- Like navigating a ship, know the destination but adjust the course.
“The best –run churches and organizations are masters of the midcourse correction.” —Larry Osborne, *Sticky Teams*, pg. 83

3. Avoid an overly sequential approach in viewing the church planting task

- Progressing to the next phase does not mean it ceases to perform previous functions

4. Any church planting strategy should lead to the reproduction of more viable, healthy, indigenous, self-supporting, interdependent churches

- Infuse the core value of reproduction and multiplication from day one.

Phase 1: Focusing and Strategizing

READ Acts 13:1-3

“While they were worshiping the Lord and fasting, the Holy Spirit said, ‘Set apart for me Barnabas and Saul for the work to which I have called them.’ So after they had fasted and prayed, they placed their hands on them and sent them off.”

- There was a *time of preparation* before the Antioch church sent off their first missionaries. What are some of the things they did to prepare?
- Church planters are by nature not unmotivated or slow-moving people. They are highly motivated and want to get things done. With good intention, this kind of person can tend to get ahead of one’s self by moving forward without taking the necessary time to think, plan, and prepare.

“Church Planting Leaders estimate that between 60 and 80 percent of the problems encountered in church planting result from faulty strategic thinking in the preparation phase.” -Craig Ott and Gene Wilson, *Global Church Planting*

Tasks for Phase 1 – this graphic lists the tasks for Phase 1



1. Define the Vision

* Principle: Good leaders create a climate for growth based on a picture of an imagined future. The vision is discerned through prayer, consultation, and study. Over time, the vision is also confirmed by God. Being able to clearly explain the vision is necessary to recruit a team and gather resources for the initiative.

“A strong God-given vision drove all the worthwhile accomplishments recorded in the Bible.” -John Maxwell, *Maxwell Leadership Bible*

What is vision?

It is the mental picture of the preferred future. It can also be defined as an image of what could be, seeing the invisible and making it visible.

Biblical Leaders and the Vision that Drove Them

Abraham: to create a great nation of people of faith

Moses: to lead the people of Israel out of Egypt

Joshua: to lead the people of Israel into the Promised Land

David: to build the temple in Jerusalem

Solomon: to complete the building of the temple

Nehemiah: to rebuild the Jerusalem wall

Esther: to save the Jewish people from Haman

Zerubbabel: to rebuild the temple

Jesus: to seek and save the lost, and disciple men to do the same

Paul: to take the Gospel to the Jews and Gentiles

-John Maxwell, *Maxwell Leadership Bible*

What is a vision Statement?

A Church's vision statement points to where the church is going. The vision statement focuses on tomorrow and what the church wants to become.

What Are the Benefits of a Vision Statement?

1. Vision Statements force a church to identify its essential business.
2. Vision Statements allow a church to keep the main thing, the main thing.
3. Vision Statements make it possible for a church to make an effective difference.
4. Vision Statements provide "identity" for a church.

What Should the Vision Statement Contain?

At a minimum, it should contain the following three things:

1. A Broad Statement of the Preferred Future
The more concise your statement can be the better. It should answer the question:
What is it you are hoping to make, plant, build, see, multiply, engage, or grow?"
2. The Geographic Area of Focus
This is not to limit, but to keep things focused as strategy is further developed
3. A Ministry Focus People
Who will the new church reach and serve? Can be defined by ethnicity, class, socioeconomics, geography, generation (children/youth), or other criteria.

A Sample to get you started (fill in the blanks):

"To establish a _____ that will _____ in the _____ area among the _____ people."

[Consider using this statement in your Strategic Plan!]

This is an assignment to do this evening. We will be hearing your vision statements tomorrow morning.

Sample Church Vision Statements:

- Antioch Bible Church (Nairobi, Kenya): To know Christ, train to be like Him and make Him known.
- Rhema Life Way Mission (Lucky Summer, Nairobi, Kenya): To see a holistically transformed disciple in every home influence their generation.
- Hope Church (Nairobi, Kenya): We exist to motivate and disciple average people to become change agents for Christ.

Additional Resource: read the article “Why Bother with a Mission Statement” at <https://interimministrypartners.com/why-bother-with-a-mission-statement/>

2. Find a Mentor

* Principle: A mentor is someone who has already been where you want to go and is willing to help you get there. Church planters need someone to come alongside and support in the effort to establish a new church.

“Relationships make leaders; wise leaders will also create learning relationships. This is not easy for most church planters, who tend to be free spirits and perhaps mavericks.” - Ed Stetzer, NewChurches.com



Discuss the following 3 questions:

1. Why, in modern society, in comparison to the traditional one, does it seem we no longer use mentoring as a way of developing leaders?
2. How can mentoring be restored to the church today?
3. How can churches better mentor children and youth today?

Mentors in the Bible

Most of the training in the Bible happened in the context of a mentoring relationship. Mentors provide wisdom, care, resources, networking, support, accountability, and prayer.

- Moses mentored Joshua
- Elijah mentored Elisha
- Barnabas mentored Paul
- Paul mentored Timothy and others

“Mentoring is an essential part of leadership. In other words, you can't call yourself a leader if you're not raising up leaders.”

-Natasha Sistrunk Robinson, “Why Your Church Needs Group Mentoring.” Christianity Today, Interview

Up-side-down Mentoring Model

Because of the examples we see of mentoring in scripture, ZimZam Global believes that mentoring should be part of every leader's life journey. As our life progresses, we experience a variation of needs that requires us to tap into the wisdom and assistance of another leader that has travelled this way. A mentoring relationship helps to ensure the leader has the best opportunity to go the distance in a healthy and effective way. This makes mentoring a lifelong process.

Mentoring Process:

- **Mentoring relationships:** Mentoring is built on relationships. It rides on the principle that no one is better than us all. A healthy mentoring relationship is pivoted on interdependence. We cannot be good at everything and we cannot be experienced in all spheres of life.
- **Commitment to the mentoring process:** Mentoring is an equipping process in which a less experienced person and a more experienced one commit to working and learning together over an agreed period, predominantly with the more experienced person modeling a purpose, ministry, or skill, for the less experienced person.
- **Mentoring phases:** The mentoring process includes a series of phases in which the mentor's leadership is adapted to the developing strengths and changing needs of the mentee. The outcome of an effective mentoring process is a balanced leader with a clear calling, spiritual soundness and competence.
- **Mentoring connections:** Mentoring can make lives healthy and meaningful by connecting mentees to key resource people, who keep them on track, motivated and in good shape as human beings.

When we view mentoring as a lifelong process and that thrives on interdependence, the up-side-down model of mentoring comes in handy.

- **Up mentoring:** In the upside-down model of mentoring, a mentee will have someone mentoring him; this is referred to as "up" mentoring.
- **Side mentoring:** The same mentee will have peer mentors with whom they are on the same level of ministry, and so they hold each other accountable and challenge each other. This is referred to as "side" or peer mentoring.
- **Down mentoring:** The third aspect of the model is "down" mentoring. Here the mentee mentors someone who has less experience in a certain area.

This means that a person could be in a three mentoring relationship at the same time but each with a different focus. This works very well with church planting leaders and children's ministry leaders because they need to be mentored, they need peers for accountability and encouragement, and they need to raise leaders who will take up the responsibility of multiplying disciples and leaders.

And as a reminder: Who is mentoring you? Who are your peer mentors? Whom are you mentoring? Mentoring is an essential part of leadership.

"Mentoring is an essential part of leadership. In other words, you can't call yourself a leader if you're not raising up leaders."

-Natasha Sistrunk Robinson, "Why Your Church Needs Group Mentoring." Christianity Today, Interview

3. Select Leaders

*Principle: In many ways, the church planting effort hangs on one thing: leadership. A successful church plant can have plentiful resources and good people, but without strong leadership it will not thrive.

"It's easy to overlook the personal dimensions of church planting. One of the most common reasons church plants fail is that the wrong person was chosen to lead the effort." -Craig Ott and Gene Wilson, *Global Church Planting*

The "Four C's" of Leadership

1. Chosen: God has confirmed, among many, this person is to lead the team.
2. Chemistry: the leader is a good fit with the ministry culture and context; good relationally, resolves conflict, buys into ministry vision and approach.
3. Character: the leader has a strong character that outruns their giftedness; checks off many of the boxes contained in 1 Corinthians 13.
4. Competence: the leader has experience and expertise in their field; leading, coaching, shepherding, communicating, facilitating.

4. Recruit and Establish the Launch Team

*Principle: It will take a well-functioning group of gifted team members to plant a church. It is critical to think through how each member will fit the team.

"It's hard to have a winning team with losing players, which is why guarding the gate is one of the most important tasks of leadership." -Larry Osborne, *Sticky Teams*

Important Questions to Help Answer "Who Should Be On the Team?"

1. Relational Questions: Are they likable? Do they listen? Can they work well with others (children)?
2. Organizational Questions: Are they on board with the vision? What do they bring to the team?
3. Church Planting Gifts and Experience: What are his/her spiritual gifts? How do they fit with the vision? What is his/her background and education? How have they already been functioning in the ministry?
4. Spirituality: Is there a calling and confirmation from the Holy Spirit? Does he/she demonstrate spiritual maturity and ministry skills?

5. Secure Prayer and Financial Support

*Principle: "Prayer is the indispensable source of God's power and wisdom in each phase of church planting." -DCPI Training Materials, *Church Planting Essentials*

- Church planters should have a reasonable and viable plan for the financial support of the ministry and their families.
- "Dependence on God" does not relieve church planters of their responsibility as providers.

Three major options for securing financial support:

1. Full-time secular work
2. Full-time church planting and raise support beforehand
3. Bi-vocational work requiring partial support raised beforehand
4. Other thoughts?

“Building a financial and prayer support team is similar to erecting the support walls of a home... they can never be removed, because the other walls and structures rest on them.” -Craig Ott and Gene Wilson, *Global Church Planting*



Discussion (5-8 minutes): Of the five Phase 1 Tasks presented, which one most excites you? Which one of these tasks are you most fearful about?

Strategic Plan ICP-5I

Strategic plan scripture

"All this," David said, "I have in writing as a result of the LORD's hand on me, and he enabled me to understand all the details of the plan." 1 Chronicles 28:19

Introduction to Strategic Planning

What is strategic planning?

Strategic planning is a technique - a tool for leadership. It is built around a disciplined set of procedures that establish direction and action. Leaders can deploy a strategic plan when intending to plant a church. It will set the course of where to go and how to get there.

Why strategic plan?

A strategic plan addresses crucial concerns: that is, positioning the church to face the uncertain future. Strategy aims at realizing the vision of the church. It is used to focus action. A strategic plan will create consistency and continuity, but most significantly will give the new church plant a sense of purpose and direction.

Strategic Thinking is at the root of Strategic Planning

Strategic planning comes out of a particular state of mind.

In "the mind of the strategist, insight and a consequent drive for achievement, often accounting to a sense of mission, fuel a thought process which is basically creative and intuitive..."

-Kenichi Ohmae, *"The Mind of the Strategist"*

The starting point of this process, however, is a particular mindset, a mental outlook that guides and conditions the planning process.

Why strategic thinking?

Strategic planning is much more than a set of techniques, it is the consistent mindset and mode of effective leaders. We refer to them as strategic leaders. Strategic leaders consistently ask questions such as:

- What new thing must be done today to meet the challenges of tomorrow?
- What should be done now to be ready for the opportunities God will bring our way next?
- What are we doing now that we should stop doing? So that we can have the time and energy to learn the new skills necessary for future survival and effectiveness.

"The need for strategic thinking has never been greater... My own view is that strategic thinking is the glue that holds together the many systems and initiatives within a company (church)." -Michael Porter, "The State of Strategic Thinking", *The Economist*

Pattern of planning

There are three broad characteristics of the patterns of planning - purpose, strategy, and action. These three are the essential elements of effective planning. Effective planning happens when we think clearly about the fundamental purposes, develop creative strategies related to those purposes and systematically put together the action steps that will lead to their accomplishment.

Purpose

Planning begins with a development of a clear sense of vision, purpose or mission.

The vision statement you write essentially attempts to capture more specifically where you are headed as a church. Session 6 – The Phases of Church Planting: Phase 1 [CP-4] will be helpful if you have not finished putting together a vision statement.

Strategy

When planning to plant a church, an effective strategy should be linked to God's purposes. We should not be mere dreamers. We must be thoughtful strategists who develop methods to accomplish plans He places in our hands.

Strategic Planning related to Leadership

1. Leadership Develop Guiding Principles and Values

- An organization needs to provide guidance to its personnel about how they will approach their work. Starting with the leaders, these are the characteristics you want to see permeate the life of your church.

Session 6 Phase 1 and Less is More Leadership Sessions will be helpful in your planning.

- Some Key Questions to Ask:

- Around what things must there be alignment by everyone on the team?
- What leadership principles will be modeled in your church?
- If you had to describe the most important principles of how you do what you do, what would they be?

Strategic Planning related to Outreach

2. Outreach Strategy

- A plan for evangelism must be developed that:
 - ✓ Demonstrates God's love and
 - ✓ Shares God's gospel message based on the felt and real needs of the people.

Go back and review the 5 Key Principles for Evangelism in Session 7 – [CP-5]

- Some Key Questions to Ask:
 - What outreach/evangelistic methods do you plan to use?
 - What are their values, convictions and worldview?
 - How can deep and meaningful relationships be developed?
 - What is the receptiveness of the people?
 - What are foreseeable obstacles?
 - What possible ministries of compassion and service may be developed?
 - In what ways are children a part of your outreach strategy?

Strategic Planning Related to Planting

3. Planting the Church Develop Church Plant Ministry Plan

- This is the initial draft of a comprehensive ministry plan. Things will change, but it is necessary to develop statements about key areas that need clarity and focus.

Session 9 - Discipleship and Session 10 - The Maturing Church will be helpful in putting together your ministry plan.

- Some Key Questions to Ask:

- What is your plan for discipleship of new believers and gathering into small groups? How often? Where will they meet? What methods?
- What is your plan for discipling children and youth?
- What is your plan for launching your first worship service?
- How will the church be structured? (leadership, departments, programs?)
- How will the ministry be financed? What is the plan?

Steps of Action

The final phase of effective planning is development of an action plan. Just as purpose should lead to strategy, strategy should lead to action. When you consider the strategic planning related to Leadership, Outreach and Planting it should result in action steps in each one of these areas.

With your group complete the following:

After putting together your Vision Statement, strategically think through the three areas of Leadership, Outreach and Planting and write out steps of action for each of the three areas.

IGNITER PROJECT

One of the challenging things to accomplish in planting a new church is to establish a rapport with the target community. An Igniter project is a great way to establish connection with the target community.

What is the Igniter Project?

This is a one-time, low-cost project carried out by a local church or a church planting pastor and the team. It targets the children of the community. It is an evangelistic outreach as well as an entrance strategy into the community specifically. It is a one- or two-day project.

Why the Igniter Project?

The Igniter Project is strategic because children have a higher receptivity to the gospel and are open to be engaged. It is a great starting place for community engagement.

The Igniter project will have the following benefits:

- Generate ideas about how to engage a community.
- Allow a church to identify members who may be committed to being on the church plant team.
- Be a team-building experience for the local church or church planting team.
- Bring visibility and an enthusiasm in the community for the church plant.
- Help develop relationships between the church or new church plant and the community.
- Demonstrate God's desire to reach out to the children in the community.
- Bring glory to God as His love and Word is spread to the community.

Characteristics of an Igniter Project

- Projects are covered in prayer.
- They should target children.
- Motivated by God's intentions, over and above human compassion.
- Should be thoughtfully and easily planned.
- Simple, low-cost and small-scale.
- Completed in one to two days.
- Involve community members.
- Done with local resources.
- Should be done without discrimination so that they benefit any community member.
- Those who benefit from the igniter project should also participate.

Examples of Igniter Projects

- An open-air meeting for children.
- Paying a visit to a disabled child or children in the community.
- Organizing a cricket or football game
- Hosting a community seminar on children
- Children's songs, games and Bible stories
- An Awana Club meeting for new children
- A talent show by children

Planning Guide

1. Pray: Ask the Holy Spirit to show you where God wants you to reach children and plant a church in your community of interest.

2. Choose: Choose one need affecting the children that you want to meet in the community, meditate silently and then discuss thoughts about the need. If several needs are discussed, write them on a blackboard or large paper. Discuss and narrow the list to one you believe God is calling you to meet.

3. Engage Vision: Ask the Lord to show you what changes would exist if God's full intentions were met in this area. Write down the changes.

4. Select Project: Select one specific project or ministry activity that will move people closer to God's intentions for them in their area of need. Discuss how this project can do that. Keep in mind that, although the preparation may take longer, the project itself should be able to be completed within a few days.

5. Write the Plan

Steps: List project steps in the order that they should be implemented.

People Consulted: List the people who should be consulted for each step.

Resources: List the resources needed for each step.

Person Responsible: List the person(s) responsible for carrying out each step.

Dates: List the date that each step will be carried out.

Criteria: Compare your plan with the Igniter Project characteristics. If some are not met, adjust the plan accordingly.

The Igniter Project is to be completed within 3 months of this CPR training.

Once you have completed one Igniter Project – you and your church or church planting team may want to plan for another Igniter Project. Successful community engagement is important as you establish a new church.

Using the blank “Igniter Project Worksheet”, write your own plan for the Igniter Project.

IGNITER PROJECT WORKSHEET

GOD’S INTENTION _____

PROBLEM/NEED _____

IGNITER PROJECT _____

	Project steps	Persons /institutions which need to be consulted	Resources needed	Person(s) Responsible	Completion Date
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

Phase 2 of Church Planting: Evangelism (CP-6)

Phase 2: Planting the Church: Evangelism



About this Phase: Phase 2 represents the heart of church planting; reaching out with the Gospel message to unbelievers. Evangelism is not a phase that gets “completed” and “checked off a list.” The church must always keep evangelism central in its ministry focus.



Discussion (5 minutes): What first comes to your mind when you think about how Jesus did evangelism?

5 Principles for the Framework of Effective Evangelism



1. Receptivity Principle



2. Good Shepherd Principle



3. Plow Principle



4. 1 Story Principle



5. Holistic Principle



Keep in Mind

The principles ...

- are not to stand separate from one another.
- are to be integrated together.
- are not a program or a method.
- are a framework to assist the church leaders in the development of an effective Biblical evangelistic outreach into the community.

1. Receptivity Principle

*Principle: Finding people who are receptive is one of the great challenges for church planting and focusing on children and youth helps meet this challenge.



- If people are closed to you and your message, you cannot plant a church. Jesus' heart is for a bigger and greater harvest; therefore we must identify receptive people among whom this can take place.
- * This can be illustrated in the Receptivity Chart

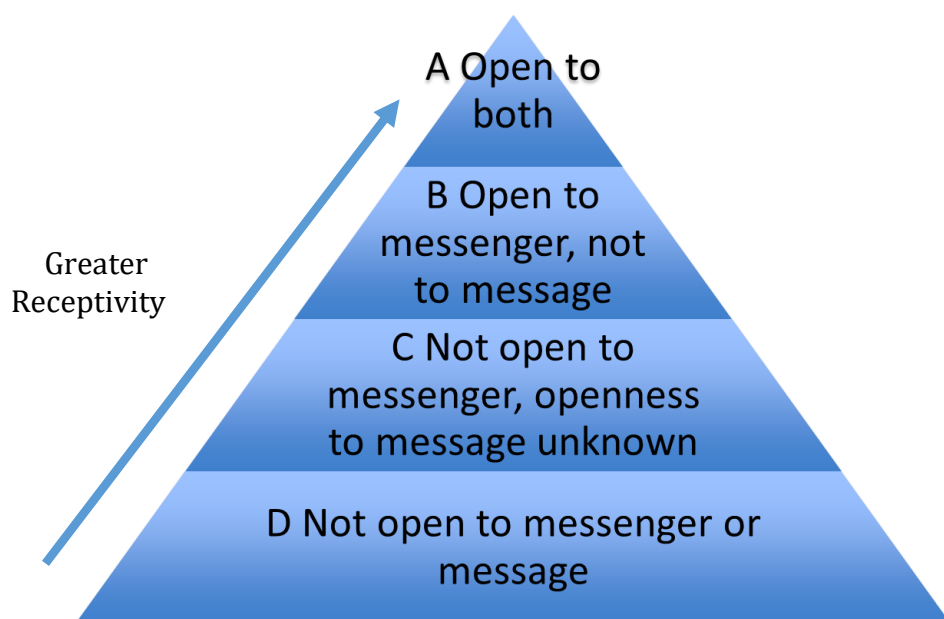


Figure by Ralph Neighbour, used by Craig Ott and Gene Wilson, *Global Church Planting*

- * Level A – Open to friendship with the messenger to discuss the message
- * Level B – Open to the messenger but not open to discuss the message
- * Level C – Not open to the messenger; openness to message unknown
- * Level D – Not open to messenger and closed to hearing message

“If the house is worthy, give it your blessing of peace. But if it is not worthy, take back your blessing of peace. Whoever does not receive you, nor heed your words, as you go out of that house or that city, shake the dust off your feet.” -Matthew 10:13-14

- Knowing that God is a patient, just and longsuffering God, it can be difficult to discern when we “move on” from someone who is unreceptive to God’s Word. However, we have limited time and resources and this verse shows us there is an appropriate time to refocus the message on those who are willing to listen.

“... it’s a waste of time to fish in a spot where the fish aren’t biting. Wise fishermen move on. They know that fish eat at different times of the day in different places. Just like wise fishermen, as leaders we have to focus on the most receptive people in our area and move on when we sense a dead end.” -Rick Warren, *Purpose Driven Church*

2. The Good Shepherd Principle

*Principle: The only way to really affect growth and change in a person's life is through healthy, trusting relationships. This is especially true with children.



"I am the good shepherd; I know my sheep and my sheep know me." -John 10:14

- As we mature and our lives and hearts become more closely aligned with God's, others should be able to experience God's love for them in a greater way by being around us.
- The model of evangelism and discipleship in the early church involved a person undertaking a very intentional role in another's life as a "spiritual accompanist". This requires intentionality, discipline, humility, sensitivity, prayer, and discernment.

Youth ministry consultant Mark DeVries says there should be a ratio of one youth ministry leader for every five youth. He also recommends identifying five adults in the church for every teenager to "immerse them in a community of spiritual companions."

-Mark DeVries, Center for Youth Ministry Training, 2007

"The goal of "incarnational" or "relational" ministry is not to be the savior for young people, but to be transparent to the real Savior whose love shines within us and is enacted through us." -Kendra Creasy Dean, *OMG: A Youth Ministry Handbook*

- As "Good Shepherds" one of our most important jobs is to show children just how important God matters in every part of our lives!

3. The Plow Principle

* Principle: Your evangelistic Bible teaching needs to plow the hard, poorly prepared ground before the Gospel seed is planted. Your presentation must be able to confront worldview assumptions about key spiritual topics, preparing the heart of the listener for the Gospel.



"Break up your unplowed ground, and do not sow among thorns." -Jeremiah 4:3

"Sow righteousness for yourselves, reap the fruit of unfailing love, and break up your unplowed ground; for it is time to seek the Lord, until he comes and showers his righteousness on you." -Hosea 10:12



Discussion: In your groups discuss your thoughts about the following statement: "The majority of evangelists, preachers, and teachers... do not spend sufficient time preparing the minds and hearts of people before they offer the Gospel to them."

-Trevor McIlwain, Building on Firm Foundations

Keep in Mind:

I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants, nor the one who waters, is anything, but only God, who makes things grow. -1 Corinthians 3:6-7

4. The One-Story Principle

- * Principle: The whole of Scripture is one – it is a narrative of Christ. The Christ-story cannot be taught clearly apart from its beginnings in the Old Testament and its fulfillment in the New Testament.



“And He said to them, ‘O foolish men and slow of heart to believe in all that the prophets have spoken! Was it not necessary for Christ to suffer these things and to enter into His glory?’ Then beginning with Moses and with all the prophets, He explained to them the things concerning Himself in all the Scriptures.” -Luke 24:24-27

- The Bible is the Gospel story, from beginning to end detailing the “Good news” revealed in Christ. The Old Testament is the preparation for Christ. The New Testament is the manifestation of Christ. As we teach and disciple new believers, should our plan not teach the consistent central themes throughout Scripture and tell the entire story? Even truer for children and youth – they might forget doctrinal statements and Biblical facts but they will never forget the Jesus story!
- Keep in mind the goal of evangelism is not to “get people saved” but to make disciples who in turn become disciple makers. People will tend to use the same approach by which they came to trust Christ to tell others. Many new believers will feel un-equipped to teach, but anyone can tell a story! This is especially true for children and youth.

A Great Resource:

Building on Firm Foundations by Trevor McIlwain. This can be found at:

<https://biblestudy.ethnos360.org/>

This teaching program’s approach is to follow the natural narrative of the Biblical story of God. It takes the student through a chronological survey of the Bible in order to emphasize key themes necessary for an unbeliever to understand before coming to repentance, faith and complete dependence on the Lord Jesus Christ.

Adult and children’s editions are available.

5. The Holistic Principle

- * Principle: We must not only tell of the good news, we must also be the good news by serving people’s needs (real and felt) when possible.



“Creating a holistic ministry means getting involved with the community.”

-Dr. Tino Smith, *Naked Before God*

The New Testament church planters concerned themselves not only with the spiritual growth of people, but also ministered to physical and social needs:

- Phillip in Samaria (Acts 8:4-8) cast out demons and healed the lame.
- Peter in Judea (Acts 9:32-43) healed the crippled, raised the dead.
- Paul in the shipwreck (Acts 27:23-28) provided food for 276 people.
- What was the result of loving people in deed as well as word? Great joy, the Word of the Lord was spread, many believed.

Resource for community outreach ideas:

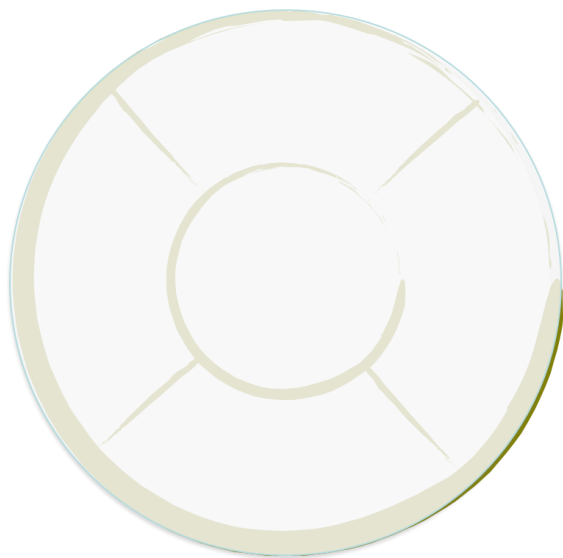
Steve Sjogren wrote an article called *"94 Community Servant Evangelism Ideas for Your Church"* including everything from bottle water giveaways, toilet cleaning at public places, or donating school supplies, etc... How might servant evangelism be a way for you and/or your church to engage the community?

<https://www.stevesjogren.com/94-servant-evangelism-ideas-for-your-church/>



Discussion: What are some practical ways that you could implement the five principles for evangelism for your church?

The Gospel Message



The Purpose of this Session: To understand the scriptural foundation of the gospel message and how to present it to children.

A Word about ZimZam Global and Awana

ZimZam Global and Awana are two separate ministries. ZimZam Global is privileged to partner with Awana. We believe Awana is one of the best Children's Discipleship Ministries and programs for

churches. We have been and continue to promote Awana as an excellent children's discipleship program in our Church Planting Remixed (CPR) trainings.

Please Note: The materials in this session have been Adapted from Awana Seed Planters Training.

The Importance of the Gospel Message

- We will proclaim the gospel with **clarity** and **urgency**.
 1. The Great Commission (Matthew 28:19) calls us all to share the gospel with others.
 2. We should always be prepared to share the gospel with others (1 Peter 3:15) and take advantage of every opportunity that the Lord provides.
- There is no other way of salvation for all of humankind

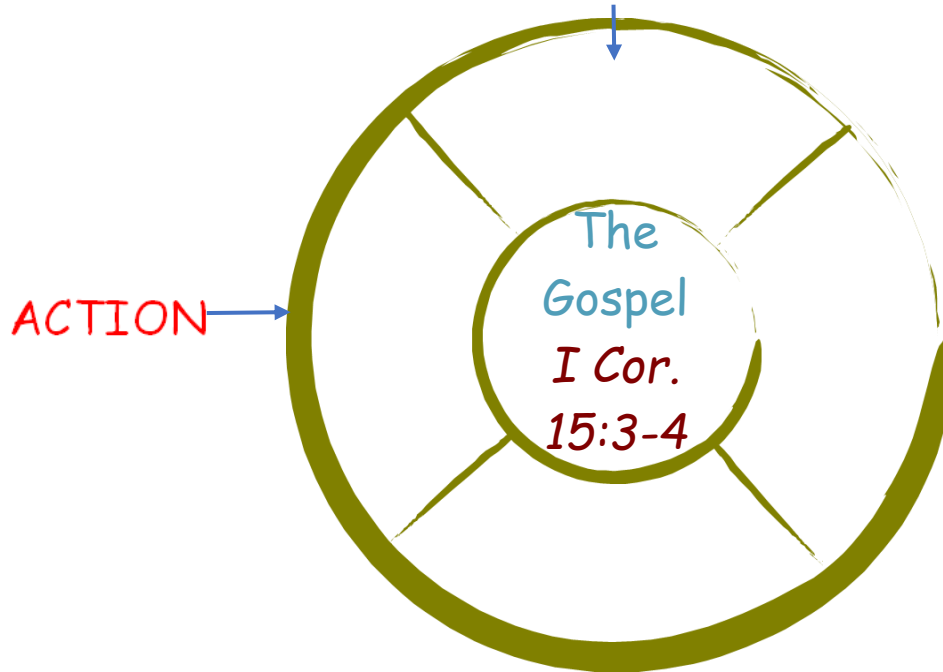
"Salvation is found in no one else, for there is no other name under heaven given to mankind by which we must be saved." -Acts 4:12

The Gospel According to God's Word

One of the clearest and most concise definitions of the gospel in Scripture is found in 1 Corinthians 15:1-4:

"Now, brothers, I want to remind you of the gospel I preached to you. . . By this gospel you are saved. . . For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures, that He was buried, that He was raised on the third day according to the Scriptures." -1 Corinthians 15:1-4

CHARACTER



Also notice that there are two specific things about the gospel wheel. The truths that are on the vertical plane and the horizontal plane. On the vertical plane is truth related to Character and on the horizontal plane is the truth related to Action. You will see how this relates as we move along.

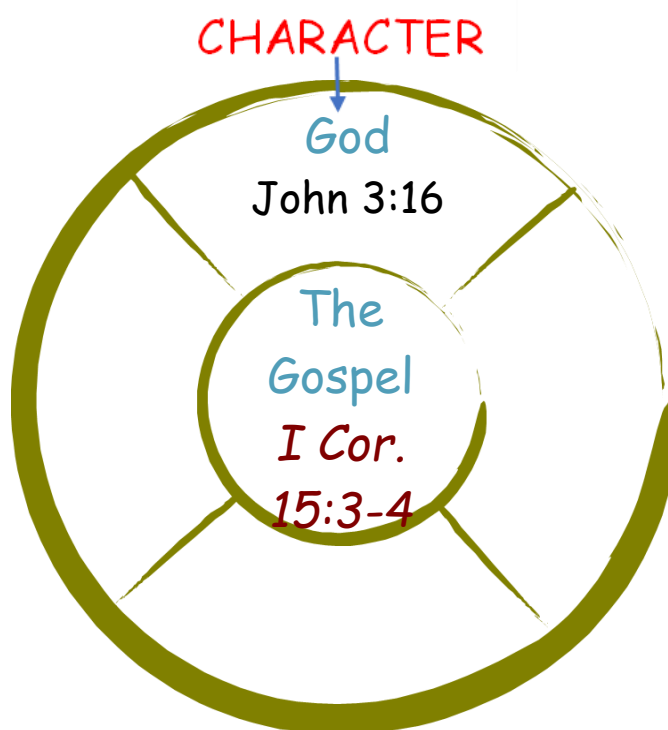
Four Foundational Truths of the Gospel

- Foundational Truth 1: God

God is Love

“For God so loved the world, that he gave his only begotten son, that whosoever believeth in him should not perish, but have everlasting life.” -John 3:16

That is God’s character!

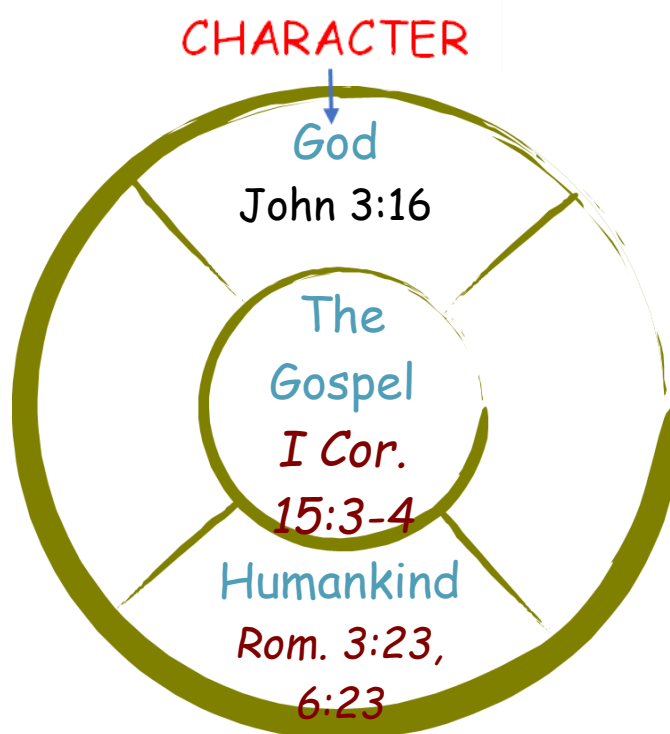


Notice what is at the top of the Gospel Wheel. This is the verse that describes God’s love for the world. God’s character is love!

- Foundational Truth 2: Humankind
Though God loves women and men/girls and boys
Humankind sinned against God.
Humans are sinners. That is their character.

“For all have sinned and fall short of the glory of God.” -Romans 3:23

“For the wages of sin is death.” -Romans 6:23

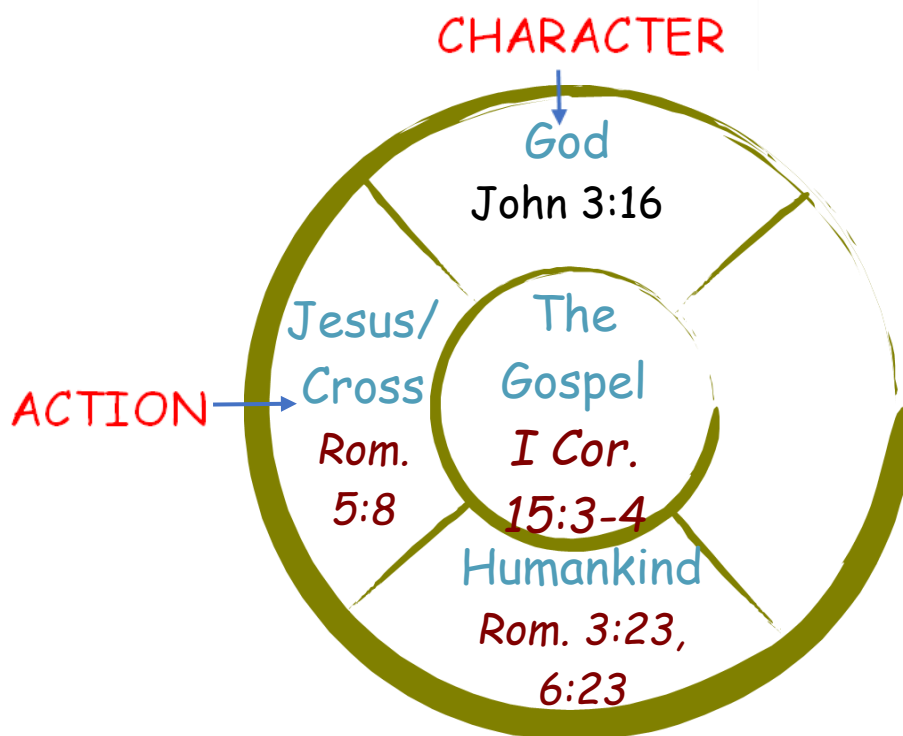


Notice what is at the bottom of the Gospel Wheel. These are the verses that describe the condition and character of the people in the world. Humankind's character is they are sinners.

- Foundational Truth 3: Jesus Christ
What He did on the cross.

“But God demonstrates his own love for us in this: While we were still sinners, Christ died for us.” -Romans 5:8

This is the action that Christ took for us. He died on the cross for our sins.



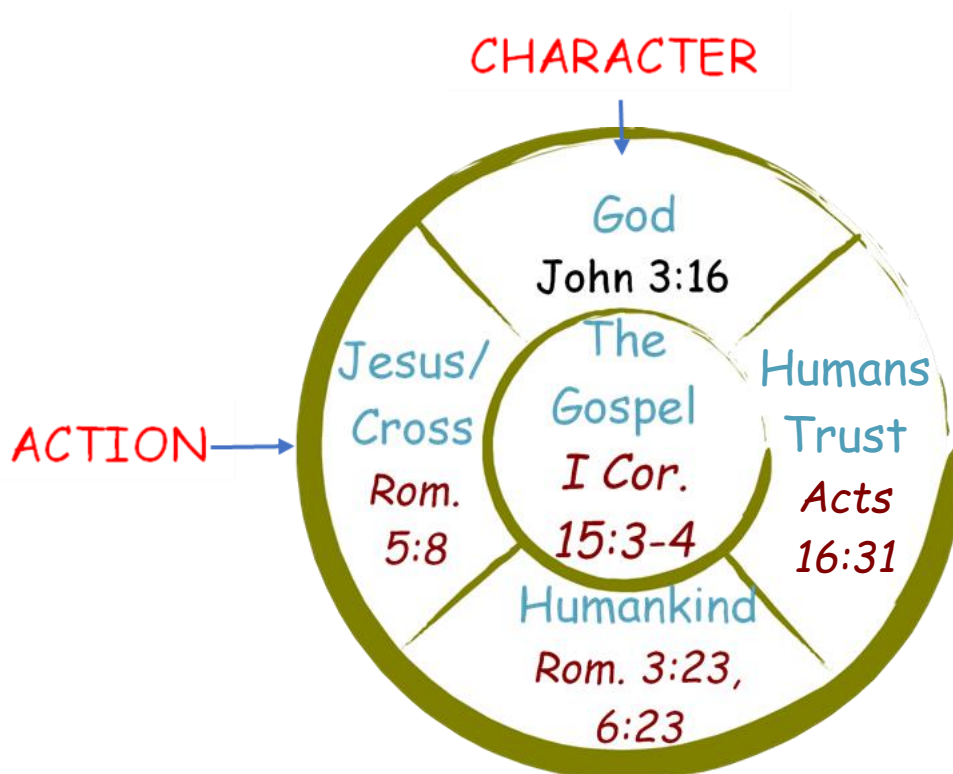
Notice what is at the left side of the Gospel Wheel. This is the action Christ took in response to our sin problem. God’s love took action though we were sinners.

- Foundational Truth 4: Humankind's Response
The action God is asking girls and boys, as well as women and men, to take in response to Christ's death on the cross.

"Believe in the Lord Jesus, and you will be saved." -Acts 16:31

"For it is by grace you have been saved, through faith — and this not from yourselves, it is the gift of God— not by works, so that no one can boast." -Ephesians 2:8-9

"Yet to all who received him, to those who believed in his name, he gave the right to become children of God." -John 1:12



Notice what is at the right side of the Gospel Wheel. This is the action that God is asking humans to take. God is asking us to believe in Christ.

Faith that saves a person is ...

Trusting (another good word for faith) Christ alone for our salvation is saving faith. The Gospel is: "that Christ died for our sins according to the Scriptures, that He was buried, that He was raised on the third day according to the Scriptures." -1 Corinthians 15:3-4

Remember we want to proclaim the Gospel message clearly. With that in mind let us be clear. There is nothing we can do to "win" God's approval. It is not even a particular prayer that saves us. It is only faith/trust in what Jesus did on the cross to pay for our sins and His resurrection that we have salvation.

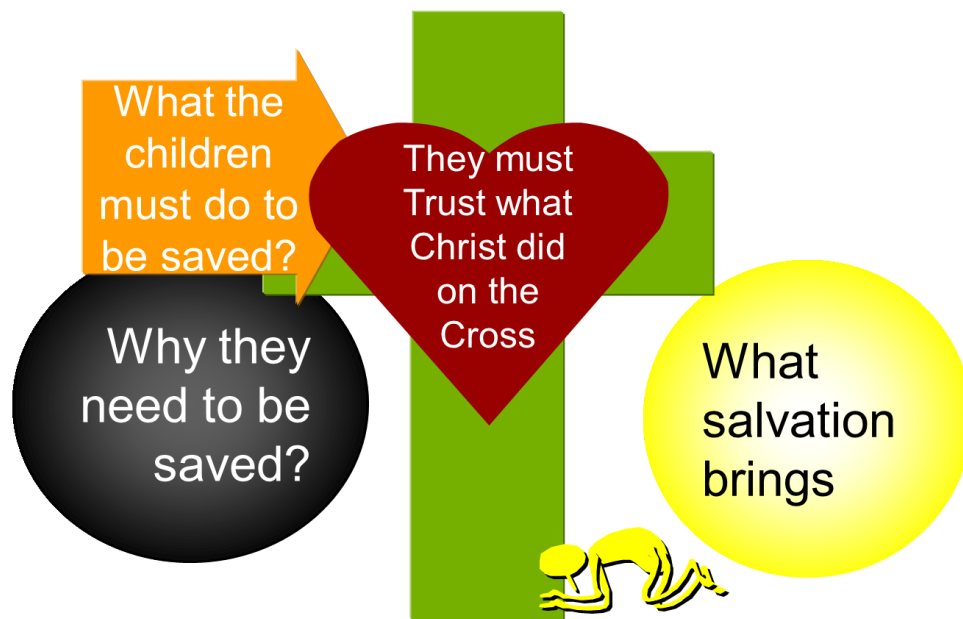
..."that if you confess with your mouth the Lord Jesus and believe in your heart that God has raised Him from the dead, you will be saved." (Romans 10:9)

There is nothing wrong with praying to thank God for sending His Son to save us as a verbal expression of faith. It is not the prayer that saves us but belief in Jesus Christ.



In your groups, have 1 or 2 persons use the gospel wheel on the previous page. The goal is to be able to share the gospel in a few minutes. Try and share as if you were sharing to a group of students in primary school.

What Children Must Know in order to be saved?



Operation Andrew

Introduction

Operation Andrew is a classic “bring a friend” church growth strategy based on John 1:40-45. In this strategy the spread of the good news happens through existing social networks: among friends and family. We have adapted this process to focus on the potential of children. Each child has many relationships with family and friends. The children will be encouraged to invite adults, as well as other children and youth. The main features of the strategy are prayer and testimonies. Its advantage is that it builds upon the excitement and boldness of children.

The Goal is to bring people to Jesus.

The basic plan is that the children fill out an Operation Andrew card with names of family and friends. The children pray for the ones on their card and ultimately invite them to the Impact Sunday/Event with the goal that they will hear a clear Gospel message.

Please note: Though the focus of this session is to encourage children to be like Andrew and invite family, friends and neighbors; this could be an entire church wide evangelistic outreach for all ages. All ages could be involved in every step of the Operation Andrew campaign and you could adapt it for each age group.

Biblical basis

Jesus expects all of His followers to reach out as they go. (Matthew 28:18-20)

1. Andrew brought his brother Simon Peter to Jesus. See John 1:40-42. After Andrew met Jesus, He told his brother Simon the good news of finding the Messiah. He brought his brother to Christ.
2. The Samaritan woman brought a city to Jesus. We read of this in John 4. After conversing with Jesus, she said, “Come see man...Could this be the Christ?” verse 29
3. Some people have no one to help them in their need. See John 5:7. Many have had spiritual sickness for many years. Often, they are forgotten or ignored by the healthy. Everyone wants to be well. Jesus does not forget anyone. Jesus saves everyone who comes to Him for salvation.

Note: Studies show that most of the people who make a commitment to Jesus Christ at an evangelistic event attend because they are invited and accompanied by a friend.

5 Principles of Operation Andrew

1. **Look Around** where you live, go to church, or go to school—this is your mission field. Make a list of names of individuals you know who need Jesus Christ and commit to pray for the people on your list regularly.
2. **Look Up** because God changes people through prayer. Pray each day for those on your list, that God will give you opportunities to share His love with them.
3. **Look Out** for ways to cultivate friendships with each person on your list. Spend time with them. Remember: don't preach. Listen and be a good friend.
4. **Look Forward** and begin to talk with each person on your list about attending Impact Sunday.
5. **Look After** those who respond to Christ or even begin to show interest in the Gospel, for they need your encouragement. Continue to love and pray for those who do not respond.

Planning Stage:

- It is recommended to begin planning two to three months out before the proposed Impact Sunday.
- Choose a Coordinator. It is helpful to have an additional team who help lead the Operation Andrew Campaign. A person with administrative skills will be valuable to the team especially if the coordinator is not administrative.
- Choose the specific date for your Impact Sunday
- Have several planning meetings to layout the complete Campaign.
- Delegate the assignments to the team members.
- Plan the details of each Sunday of the Campaign well
- Plan what Impact Sunday will include. Remember to include the children in the main worship gathering for a period of time with the adults and youth.

Some other ideas could be:

- a. A Special Program for the Children
 - b. Gospel/Praise and Worship Singers
 - c. A testimony of a changed life.
 - d. share the opportunities in your church that are easy for new people to connect. These opportunities should be about building relationships, not promoting church membership.
 - e. Be certain a clear Gospel Message is presented. Of course, every message on every Sunday should point to Christ as Savior.
 - f. Have a plan to invite people to return the next few Sundays. Introduce a series of Biblical Messages. It may help to consider what needs are met in Christ. This series or event will be introduced during your Impact Sunday.
 - g. A Meal
 - h. Other
- Make sure that opportunities are available in the subsequent weeks for follow-up and discipleship.

Progressive Sunday Events that culminate into the Impact Sunday event.

- **Introduction Sunday – Sunday 1**
 - a. Pass out Operation Andrew Cards and/or brochures.
 - b. Share Bible message about Andrew.
 - c. Share with the Children the plan for the next 6 weeks.
 - d. Ask the children to write names on their Operation Andrew cards of friends, family, or neighbors who are lost.
 - e. Pray for the Operation Andrew Campaign.
- **Prayer Sunday – Sunday 2**
 - a. Share a Bible message about praying for those who need Jesus.
 - b. Give opportunity to share about others they have told about “Bring a Friend Sunday/Operation Andrew Sunday.”
 - c. Give opportunity for children to pray for the people listed on their Operation Andrew Cards. Use a simple prayer: “Open my eyes, open their hearts, open my mouth.”
- **Contact Sunday – Sunday 3**
 - a. Share a Bible lesson about sharing with others the Good News about Jesus.
 - b. On this Sunday, the Operation Andrew Coordinator or Pastor should exhort the children to make contact with any family or friends they haven’t talked with yet. Encourage them to have further conversations.
 - c. Give opportunity for children to share how they have been conversing and inviting others.
 - d. Spend time in prayer for people to come to know Jesus through these efforts.
- **Testimony Sunday – Sunday 4**
 - a. Share a Bible lesson about why it is good for us to give a testimony to others about what God has done.
 - b. Have the Operation Andrew Coordinator, or the church pastor, encourage the children to begin asking for family and friends to commit to coming. It would be helpful to have an invitation brochure with all the details – What, Where, When, that the children can give out.
 - c. Spend time in prayer.
- **Operation Andrew Sunday – Sunday 5**
 - a. On this Sunday have the children share with the church congregation what God is doing. This could take 10 or more minutes. It can involve songs, testimonies and prayers all shared by the children.
 - b. It would be good to have bulletin inserts and posters.
 - c. On this Sunday, each church will devote at least a segment, if not all the service, to focus on the message of reaching your neighbor for Christ. Share the 5 principles of Operation Andrew.
 - d. During the service Operation Andrew cards could also be passed out to the youth and adults. Each church member will be given an opportunity to ask the Lord to recall 5 unsaved friends, family, or acquaintances that they should target this week.
 - e. Have enough invitation brochures for adults, youth and more for the children.
 - f. Have a prayer time for the invites and for Impact Sunday.

- Impact Sunday – Sunday 6
 - a. One thing we highly recommend is that Children are able to participate in the service with the youth and adults. They could share songs, memory verses, and testimonies. See planning stage for some suggestions for planning your Impact Sunday.

Operation Andrew

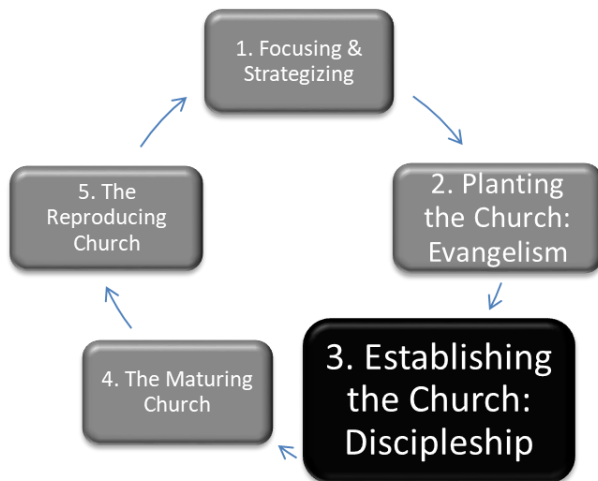
“The first thing Andrew did was to find his brother Simon and tell him, ‘We have found the Messiah’ (that is, the Christ). And he brought him to Jesus.” -John 1:41-42



Discussion: In your groups discuss how Operation Andrew could work in your church? What may be some barriers? How could those barriers be overcome?

Phase 3 of Church Planting: Discipleship (CP-7)

Phase 3: Establishing the Church: Discipleship



About this Phase: One might look at evangelism as the first step of discipleship, which takes place pre-salvation. Post-salvation the discipleship process continues with the goal being the establishment of mature believers in the faith. With all the tasks and administrative matters that go along with leading a church, discipleship will not occur effectively without an intentional plan for how the church will engage the process.



Discussion: What are your thoughts on why discipleship is important for the church?

Jesus' Discipleship Plan: Three Simple Steps

"If anyone knows discipleship, it is Jesus. His method of discipleship was simple. Jesus drew twelve men to Himself, trained them, and unleashed the movement of the gospel through them. Jesus had no plan B. The disciples were the plan. He left the message in their hands."
-Thom S. Rainer and Eric Geiger, *Simple Church*

1. **The Calling (Luke 5-6):** Jesus calls the disciples to Himself, allowing them an inside experience giving full access to his life.
2. **The Building (Luke 7-8):** After calling them he provided opportunities, individually designed, for them to grow in their understanding of who Jesus is.
3. **The Sending (Luke 9):** In this phase Jesus turns his ministry over to His disciples by giving them opportunities to grow by serving.

Notice the following about Jesus and His Discipleship Plan:

- Jesus has the ability to take the complex and make it simple: Example: 613 laws in the religious system was reduced to the Great Commandment (Matt 22:37-40)
- Jesus had a plan. He strategically and sequentially placed his key followers in situations to keep moving along in their growth process.

Therefore, as we train for discipleship and consider what sort of plan we will implement in our church plant, the key theme we will be focusing on is simple.

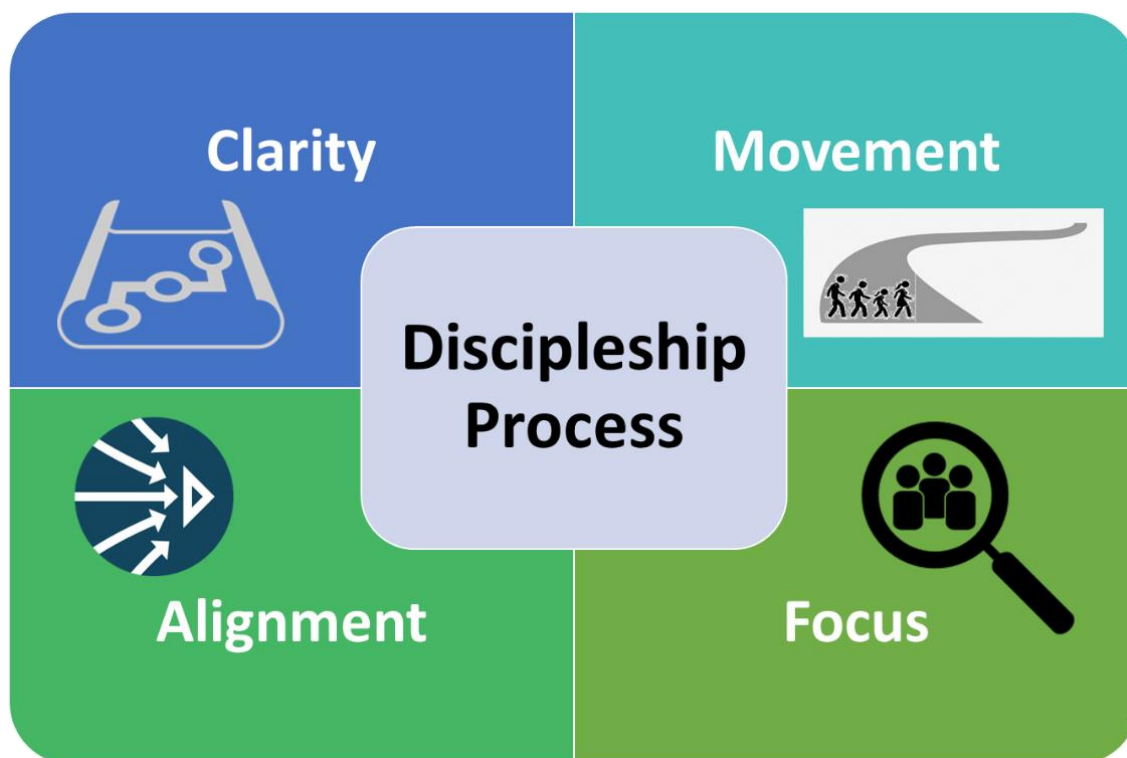
Planning Your Church's Discipleship Process

(Adapted from *Simple Church*, by Thom S. Rainer and Eric Geiger)

"Transformation is an ongoing, ever continuing process... your part as a church leader is to place people in the pathway of God's transforming power. Your part is to design a process that partners with the transformation process revealed in Scripture."

-Thom S. Rainer and Eric Geiger, *Simple Church*

Four Characteristics of a Successful Discipleship Process



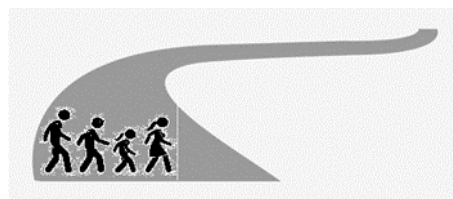
1. Clarity in the discipleship process



- As a builder of disciples your church needs a clear blueprint of how it will happen. Without clear definition, people (staff, members and new people) are unclear about how the church is making disciples. They must know the process because they are the ones who will be fulfilling it.
- You should be able to describe what kind of disciple you plan to produce. See appendix 2.
 - Example: Independent Bible Church in Port Angeles, Washington has the following plan for making disciples: "Disciples at our church will glorify God by 1) knowing God 2) serving each other and 3) reaching the world."

2. Intentional Movement for Disciples to Grow

- Churches are crowded with people not really growing or being transformed. As a church leader, your part is to put people in the pathway of God's transforming power moving them toward growth in their relationship with Jesus Christ and their walk of faith.
- Designate an intentional entry-point for new believers and sequential, measurable steps along a path for the process of moving people along.
 - Example: Seacoast Church in San Diego, CA is united around the purposes of "Worship, Connect, and Serve." The purpose is to see believers move toward greater involvement and commitment.
 - ✓ Sunday morning service is for worship and biblical teaching.
 - ✓ Small groups are for people to connect relationally and grow spiritually.
 - ✓ Those ready to serve are given clear opportunities and training. Work is done in teams, formed, and planned during small groups.
- The ability to diagram the steps/path of your discipleship process can be a powerful visual for the church family.



Think of one person in your church (maybe a family member or friend). Can you describe where he/she is at in the discipleship process? How would you move him/her to the next level?



3. Alignment Through All Church Ministries

- Alignment is the arrangement of all ministries and staff around the same process ... each pastor and department follows the same plan age-appropriately.
- The congregation has a clear direction, and each leader has a place to plug into it.

Consider the following...

Could you imagine a business surviving if it did not know what product it produced and how it goes about doing it? What would happen if employees in a company making cars were instead trying to build computers? In any organization, especially a church, it is critical for people to understand and be aligned in the purpose for their activities.

Please note: A fully developed discipleship process will take more than a few hours to create. Hopefully with the help of your church leaders you will spend several days or more to develop a reproductive discipleship process. As a pastor and/or a church planting pastor this is one of the most significant tasks you can accomplish as part your strategic plan.

4. Keep the Focus on the Main Thing



- Stay focused on your simple discipleship process and say **NO** to almost everything else.

“I have found that one of the most common causes of a church plant being stuck is it has taken on too many focuses, too early.”

-Steve Sjogren, *“Less is More.”* www.churchplanting.com

- As a church planter, you have the benefit of starting fresh and only adding programs that align from the start. If God has given you a clear process, you must focus on it.
- New programs negatively affect focus, lengthen the process, meaning less people will move through it
 - *Example: If your church needs to learn about stewardship, instead of having “stewardship class” you can offer the content through the small group (discipleship) structure.



In your groups answer the following questions: What are the distractions that keep a church and church leaders from focusing on discipleship? How can we keep discipleship the main focus of the church?

Or you can: On your own begin to formulate a discipleship process for your church?

Questions for church leaders to consider in relationship to developing their discipleship process?

1. How does the discipleship process fit into the mission of the church?
2. What do you see as the first step in discipleship? Is it outreach and evangelism?
3. What are the next steps after someone becomes a believer in Jesus Christ as Lord and Savior?
4. What regular church activities do you see as part of your discipleship process? Worship Gatherings? Small groups? Outreach events? Men’s groups? Women’s groups? Youth groups? Children’s groups? How can these groups be part of the process of disciple making without losing focus?
5. What role, if any, do you see for parents in the discipleship process of their children?
6. How would we describe the characteristics of a mature disciple?
7. Is the reproduction of other disciples part of your discipleship process?

Discipleship of Children

It is critical we are meeting the spiritual needs of the children the Lord is bringing to us. If they begin to sense we are not focused and fixed on them, we will lose them. One of the best ways to keep children is to have a solid Children’s Discipleship Ministry that develops their walk with Christ.

APPENDIX 1

5 Biblical Principles for Discipleship of Children

(adapted and used with permission of Every Generation Ministries)

READ Deuteronomy 6:1-9

- In Deuteronomy 6:1-9 we are assured our investment in children is a good strategy impacting the present as well as future generations.
- The chapter also provides a helpful model for how to effectively engage children and youth and have an eternal impact on their lives.

1. Teach Truth

- * We are to teach God's Word to our Children
 - (Deut. 6:6) These commandments that I give you today are to be on your hearts.
 - (Deut. 6:7) Impress them on your children.
 - Faith in the Lord Jesus Christ is of first importance. (Rom. 1:16)

2. Teach Experientially

- * Teach God's Truth in the everyday living of life
 - (Deut. 6:7c) ... when you sit at home and when you walk along the road, when you lie down and when you get up.
 - Learning to depend upon the Spirit of Christ in everyday life is the only way to live out God's commands. (Galatians 2:20)

3. Keep the Discussion Going

- * Discuss the truths of God's Word and how it applies to the children's everyday lives
 - (Deut. 6:7b) Talk about them ...
 - Continue to discuss how to walk by faith in Christ. (Colossians 2:6)

4. Living in Truth Demands Response

- * Let the commandments influence what you do (with your hands) and how you think (with your minds).
 - (Deut. 6:8) Tie them as symbols on your hands and bind them on your foreheads.
 - (Deut. 6:9) Write them on the doorframes of your houses and on your gates.
 - Walking by faith in Christ will produce fruit and freedom. (Galatians 5:22-23)

5. Deepen Your Relationships

- * In order to talk about these things, to walk along the road, or to sit at home with a child, one must have a relationship with that child.
 - Thus, it is implied throughout this passage that there is an ongoing, real-life relationship happening between the teacher and children. Discipleship always happens in the context of a relationship.

APPENDIX 2

This appendix can be helpful in establishing the goal and evaluating the effectiveness of your discipleship process.

What does it mean to be established in the faith?

Many times, we consider a mature disciple in a legalistic way. The legalistic method would describe a mature disciple as one that attends church, tithes, serves in the church, etc. Some others would describe a mature disciple as a person that has the correct answers on the teaching of scriptures, such as salvation by faith, the trinity, the virgin birth, etc. Though we are not saying these things would not be true of a mature disciple this appendix is given to help bring clarity to the goal of a mature disciple.

One way to think of it is as follows: Paul states the following about his life as a believer, which is instructive to the lives of all believers:

“I have been crucified with Christ and I no longer live, but Christ lives in me. The life I now live in the body, I live by faith in the Son of God, who loved me and gave himself for me.”
Galatians 2:20.

A person is established in the faith when...

- a. they live by faith in the Son of God
- b. this faith results in Christ being lived out through the believer's life (actions).

Therefore, a mature believer – established in the faith – will be described as follows...

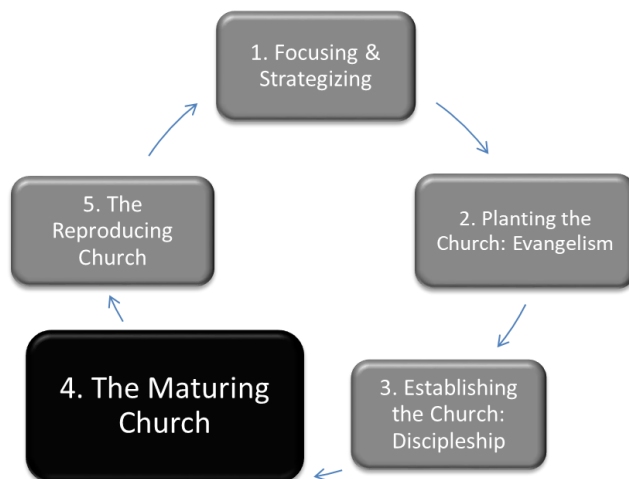
- a. a person whom by faith depends upon Christ by the Spirit in all the circumstances of life
- b. a person that is walking in the Spirit
- c. a life exemplified by the fruit of the Spirit being demonstrated continually in their life.
- d. shares Jesus Christ with others
- e. disciples others to reproduce.

3 Key thoughts and qualifying questions about your discipleship process.

- Discipleship always happens in the context of a relationship. With that in mind the discipleship process will involve a plan for believers to spend time in community with other believers with specific steps to be established in the faith as described above. What groups might need to be discontinued because they are not actually part of a disciple making process?
- A discipleship process isn't like the 10 Commandments set in stone for eternity. The process can and should be dynamic and change and improve over time. How often will you evaluate your discipleship process?
- If you cannot point to disciples who are making disciples, you do not have a successful disciple making process. If that is the case, what will you do to address that?

Phases 4 and 5 of Church Planting: The Maturing and Reproducing Church (CP-8)

Phase 4 – Maturing Church



About this Phase: In this phase the initial group(s) begin to meet for public worship becoming more than just a random collection of believers and growing into the functioning body of Christ. During this phase the emphasis is placed on implementing structures that will give form and function to the church. A focus also needs to be placed on what it means to live in a Christian community. Think of this phase of the birth to maturing phase.



For Discussion: What are some of the initial things you believe a church planting pastor needs to give attention to as the church begins to meet publicly and is beginning to get established?

Tasks for this Phase

Some Biblical Foundation for this phase:

- Understanding and exercising spiritual gifts - Romans 12:3-10, 1 Corinthians 12-13
- Relationships within the body - 1 Thessalonians 4:1-9, Ephesians 5:19-20, Acts 2:42-47, 4:32-37
- Command and purpose of gatherings - Hebrews 10:24-25

1. Experiencing Life and Fellowship in the Family of God

Scripture: Acts 2:42-47, 4:32-37

See Appendix 1 for a list of the “one another” commands in the New Testament

- Building Christian Community: common meals, prayer for one another, meeting one another’s needs
- Multi-Generational: The church is greater than your own peer group.

“Community matters. There are few things in which the church can be more counter-cultural than in the way it practices community.”

--Ed Stetzer, “Community Matters: The Role of Transformational Groups in the Church,” Christianity Today

2. Discover and Develop Spiritual Gifts

Scripture: "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. 1 Peter 4:10

- Best way to discover gifts is by actually serving.

3. Beginning to Meet Regularly for Corporate Worship

Scripture: Hebrews 10:24-25

- Until now maybe the believers may have been meeting in separate groups in homes.
- Benefits: Gathering provides perspective that they are a part of a larger body of Christ, allows for the use of a diversity of gifts, helps maintain balance, greater accountability in doctrine, gives greater visibility to the church.
- The timing and planning for coming together must be carefully considered.

Some Possible Considerations:

- Health of cell groups: will the Sunday worship service shift focus away from the cell groups? Consider waiting until three healthy cell groups have been formed
- Begin with "preview" services or occasional services that create a sense of anticipation until the church is ready. Or a quarterly or monthly service?
- When first launching, best to rent a place on an hourly basis, and avoid any long-term lease or rental agreement. Maximum flexibility and minimal expense, as a small church plant does not have the resources and doesn't need the debt.

4. Multiply Discipleship Leaders and Groups

Scripture: 2 Timothy 2:2 "And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."

- Real multiplication occurs when workers trained by the church planters in turn train others.
- Creating new leaders is key to the spiritual growth of a church. As a church grows new cell groups it will create a need for more leaders.

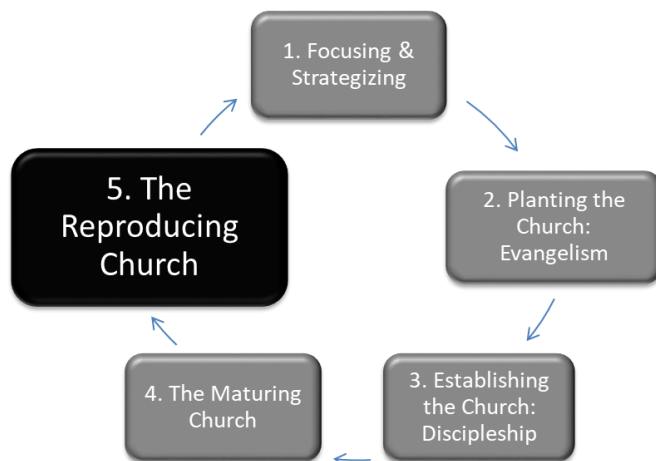
Common Pitfalls During This Phase – only points 2 and 3 will be on the PowerPoint presentation.

1. Failure to Exercise Church Discipline
 - "Those who stubbornly persist in behavior dishonoring to God, discrediting the church, and harmful to themselves and others will eventually need to be disciplined." -*Global Church Planting*, by Craig Ott and Gene Wilson page 263
2. Church Planters Adopting a Pastoral Rather Than Empowering Role
 - The focus needs to remain on equipping local believers to meet their needs of teaching, administration, and nurture.
3. Loss of Evangelistic Thrust
 - Very common; church gets stuck in "maturing" mode and perceives itself not as a church on mission but as an institution that exists to meet its own needs.
4. Over Commitment
 - Tendency for a young church and its leaders to take on too many commitments and become overburdened and overwhelmed
5. Unwise Dependence of Outside Resources
 - A key to long-term church multiplication is the ability to plant churches using locally available resources and locally sustainable structures.



Discussion: When do you think would be the appropriate time for a group to begin to meet for corporate worship in a large service gathering? What are your reasons?

Phase 5: Reproducing Church



About this Phase: As the church grows and matures, ministries are expanded, new believers continue to be brought to faith and members are empowered for greater responsibility and service in the church and community. The church begins to function on its own. The church also begins to position itself to reproduce.



Discussion: When do you think a church is ready to reproduce (plant a daughter church)? What do you think should be the indicators that a church is ready to take this step?

Indicators that a Church is Ready to Reproduce

1. Organism (Body Life) Over Organization

Scripture: Ephesians 4:16

- The life of the church is increasingly being understood as coming not from the form of the church (buildings, programs, meetings, events, etc.) but from the believers and whether or not they are functioning (evangelism, reproducing disciples, raising up new leaders) as the Body of Christ.

“Growth is being measured by the capacity to release, not retain”

-Milfred Manatrea, *Shaped by God's Heart: The Passion and Practices of Missional Churches*

- Significant resources (financial and personnel) are being allocated to the cause.

2. Recognizing Everything is About Discipleship

Scripture: 2 Timothy 2:2

- During Phase 4 cell group leaders were trained on how to mentor new leaders. This principle is now being applied in small groups and other areas of the church. The discipleship process of the church is resulting in many new leaders in the church. This sets the stage for a church to see how planting daughter churches is possible.

One researcher found the following related to reproduction by two specific churches:

“Both Midtown Fellowship and Bedrock Community Church built miniature versions of their planting process right into their small groups ministry. The result was that planting churches outside the church was just a natural and logical extension of something they were already regularly doing inside the church. To the extent that churches can build this kind of multiplication right into their ministry structures, they will be setting the stage for a much smoother transition to church planting.” -Brent F. Burckart, “Overcoming Obstacles to Churches Planting Churches,” Doctoral Dissertation, Dallas Theological Seminary, May 2020

3. Official Leaders Established

Scripture: Acts 6, 1 Timothy 3 and Titus 1 are used and upheld.

- Local church elders are becoming responsible for the ongoing spiritual care and guidance of the church.
- The church has many deacons (servants) who come alongside the pastor and elders.

4. Resourced by the Body

Scripture: 2 Corinthians 9:6-11

- Through discipleship that includes teaching on stewardship a heart of generosity has developed among the church body. This is a work of God which results in meeting the financial needs of the church.
- Many in the church have become servants of our Lord Jesus Christ instead of seeing themselves as needing to be served. This body is meeting the needs of the body as well as reaching out to the community.

5. Burden to See Christ’s Reign Extend to all the World

Scripture: Revelation 7:9

- Goal of the church is seeing the Gospel transform lives, families and society.
- Each disciple seeking their Kingdom purpose.
- The vision is greater than the local church.
- Since reproduction has been part of the DNA from the start (disciples, groups, leaders) reproducing as a church is a natural step
- The goal would be to have a church planting team formed within the first two years or sooner.

See Appendix 2 on some questions and considerations as you prepare to plant a daughter church.



For Discussion: What do you see as the typical barriers that keep a church from planting a daughter church?

APPENDIX 1

All the “one another” commands in the New Testament

“One another” is two words in English, but it’s only one word in Greek: ἀλλήλων (*ah-LAY-loan*). It’s used 100 times in 94 New Testament verses. 47 of those verses give instructions to the church, and 60% of those instructions come from Paul.

Kissing? Yes! Four of the “one another” commands are about kissing. One more note on the kissing: check out the cultural settings of these verses before planting one on your pastor’s cheek next weekend.

When you look at these verses, a few more common themes show up.

Unity. One third of the one-another commands deal with the unity of the church.

1. Be at peace with one another – Mark 9:50
2. Don’t grumble among one another – John 6:43
3. Be of the same mind with one another – Romans 12:16, 15:5
4. Accept one another – Romans 15:7
5. Wait for one another before beginning the ordinance of Communion - 1 Corinthians 11:33
6. Don’t bite, devour, and consume one another – Galatians 5:15
7. Don’t boastfully challenge or envy one another – Galatians 5:26
8. Gently, patiently tolerate one another – Ephesians 4:2
9. Be kind, tender-hearted, and forgiving to one another – Ephesians 4:32
10. Bear with and forgive one another – Colossians 3:13
11. Seek good for one another, and don’t repay evil for evil – 1 Thessalonians 5:15
12. Don’t complain against one another – James 4:11, 5:9
13. Confess sins to one another – James 5:16

Love. One third of them instruct Christians to love one another.

1. Love one another – John 13:34, 15:12, 17; Romans 13:8; 1 Thessalonians 3:12, 4:9, 1 Peter 1:22, 1 John 3:11, 4:7,11; 2 John 5
2. Through love, serve one another – Galatians 5:13
3. Tolerate one another in love – Ephesians 4:2
4. Greet one another with a kiss of love – 1 Peter 5:14
5. Be devoted to one another in love – Romans 12:10

Humility. About 15% stress an attitude of humility and deference among believers.

1. Give preference to one another in honor – Romans 12:10
2. Regard one another as more important than yourselves – Philippians 2:3
3. Serve one another – Galatians 5:13
4. Wash one another’s feet – John 13:14
5. Don’t be haughty; be of the same mind – Romans 12:16
6. Be subject to one another - Ephesians 5:21
7. Clothe yourselves in humility toward one another – 1 Peter 5:5

Here's the rest:

1. Do not judge one another, and don't put a stumbling block in a brother's way – Romans 14:13
2. Greet one another with a kiss – Romans 16:16; 1 Corinthians 16:20; 2 Corinthians 13:12
3. Husbands and wives: don't deprive one another of physical intimacy- 1 Corinthians 7:5
4. Bear one another's burdens – Galatians 6:2
5. Speak truth to one another – Ephesians 4:25
6. Don't lie to one another – Colossians 3:19
7. Comfort one another concerning the resurrection – 1 Thessalonians 4:18
8. Encourage and build up one another – 1 Thessalonians 5:11
9. Stimulate one another to love and good deeds – Hebrews 10:24
10. Pray for one another – James 5:16
11. Be hospitable to one another – 1 Peter 4:9

Of course, Jesus and the apostles give many more instructions to the church; these "one another" passages are a good start, though.

Also: make sure you read these in context! These commands come from Jesus, Peter, John, Paul, and James, and they're scattered across the New Testament. Don't just stop at this list: dig into these passages to see what the author was talking about.

-Jeffrey Kranz, <https://overviewbible.com/one-another-infographic/>

APPENDIX 2

1. Prepare the church for Reproduction
 - A vision to plant a daughter church does not happen accidentally. Because multiplication has been built into every level of the church from the start, here is where the reproduction of new congregations begins. Leadership must cast vision from the beginning of the church plant that the plan is to reproduce and plant daughter churches.
2. Launch Daughter Church Plant

Church leadership needs to prayerfully consider the following questions:

 - What are the biblical reasons to plant a church?
 - How does church reproduction fit into our calling and mission?
 - What is God doing that indicates this might be the time to reproduce?
 - What steps of faith are appropriate at this time?
 - Where are the spiritual needs the greatest and what opportunities has God opened up to us?

Some other considerations:

 - Members living in the target community typically form the church plant team.
 - Mother church determines involvement and financial commitment.
 - As new churches are planted, whole movements can be launched.

The Church: A Refuge

Child Protection and the Value of People with Disabilities

Introduction

Most scholars believe that the book of James was the first New Testament book that was written. It was written to the believers to form churches after they had scattered being persecuted in Jerusalem.

Instruction from James to these believers helps us to see God's heart for children and the vulnerable:

"Religion (*true worship*) that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world."
James 1:27

Let us begin to consider God's call for our churches to be places of refuge for the "least of these."

Definition of **refuge**: Shelter and protection from danger and distress *or* a place that provides shelter or protection.



Share in small groups – what are some ways that the church can be a refuge for children and others who may be vulnerable?

In this session we are going to focus on two ways a church is to be a place that provides shelter or protection:

- First, we will focus on how the church is to provide a positive safe environment for discipling children and protecting them from abuse.
- Second, we will focus on how the church is to provide to children, and others with disabilities, a place of welcome, belonging and usefulness.

The Church a Refuge for Children

"There can be no keener revelation of a society's soul than the way in which it treats its children." -Nelson Mandela, May 8, 1995, Opening Line of his speech at the launch of the Nelson Mandela Children's Fund

Child Safety and Protection

In Session 2 we shared God's heartbeat for the care of children. We cited the following scripture that demonstrates how God desires children to be protected:

"It would be better for them to be thrown into the sea with a millstone tied around their neck than to cause one of these little ones to stumble." -Jesus, Luke 17:2

As a leader in your church it is your responsibility to train all your children's workers in the guidelines for the safety and protection of the children in your care. Please note: this is a protection for the children's workers, as well as the children. ZimZam Global recommends the following as a minimum practice for implementing safety and protection guidelines for your church's children's ministry:

1. Your church and children's ministry has adopted protection and safety guidelines that are written down and a copy is given to each children's worker. Attached to this session is Appendix A: Child Safety and Protection Guidelines. We provide them as a suggested beginning for you to use in your children's discipleship ministry. You will be able to add and improve upon them for your own church and situation.
2. No children's workers will be allowed to work with children unless another trusted adult can give a reference that this children's worker has no history of child abuse of any form. In some countries, background checks can be done. Obviously, this might mean getting a reference from someone from their hometown. There is a danger to all your children if you have just one person who has a history of abusing children. Do not think that because they are a new believer that they will no longer have issues in abusing children. If they have a history of abusing children, the best guideline is to allow that person to serve in some other capacity, other than with children. That would be the best policy for that person into the future. Studies show that predators have life-long incidents even after intervention.
3. All children's workers will have received orientation that includes a thorough understanding of your written and adopted Child Safety and Protection Guidelines. They will also be given a copy of those safety and protection guidelines. This will mean that when a new children's worker is added, this new leader will be required to receive an orientation of the safety and protection guidelines. No worker should be allowed to serve in your children's discipleship ministry until they have gone through that orientation. This will also include any youth who are considered a children's worker. Abuse to children may take place from not only an adult, but youth, as well as other children. Be vigilant in your protection of children - that is God's heart.
4. Regularly, your children's ministry will evaluate how your church is doing following the safety and protection guidelines, at a minimum this should take place once a year. This evaluation will include all of the children's workers. The evaluation and review will help to keep children's workers vigilant in their responsibility to have a safe and protected environment for all of the children.

Rules for Protection are Good for All

- To effectively share the gospel of Christ and to disciple children, they must be shown the love of Christ and must understand how important and precious they are to God.

- Rules for safety and protection may not be appreciated by all children, but if they know you truly care about them, and desire to keep them from harm, it will help them understand why there must be rules. That which hurts a child is never fun for that child.

Decreasing the Risk of Abuse

We will highlight one area of protection that will decrease the risk of abuse taking place as well as protect the children's workers from possible false accusations. The goal is always to minimize the risk for children.

You can, for the most part, prevent abuse using two risk assessment factors:

- ✓ *Isolation*
- ✓ *Accountability*

Risk Decreases ↓ **as Isolation Decreases** ↓

- Location – eliminating private or secluded locations when children are present.
- Physical arrangements (rooms, windows, door placement, visibility, accessibility)
- Number of people present (2-adult rule; three or more children)

Taking steps to minimize isolation can greatly reduce risk.

Risk Decreases ↓ **as Accountability** ↑ **Increases**

- References – a trusted adult provides a reference for the children's worker.
- Screening – having an interview with potential children's workers. Possibly requiring a certain length of time attending the church before they can become a children's worker.
- Two-adult rule - Except under very unusual circumstances, there will be two adults always present with groups of children. In public settings this is much less important; in more secluded settings it becomes much more important.

Taking steps to increase accountability can greatly reduce risk.



In your groups, choose and read one Case Studies from Appendix B. Consider the "Discuss" statements and each person write down some thoughts for:

- "Possible Problems"
- "Possible Solutions"

Then talk about these together...we may or may not share in the larger group depending upon time.

The Church a Refuge for Children with Disabilities and all People in our Communities with Disabilities

Who are the Disabled?



Share with your neighbor or in your breakout group: What is your current personal definition and/or understanding of disability?

Who are the disabled?

“...a *disabled person* is someone who has a physical or mental impairment that has a substantial and long-term* adverse effect on his or her ability to carry out normal day-to-day activities.”

*meaning it has lasted for 12 months or is likely to last for more than 12 months or for the rest of the person's life. -From the Disability Discrimination Act (United Kingdom).

“*Disability* means a physical, sensory, mental or other impairment, including any visual, hearing, learning or physical incapability, which impacts adversely on social, economic or environmental participation...” -From the Kenya Persons with Disabilities Act 2003

The United Nations estimates almost 15% of the world’s population—approximately 1 billion people, of which over 350 million are children—experience some form of disability. The disabled make up the highest proportion of the world’s disadvantaged population...

Who are the Disabled?

- They make up 15–20% of the poorest communities.
- They live marginalized, in isolation, and often have to beg as their sole means of survival.
- Disabled adults and children are three times more likely to be victims of sexual violence and rape.
- Other factors, such as physical dependence, life in institutions, and lack of access to legal rights, also make them particularly vulnerable to disease and abuse.

How do we, and the world in general, typically view people with disabilities?

Two of the greatest influences that affect how we view people with disabilities are our **background** and **knowledge**.

Background and Knowledge

1. Our **family** and **community**: The way family members and people in our communities perceive people with disabilities may strongly influence our own perceptions.
2. Our **education**: The things we have learned tend to have a powerful impact on the way we think and feel.
3. Our **religious and cultural upbringing** influences our attitudes.

Religions of the World and Social Systems and their views of the disabled:

Tragically, throughout the ages, and in many parts of the world today, people with disabilities are looked upon as mistakes or those who have been cursed as the result of personal sin or the sins of their parents or ancestors. As a result, they are rejected, isolated, and live as outcasts of society.



Do you see this reality in your local community? The facilitator may ask one or several to share with the group.

Here are how some religious and social systems view people with disabilities:

- Hinduism – A disabled person is “bad karma”. Such a person is of the lowest caste.
- Islam – A disabled person is an object of charity or disgrace in a “shame and honor” culture. A disability is that person’s fate (*ghadar*).
- Communism – A disabled person cannot contribute to society; he or she has no use.
- Buddhism – A disabled person should deny and ignore his or her plight
- Spiritism – A disabled person has been cursed.
- Secular Humanism – A disabled person is a victim and to integrate them into society is considered a significant expense.
- Religious Legalism – A disabled person is an object of charity. He or she is the focus of ministry projects which highlight results rather than relationships. However, the real needs of disabled people are seen as the responsibility of the government, not the religious community.

How does God view people with disabilities?

➔ Created in the image of God for Him

“For you created my inmost being; you knit me together in my mother’s womb...Your eyes saw my unformed body; all the days ordained for me were written in your book before one of them came to be.” -Psalm 139:13, 16

Jesus went out of His way to encounter and include people with disabilities, because He knew how much they may contribute to any family and how vital every individual is to their community. Breaking down barriers and seeing the value of each person helps us to become the true family that God intends us to be. (Mark 2:3-5 and 1 Cor. 12:22-23).

1. God desires disabled people to serve His kingdom

In Luke 14, Jesus was invited to eat in the home of a prominent Pharisee. He said the following to the host:

“...When you give a luncheon or dinner, do not invite your friends, your brothers or sisters, your relatives, or your rich neighbors; if you do, they may invite you back and so you will be repaid. But when you give a banquet, invite the poor, the crippled, the lame, the blind, and you will be blessed. Although they cannot repay you, you will be repaid at the resurrection of the righteous.” -Luke 14:12-14

There is a great parable in Luke 14, following these verses, that Jesus gives that would be good for you to consider related to God’s heart for the disabled being a part of His Kingdom. We do not have time to go over the implications of this parable in this session.

2. God desires His church to reach disabled people

“But in fact, God has placed the parts in the body, every one of them, just as He wanted them to be.” -1 Cor. 12:18

This helps us understand:

- God not only desires to *reach* disabled people, but that “*He places*” those who make up the Body of Christ so as to show His gracious intention towards “the weaker” and “less honorable” -1 Cor. 12:22,23

Since God's desire is for disabled people to serve in His Kingdom and desires the church to reach and show honor to the disabled, we encourage you to be a church that reaches, welcomes, honors and finds a place of service for those that are disabled. Appendix C can guide you and your church through the steps to begin a ministry to the disabled in your community.

Successful Models of Disability Ministry

Modeling God's Love through the Church

- When it comes to evangelism among disabled people and their families, the gospel cannot be given in word only; it must be accompanied by action.
- Disabled people who experience God's love through the alleviating or sharing of their burden usually remain true to the faith. Their families are usually very committed to the church as well. Evangelism among the disabled that lacks the "relief of a burden" rarely lasts.
- When designing a program for disabled people your church should start small...

Church Outreach Ideas*

- Disability Awareness Sunday
- Build a Ramp Day
- Community Outreach
- Luke 14 Banquet
- Sports and Recreation Day
- Foot Washing Service
- Love Gift Distribution Day
- Marketplace Outreach

**from BASICS: Fundamentals of Disability Ministry Training (Joni and Friends International Disability Center U.S.A.)*



Think of one person you know with a disability. The facilitator may ask you to share with the group or with the person sitting next to you.



Discuss in your groups how you might address the needs of the disabled, both children and adults, in your church planting strategy...

Appendix A

Child Safety and Protection Guidelines*

Child Safety

These are some concrete action steps as it relates to child safety and protection. Make sure your program/activity area is clean and that your play area is safe. Before children arrive, you may need to spend some time cleaning up the outdoor or indoor play area. Be sure game activities are well supervised with all the leaders participating in helping with team activities.

If an accident or injury should occur, you should follow the guidelines your church has for these situations. If there are no such guidelines, think about what you would do in such a situation. Write out your guidelines and make sure all leaders are aware of what to do. You should have some first aid supplies or a first-aid kit available.

Child Protection

Be mindful when you are with young children to make them aware of the love of Jesus for them and their great worth to Him. They need to know that children matter to God and that they are created specially by Him with much attention to detail.

"My frame was not hidden from You, when I was made in secret, and skillfully wrought in the lowest parts of the earth." -Psalm 139:15

When speaking to children, do not use harsh words. Ask yourself, "Would Jesus say this to the child?" Don't ever use shame or ridicule or humiliation with a child. Avoid comparing one child to another. Instead, if a child is looking for negative attention, try to find ways to praise the child. Never use corporal punishment on children. No matter how slight, physical punishment may appear to others as abuse. This doesn't mean that your children's activities have no discipline guidelines and that children are in control! It just means that you use positive discipline to encourage and exhort the child.

Many different cultural norms exist that determine the appropriateness of physical touch in a public setting. Sometimes when children accomplish something special, leaders like to hug them or use other forms of physical affection to show their praise. However, be cautious of demonstrating physical affection with children. While usually harmless, a hug, rub on the back, or other form of physical affection may appear questionable to others. More intimate physical contact (kissing, for example) should be prohibited.

Leaders of either sex should avoid being alone with a child, especially in an isolated setting (ex. a windowless room with the door closed, or in a bathroom). If a leader needs to talk to a child alone, she or he should find a place that permits privacy but that is in open view of others. Many churches employ a rule that two adults should be present with a child (the Two-Adult rule). Making sure that a child is not alone with an adult is one of the greatest tools for abuse prevention.

While modern technology offers great ways to reach children and their families, be mindful that it also attracts those who would take advantage of children. It is highly advised that you get the permission of the parents first, preferably in writing, before you communicate with a child using email, text messages, or the internet.

A good program of child protection starts with a good knowledge of the people that are working with children. Some churches have very formal rules to help them screen new leaders. For example, they may ask that the leader be a member in good standing in his or her church and/or that the leader has attended there for a minimum length of time. It is always wise to have personal recommendations as well. By taking appropriate measures, you will discourage a sexual predator who is intent on abusing children. Unfortunately, the profile of a person who sexually abuses children is often that of a person who is respected in the community.

If you or your leaders suspect child abuse is occurring in your children's program, report it to your pastor immediately. Be familiar with your country's laws regarding the reporting of child abuse. Some countries legally require you to report suspected or known abuse, while others do not. Regardless, the pastor and church leadership will want to address the situation of child abuse as well as they can.

We want to show children the love of Christ. When children are abused or don't feel secure in their environment, it will likely be more difficult for them to respond to the gospel message.

*Material adapted from Awana SeedPlanter's Training Manual

Appendix B

Case Studies about Child Safety & Protection*

1. Children line up for games after a heavy rain hit the area the day before. The rain had washed large stones onto the play area where the children would be running. It had also washed out some of the ground leaving dips and ridges, even holes, in the play area. The wind had broken some branches off the trees nearby, dropping them onto the play area.

Discuss:

What are the potential problems in this situation?

Possible Problems:

Possible Solutions:

-
2. a) A child leaves your program early without telling anyone. When the parents come to pick up the child, no one knows where he/she is.
b) One or more individuals are hanging around the church property. One of the children leaves to go with them.
c) Someone besides the parent/s (of custody) of a child comes to pick up the child before your program time is finished.

Discuss:

What are the potential problems in each of these situations?

What can be done to prevent these situations from becoming a problem?

Possible Problems:

Possible Solutions:

-
3. When playing games outside, some of the children waiting for their turn to play are running about on and off the property.

Discuss:

What could be the dangers of children running about, especially off the church property?

What should be done to prevent potential problems from this situation?

Possible Problems:

Possible Solutions:

-
4. During games, a child falls and cuts his leg; it begins to bleed heavily. No one knows where there are any medical supplies to use for the child and there is no phone to call for help.

Discuss:

What is the potential problem in this situation?

What can be done to prevent this situation from becoming a problem?

Possible Problem:

Possible Solutions:

-
5. a) A child misbehaves during the Bible lesson. A leader sees this is distracting the other children from hearing the lesson. The leader reaches out and slaps the child on the back of the head.
- b) A child misbehaves repeatedly. A leader angrily grabs the child by the shoulder and pulls him out of the room. The other children could hear the child crying in the other room.

Discuss:

What are the potential problems in each of these situations?

What can be done to prevent these situations from becoming a problem?

Possible Problems:

Possible Solutions:

-
6. a) During a Bible memory verse time a leader becomes impatient with a girl and says to her, "You NEVER come prepared with a verse! I don't have time to work with a stupid child today. Go learn on your own!"
- b) During games, a leader yelled at one of the children on his team for disqualifying their team in an organized game activity. The child was embarrassed and began to cry. The leader loudly told him "not to act like a baby!"

Discuss:

What are the potential problems in each of these situations?

What can be done to prevent these situations from becoming a problem?

Possible Problems:

Possible Solutions:

-
7. a) One child has decided to focus his attention on another child who is smaller than him. Every week the bigger child calls the smaller child names, trips him, punches him in the arm, etc. The leaders don't always see what is happening between the two children, but sometimes they do. The smaller child who used to come to your program happy now has a worried look and no longer seems prepared to participate in things like practicing memory verses. The misbehaving child comes from a difficult home situation, so the leaders are afraid if they discipline him, he won't come back. The smaller child is a friendly child from a better home situation.
- b) There are several children in your program who do not listen to the leaders; they don't pay attention and ignore positive efforts to get them to change their behavior. They arrive late and talk loudly when a leader is trying to teach or give instructions for games or Bible verse work.

Discuss:

What are the potential problems in each of these situations?

What can be done to prevent these situations from becoming a problem?

Possible Problems:

Possible Solutions:

-
8. a) A leader regularly gives more attention to one child than the rest. It is obvious that the child is a "favorite" of that leader. The leader sometimes gives the child extra help with his verses and is often seen giving touches of encouragement.
- b) A male leader loves to hug all the girls throughout the program time. Some leaders feel this is his way of showing that he cares about them and doesn't want to leave anyone out, but the girls share that they think he is too "huggy." Some girls are clearly uncomfortable with his hugs.

Discuss:

What are the potential problems in each of these situations?

What can be done to prevent these situations from becoming a problem?

Possible Problems:

Possible Solutions:

*Material adapted from Awana SeedPlanter's Training Manual

Appendix C

5 Steps to Starting a Special Needs Ministry*

1. **Ask and Listen** - When beginning a ministry, you need to know who you're serving and how they define their needs! By meeting the needs of people already in your church, you will grow in your capacity to serve those who will come in the future. Asking is something we need to return to often. Needs change and adapt with time. Periodic adjustments and tune-ups will keep your ministry healthy and vibrant as those in your ministry move from childhood, to their teen years, to adult life.

2. **Set Goals** - Your ministry needs to know what it's trying to accomplish. Ministries can grow and adapt, but if you don't know where you're going, you'll never get there! A mission statement will help guide choices. And the good news is, your church probably already has a mission statement! For example, if your church mission statement says, "To be a place where everyone can know Jesus, connect with others, and serve our community," how do people with disabilities fit into that mission? The simple answer is, they're part of "everyone!" If you tie your disability ministry's mission statement to the mission of the church, it becomes part of your church's DNA.

3. **Define leadership roles** - The long-term health of your ministry depends on having a ministry structure that can scale to the size of your ministry. Regardless of your ministry's focus or purpose, there are three roles that need to be filled. While a small ministry may have one person filling these roles, a growing ministry will need to delegate these responsibilities to a team.

- **Leadership Liaison** – This person has access to church staff and leadership, providing a bridge for open communication.
- **Volunteer Liaison** - Training, encouraging, and scheduling volunteers is key to any ministry, but particularly in disability ministry where relationships are critical, and trust is built over time.
- **Family Liaison** - Disability ministry is constantly evolving and changing in response to the needs of the families being served. This person builds relationships to understand the needs of new families and the changing needs of existing families as they move through different phases of life. Current family information is updated in the Family Ministry Profile. For more information, visit irresistiblechurch.org

4. **Recruit volunteers** - Disability ministry can sound like the realm of medical professionals and trained, special-ed teachers. But, "not an expert," does not mean "unqualified." While experts provide helpful guidance and insights, disability ministry is a ministry. Godly character and gifting are the most important qualifications.

- **Who to Recruit** - Character counts far more than experience or expertise! You don't need just experts, but you also don't need just anyone! You want volunteers who can grow in their God-given gifting. Be cautious about recruiting parents or siblings of someone affected by a disability. While they may have experience and a willingness to help, offering respite to families affected by special needs may be more valuable.

- How to Recruit - Connecting someone's gifts and character with disability ministry helps people see how they are already qualified to serve. Consider the power of saying, "I see the way you are patient and kind and always remember details about people's lives. Those are qualities we need in our disability ministry." Be intentional in your conversations with those you want to serve with you.
- What to Ask - Define the volunteer role, frequency of service, time commitment, training provided, and leadership structure. Clearly defined expectations and commitments will be a blessing to everyone involved!

5. **Prepare your church** - Volunteers are not the only ones who need training! A truly accessible church involves everyone in the church family. A church culture that values, welcomes, and accepts people of all abilities is a church that reflects the heart of Christ.

- Disability Awareness - The first step toward an accessible, welcoming church culture is understanding the realities of life with a disability. Familiarity builds empathy for the struggles of those with disabilities, while at the same time reveals what we all share: a need for love, acceptance, and most of all a saving faith in Jesus!
- Disability Etiquette - Fear of doing or saying the wrong thing can often keep people from comfortably engaging people with disabilities. A basic training on appropriate terminology and etiquette will empower your church family to confidently welcome and embrace people with disabilities.



joni&friends

*Material from Joni & friends ministry

“Less Is More” Leadership Part 1

“Less is More” Leadership is adapted from the book *How To Lead & Still Have A Life! The Key Principles of Less Is More Leadership*, by H. Dale Burke (© 2014 by Dale Burke Ministries). Used with permission of the author.

Problem: When a Leader Tries to Do Everything Himself

We have a story that helps to illustrate the problem of the leader trying to do everything himself.

The Goats on Ropes Illustration

There once was a boy who was very poor. He prayed to God that he could obtain a goat, and God answered his prayer. The goat made the boy very happy. He walked along with the goat on a rope. The goat provided the boy companionship and sweet milk for his family. After a while, the goat became pregnant and had a baby. Now the boy had two goats and he was even happier. He walked along with two goats on two ropes, singing and thanking God.

Eventually, the boy had eight goats on eight ropes. You would think that having that many goats would make the boy happier still – but it didn’t. When he went walking, some of the goats wanted to go in one direction and others wanted to go the other way. He had to make sure all of them got enough to eat and drink. It was a lot of work! The boy didn’t sing anymore when he walked along with eight goats. It was too much work and too much responsibility for him.

Relating this illustration to ministry: Growth is a good thing. But at some point, we can become overwhelmed. Ministry becomes a chore – it brings stress instead of joy. This can happen to every person in ministry. We all have many responsibilities – we have families, jobs, and ministries. When we are successful at what we do, our responsibilities grow. We may neglect one responsibility (such as family) in favor of another. This can be devastating – not only to you, but to those around you and to the ministry itself.



What are some of the many “goats on ropes” leaders have in their life and ministry?

There is a Solution to this problem: Less is More

The key idea is this: a leader must identify what aspects of life and ministry can be cut back – to get rid of what is wasting energy and effort - and concentrate on areas that are truly producing growth and fruit.

Fortunately, the Bible provides a solution to the problem of too many goats on too many ropes. The solution isn't for leaders to work longer and harder hours. It isn't to lead a bigger and busier life. It isn't to try harder. Although it might sound counter-intuitive, the solution to "too many goats on too many ropes" is the "Less is More" principle. The key idea is this: a leader must identify what aspects of life and ministry can be cut back – to get rid of what is wasting energy and effort - and concentrate on areas that are truly producing growth and fruit. Sounds easy, no? The problem is, once a leader is so busy taking care of so many goats, it is very difficult to identify and cut back to focus only on the ones that are the highest priority.

1. Moses (Bad) Example (Exodus 18:13-18)

What were some of the many responsibilities as a leader that Moses had in the wilderness?

- Navigation
- Meeting physical needs of people and animals
- Fighting enemies
- Meeting with God
- Spiritual supervision of the people
- Judging disputes and criminal cases – "from morning till evening" (v. 13)

The problem, as identified by Moses' father-in-law:

"What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone." -Verses 17b-18

The Solution to His Problem:

"But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. ²² Have them serve as judges for the people at all times but have them bring every difficult case to you; the simple cases they can decide themselves. **That will make your load lighter, because they will share it with you.** ²³ If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied." -Verses 21-23

Main Point:

If a leader tries to do too many things, he will wear himself out. He will be less effective as a leader. The ministry will suffer. His family will suffer. Growth will be limited. Therefore, it is necessary to identify what aspects of life and ministry can be *cut back*.

2. The Heart of Jesus – More Fruit with More Joy!

“I am the true vine, and my Father is the gardener. He cuts off every branch in me that bears no fruit, while **every branch that does bear fruit, he prunes so that it will be even more fruitful**. -John 15:1-2

What is often overlooked is this passage that comes before these popular verses, and what comes after them! In verse 2 Jesus declares that the secret to increasing the fruitfulness of a productive branch is to prune it. The vinedresser who cares for the vineyard is constantly removing the dead and less productive branches so that more life-giving energy flows into fewer branches. As a result, these branches become MORE fruitful.

Pruning Principle

Pruning is a law of nature. If you want the maximum growth, you won't just let the plant grow wild. To “prune” something is to cut it back to enable it to grow even bigger. Take the example of a fruit tree. After it grows a little, you will want to cut back some of its branches, especially ones that are dead, damaged or diseased. Then it will grow even bigger, and produce more fruit, the next season. The same is true of trees, shrubs and flowers. Keep in mind you are not just cutting back dead branches but live ones too – especially those that grow into each other or take away from another's space. When it is pruned, the plant or tree can then focus its energy and resources on the parts that will produce the most growth.

The Heart of Jesus - More Fruit with More Joy!

“These things I have spoken to you so that My joy may be in you, and that your joy may be made full.” -John 15:11

Being more fruitful is not the only outcome to pruning away less wasteful areas of our life and ministry. Jesus also says, if we bear fruit in this way, we will have more fruit with more joy! In other words, more goats with more ropes without losing our song of joy.

Main Point:

“If you feel like you have ‘too many goats on too many ropes’ Jesus offers a better way to lead your flock.” - Dale Burke

Less Is More” means life can be more *fruitful* and more *joyful* at the same time. Your personal life and your family life can be joyful and glorifying to God while you grow in your ministry. He wants His leaders to be healthy, while working hard for the Kingdom, serving the King and His children. But he wants his servants to be enjoying their families, having joy in their marriages, experiencing Sabbath rest and refreshment. Jesus does not want His servants exhausted and burned out, “pulled apart” by the goats of life! If you feel like you have “too many goats on too many ropes” Jesus offers a better way to lead your flock.



Discussion (5-8 minutes): In your breakout groups share your thoughts and feelings so far about “cutting back” in ministry responsibilities. Do you believe it can be effective for you? What are your greatest concerns?

Six Principles for “Less is More” Leadership

The leader cannot do everything and trying to do so will result in less effective ministry. How, then, do you know what to concentrate on, and what to cut back? “Less is More” consists of six principles that will help you “prune” your ministry to produce more growth. These six principles can be grouped together into three categories (or rings on the graphic) –

- (1) The leader’s heart, (2) The leadership process, and (3) Execution – the actual doing of the work.



We will examine these three rings one at a time, starting with the inner ring – the leader’s heart. Notice that the arrows in that ring point outwardly, toward the next ring. That is because the leader’s heart affects everything in ministry. It is the first and ultimate priority.

We are going to cover six (of the eight) biblical principles of “Less Is More.” *Leverage Leadership* the organization that Dale Burke leads conducts conferences entitled *How to Lead and Still Have a Life*. ZimZam Global is grateful for Dale Burke’s permission to give a condensed version of his materials. Some principles will be covered briefly, others will just be mentioned because the principles were covered in other sessions.

Here are how the principles will be presented in our two “Less is More” Leadership sessions:

- The Leader’s Heart (inner ring)
 1. Spirituality & Humility
- The Leadership Process (middle ring)
 2. Mobilization: Power of Working in Teams
 3. Specialization: Power of Strengths
 4. Imagination: Power of Vision
 5. Innovation: Power of Creativity
- Execution (outer ring)
 6. Concentration and Determination: Power of Focus

The Leader’s Heart (Inner Ring)

Spirituality

Hearing that Jesus had silenced the Sadducees, the Pharisees got together. One of them, an expert in the law, tested him with this question: “Teacher, which is the greatest commandment in the Law?” Jesus replied: “‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’ - Matthew 22:34-39

The “Greatest Commandment” is at the heart of great leadership. It all starts with LOVING GOD with all your heart, soul and mind. To lead well and to live well it is ESSENTIAL to be spiritual: to be yielded to God, and to be living to serve and please our Lord Jesus Christ because HE loves us and HE is the only one worthy of our love in return.

Illustration: The Mountain Spring That Feeds a Village

There was a mountainside village right next to a stream that was flowing with fresh, clean water. The villagers drank the water and used it for bathing, washing, and growing food. The stream was so important to the village that they sent a man and his family to live at the top of the mountain, near the source of the stream – a mountain spring. The man at the top would keep animals out of the spring and care for it so that the water remained clean. In return, the villagers sent food and clothing to the top of the mountain for the man and his family.

One year, the village fell on hard times and the villagers decided they could no longer afford to send food to the man at the top. So he returned to the village to live. After a few months, several of the villagers got sick, and some of them died. When they investigated, they discovered that the spring on top of the mountain had become contaminated because the animals had not been kept away. The villagers understood the importance of keeping the source of the stream clean.

The Importance of the Heart in Scripture

- “Above all else, guard your heart, for everything you do flows from it.” -Proverbs 4:23
- “A good man brings good things out of the good stored up in his heart, and an evil man brings evil things out of the evil stored up in his heart. For the mouth speaks what the heart is full of.” -Luke 6:45

- “Teacher, which is the greatest commandment in the Law?’ Jesus replied: ‘Love the Lord your God with all your heart and with all your soul and with all your mind.’” -Matthew 22:36-40
- “And David shepherded them with integrity of heart; with skillful hands he led them.” - Psalm 70:72

The Leader’s Heart: Main Point

The Condition of the Leader’s Heart is THE Most Critical Factor for Strong Leadership. The condition of your heart is absolutely critical to your ministry and your followers. It is more important than vision, strategy, and decision-making. All actions of a leader must flow from a pure heart inclined toward God. A pastor or other leader cannot say “I am too busy to study God’s word, or to pray.” These things are top priorities. If the leader neglects them, he will suffer and so will his family – and, ultimately, his ministry.

Most pastors and leaders want to hear God’s voice and follow His guidance. But that so often does not happen. We often get too busy serving our Lord that we fail to simply stop and listen.

Practical Tips:

- Daily time with God (Mark 1:35)
- Study and meditate on God’s Word (Isa. 55:9-11, Heb. 4:12, 2 Tim. 2:15)
- Find a mentor who you can be REAL with (Acts 11:25-26)
- Like-minded friends (Prov. 27:17 – iron sharpens iron)
- Refocus time – monthly, annually

Humility: The Power of Servant-Leadership

Illustration: The Washing of Feet (John 13)

On his last night with his disciples before going to the cross – at the Last Supper – Jesus poured water into a basin and wrapped a towel around his waist. One by one, he washed the disciples’ feet. The disciples were astonished. The washing of feet was ordinarily the job of the lowliest house servant. Jesus was illustrating what we call “servant-leadership” – the most effective leader is not the one who orders others to serve him, but the one who serves others.

Humility in Scripture

- “Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you.” - John 13:14-15
- “Jesus called them together and said, “You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant.” -Matthew 20:25-26
- “All of you, clothe yourselves with humility toward one another, because, ‘God opposes the proud but shows favor to the humble.’ Humble yourselves, therefore, under God’s mighty hand, that he may lift you up in due time.” -1 Pet. 5:5b-6
- “Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.” -Philippians 2:3

A Radically Different View of Leadership

Jesus radically changed our view of leadership. Servant leadership means that you serve God and your followers – they don't serve you. This is the example Jesus set. As Peter tells us, this is not weakness but strength. Your leadership will be better if you practice servant-leadership instead of making leadership be about your own identity. It's not about you!

The World thinks serving ...

Is for the weak and unskilled
Is taken from me
Produces frustration
Is being a resentful doormat

The Truth is that it ...

Is for the strong and gifted
Is given by me
Produces fulfillment
Is a joyful door to success

"The way of the Christian leader is not the way of upward mobility in which our world has invested so much, but the way of downward mobility ending on the cross." -Henri Nouwen, *In the Name of Jesus*



Discussion (5-8 minutes): In your small groups discuss how you have seen, in your experience, the world's wrong attitudes toward "servant-leadership" affect Christian leaders and pastors?

Characteristics of a Servant-Leader:

- Does not seek to elevate himself
- Does not seek control but equips and empowers
- Depends on God's resources
- Calls people to a vision in which they, too, can find fulfillment
- Models the values, commitments, & actions he wants others to follow
- Is sensitive to God's working in his/her own life
- Will not confuse his own preferences with the will of God
- Is not motivated by personalized power or benefit
- Understands loving is the center of all leading and all of life (starts with family)
- Is primarily motivated by:
 - Fulfillment of God's mission for the organization
 - Fulfillment of God's purpose in the lives of the people in the group

Servant-Leadership and the Family

Many leaders tend to neglect family because they are so busy with ministry, believing that ministry is more important. Leaders need to be "family men" and "family women." The home is the training ground for leadership. A bad family life will make you less effective as a leader. A good family life will make you a better leader. As the Psalmist says: "Children are a heritage from the Lord, offspring a reward from him."

How does this relate to "less is more"? Nurturing a family is important and takes time. You must do "less" ministry to provide enough time for family. A good family life will provide blessings that increase your ministry.

Take-Away Points to Remember

- **Less is More!**
-Pruning in our life and ministry = More Growth, More Impact
- **The Importance of the Heart**
-If neglected everything in life and ministry will suffer
- **Humility and Servant-Leadership**
-Jesus radically changed the way we look at humility. There is power in it. Servant leadership means that you serve God and your followers – they don't serve you. This is the example Jesus set.
- **Don't Neglect Family**
-Lead in the family and then lead the church.

“Less Is More” Leadership Part 2

The Leadership Process (Middle Ring)

As we have seen, the leader cannot do everything – he or she will have too many “goats on ropes.” To produce growth, the leader must prune or “cut back.” We have already examined two places where the leader cannot cut back: family and the leader’s heart. Where, then, can the leader cut back? And if the leader does less, who is going to do the work? We will help answer some of these questions in this section.



The “Middle Ring” of “Less is More” Leadership looks at the leadership process. Good leaders need to be more than nice and humble people. They need to take the ministry somewhere and accomplish something so growth fruit is produced.

The right approach consists of four disciplines: (1) Mobilization; (2) Specialization; (3) Imagination; and (4) Innovation. While these are big words, think of them this way:

Mobilization = Teams

Specialization = Optimum Capabilities

Imagination = Vision

Innovation = Creativity

Session Note

We will touch on Innovation, the last of the 4 disciplines and then focus the bulk of our time on the Outer Ring/Execution. We covered the first 3 of these disciplines – Mobilization, Specialization and Imagination - in other sessions. We recommend you continue to come back to the Less is More Leadership principles in your ministry on a regular basis. We believe that having this material for you to refer to can be quite helpful for you and your leadership teams. You may want to use the material in your leadership meetings.

Mobilization: The Power of Teams

How Would Ministry Growth Change Your Life?

Imagine if God blessed your vision for growing your church, and it grew and produced an abundant harvest for the Kingdom. What if in three years your ministry doubled in size? Now imagine it happening again in another three years, and again in another three. Nine years from now your ministry would be eight times larger in scope and responsibility than it is today. Then consider this question... how would it change your life? Would it be for better or worse? What about the impact on your family or your health? What about the health of your church and its people? Here is the key question that every leader must ask... If God blesses my ministry and church, and it significantly grows in ministry scope and impact, what will it take for me and the church I serve to stay healthy?

God's plan for pursuing new vision and staying healthy is to mobilize others into ministry and leadership alongside you. Ministry is demanding and can only be accomplished by mobilizing an army of others to do the work of the Kingdom.



In small groups discuss what you believe to be the greatest barrier making it difficult to mobilize others into leadership positions. Then share your thoughts on how you can overcome it.

Illustration: A Rugby Team

A rugby team consists of 15 players. Each player plays a different position. The largest, heaviest players are called "props" and their job is to push the opposing team's players backward in a scrum. They don't have to be fast, but they must be strong. Most of the scoring in rugby is done by players called "wings." They don't push people around, they run with the ball and sometimes kick it. They must be fast, which usually means they are not the biggest players on the field.

The first thing to notice is that there are 15 players – not one! If you tried to play rugby by yourself against a 15-person team, you would not stand a chance. You need teammates!

The other thing to notice is that nobody can be good at every position. If you are small and fast, you will be a good wing, but not a good prop. If you are built like a lorry, you might be a good prop, but don't try playing wing. Your team needs props and wings – and hookers, flankers, etc.

Jesus Trains His Team

- Sent them out with “authority” and “instructions” (Matt. 10)
- Performed miracles in their midst (sometimes *only* in their midst, e.g. walking on water) – explained the miracles to them (feeding 4,000)
- Taught them (e.g. yeast of Pharisees); emphasized when they got it wrong and when they got it right (“you are the Christ”)
- Repeatedly talked about the future – good and bad – e.g. his death
- Included them in major events – e.g., the transfiguration (Matt. 17)
- Demonstrated servant-leadership – John 13
- Prayed with them and for them
- Gave them a Great Commission – Matt 28
- Gave them a road map; inspired them – Acts 1:8

Training for Multiplication

2 Timothy 2:2 illustrates the power of teams. Paul didn’t say “bring all the people to me and I will evangelize them.” He said to Timothy – and we can assume he said it to others like Silas and Luke as well – that they are to take the gospel to people who will take it to others still. It goes on and on and gets bigger at each level. We call this “multiplication,” which means bigger and faster growth. This is the mission of ZimZam Global – **“To MULTIPLY healthy CHURCHES among all PEOPLES through CHILDREN, YOUTH and FAMILIES.”**

Practical Tips for Building Teams

- Faithfulness is the #1 criterion for team member selection (2 Tim. 2:2).
- Find, develop and nurture giftedness within the group. Give them authority, responsibility, and feedback.
- Invest in your team! Devote time and resources to them. Encourage them.
- Overcome these internal obstacles:
 - ✓ Need for control
 - ✓ Desire to receive praise
 - ✓ Belief that only you are competent enough.Note that these are the result of pride, which is why servant-leadership is so important.

Specialization: The Power of Optimum Capabilities

Main Idea: Mobilization + Specialization = Health. In other words, a team works best when everyone's highest capabilities are being utilized.

Notice how nicely this follows the concept of "team." God has provided people within the church who are gifted in various ways. In building your team, look for wings and props, crocodiles and monkeys. Assign them to the positions that fit the unique skills God gave them.

Insights on Specialization from Romans 12:3-8

The Apostle Paul exhorts us in Romans 12:3-8 to "not think more highly of yourself than you ought to think". God wants us to think so as to have "sound judgment". He then proceeds to remind us that "each one" is gifted and unique. As we mobilize others, we free ourselves to invest more of our time and energy toward our areas of strength and giftedness. Do MORE of what God has gifted YOU to do best and do LESS of what OTHERS are more gifted to do. In this way you will ultimately accomplish MORE on LESS! And yes, you will experience more fruit with more joy.

Specialization: Practical Tips

- Lead to your strengths; staff to your weaknesses.
- A good leader honestly assesses himself – knows his strengths and weaknesses.
- Ask three good friends and co-workers to confirm what your gifts are
- If you do not know your weaknesses, ask your spouse!
- A good leader will honestly assess the strengths and weaknesses of others
- Any others the group can add?

Imagination: The Power of Vision

Illustration: Crossing a Mountain Range

"If you want people to cross a mountain range, you must describe for them life on the other side of the mountain." –Pastor Dale Burke, *How To Lead & Still Have a Life*.

"People want to be part of something bigger than themselves."

–Kouzes & Posner, *Nuts & Bolts of Leadership*

Vision is More than Setting Goals

"Where there is no vision, the people perish." - Proverbs 29:18a, KJV

"Goals have their place - they give us something specific to shoot at. But if they are to be helpful, they must be directed by something larger and more encompassing, something that inspires us and infuses us with passion, creativity and courage. That's vision, that's a dream for the future." -Dale Burke, *How to Lead and Still Have a Life*

Vision and “Less is More”

It is more important for the leader to define vision, goals, and strategies than it is for him to do physical labor. Your team and followers need to know where you are going, how you will get there, and why it is important. Casting vision involves pruning – deciding what not to pursue as much as what to pursue.

One of the most important functions of a leader is to motivate and inspire people to follow. People will perform their best work when they believe that it is meaningful, that it is part of something big, and that it will make a difference. A meaningful vision will inspire them to do their best work. Without vision, the principles of mobilization, specialization, and innovation become irrelevant because a leader will wear out as a leader as he spreads himself too thin.



In your breakout groups talk about what factors, from your experience, contribute to making visionary leadership difficult in churches?

Innovation: The Power of Creativity

Illustration: New wine into old wineskins – Matthew 9:16-17

In this parable the problem Jesus was referring to was not the old wine, but with the old wineskins. They were too brittle to handle new wine and instead of flexing and expanding they will break and ruin the wine. Similarly, churches often face the challenge of stiff and inflexible leaders who are guardians of the status quo. They care more about maintaining traditions and methods than moving the mission forward. Often these churches struggle with too little compassion and too much contentment – a troubling combination that was present in the religious establishment that Jesus battled against.

In today’s world, innovation is just not for the businessman, it is for the church too, if it wants to survive. The future belongs to the leader that learns the art of inventing and reinventing itself, over and over.

Ongoing Innovation is Crucial for the Church

- Our world is changing
- Our mission is yet to be accomplished
- Our people are constantly changing
- Every new generation is a new challenge
- Scripture gives us function not forms
- Flexibility values people over programs
- Creativity flows from our Creator
- The Body of Christ, a living organism, must change as it grows
- Every ministry has a life cycle and dies if not “reborn”

Innovation: Practical Tips

- In your efforts to prune, avoid resisting change because it demands effort. Change is both healthy and necessary
- Emphasize mission over methods
- Create time just to think
- Brainstorm together with a creative team
- Watch, listen and learn from others
- Allow risk, failure, and freedom to experiment
- Don't be afraid to cut a program if it is not critical to the mission.
- Settling on "pretty good" is a sign of early trouble in a ministry.



Does anyone have a testimony of a creative approach in your ministry that allowed for greater growth and fruit?

The Middle Ring Summary

Before we go to the outer ring, let's review what we've learned about the leadership process. How do these four concepts make it possible for the ministry to grow while the leader personally does less of the work?

- Mobilization (Teams) – God's method of multiplication. Greater work is done by a team of people than by an individual.
- Specialization (Strengths) – By placing people in the areas where they are gifted, the team performs best.
- Imagination (Vision) – When the leader casts a meaningful vision, the people are inspired and perform their best.
- Innovation (Creativity) – By approaching ministries creatively, rather than "the way it's always been done," the leader can minimize distractions and maximize the effectiveness of the team.

Execution (Outer Ring)



Success Can Take a Leader Down

In the middle ring (The Leadership *Process*), we learned four biblical disciplines for cutting back to produce more fruit. These strategies help a busy leader to do more with less and to form a plan for greater Kingdom impact than that leader could have accomplished otherwise.

The very success that a leader hopes and prays so much for can kill a leader. Think about that ... is it not true? Growth in any enterprise brings with it new demands and pressures.

Please note: It is very possible for a leader to be spiritual, humble, innovative, imaginative, actively mobilizing others and specializing in his strength, but at the same time, be exhausted, unbalanced, frustrated, and on the road to burnout because of all of his/her “goats on ropes”.

Thrive! The Power of Focus

To “thrive” means “to flourish, prosper and be successful.” A leader who “thrives” lives in and through Christ – the source for all life and ministry. He/She therefore can stay determined and hopeful despite setbacks and concentrate on the goal amidst distraction. Achieving this level of focus for a leader is a powerful thing.

Earlier we looked at John chapter 15, which teaches two very valuable principles for life and ministry:

1. We Must Abide: Jesus is the vine and we are branches. We carry and bear the fruit but only Jesus produces the fruit. That is why we started our training with an emphasis on “spirituality” – He is the source of life and all good fruit comes from Him.
2. We Must Prune: As our ministry grows and bears fruit (new disciples of Christ), it grows more and more leaves and branches to help carry the fruit. The added weight of responsibility can drain us of our energy as well as distract us from the most important things. This is why Jesus teaches His leaders to prune.

Practical Help for Wise Pruning

As a leader strives to sharpen his or her focus to increase productivity and personal joy, *decisions need to be made*. Sometimes very difficult decisions involve loss, sacrifice and telling people what they don't want to hear. Pruning is necessary, but not just any pruning, **wise pruning** guided by the Heavenly Father who knows what should be "snipped away" and what "*main things*" must remain for the branch to "bear much fruit" with full joy.

5 Questions for Wise Pruning

1. Who is your **main** love?
 - The Challenge: Many pastors and leaders are driven to please everyone. If you are experiencing less fruit with less joy, you are probably trying to please too many people.
 - Action Step: Live to please only One. Make regular meetings with your true Master a priority. Set aside more time for solitude. Open up a regular time in your day to meet with the owner of the "vineyard" and ask Him how to prune or cut back your ministry responsibilities.
2. What is your **main** mission?
 - The Challenge: All of us have tasks that need to be done well if we want the mission to move forward. They are mission critical – essential to the health and growth of the ministry. Yet at times these duties don't line up with our passions or experiences. That is leadership in the real world. But we need to be careful we don't become distracted and drained by things of "lesser importance."
 - Action Step: Focus on your main mission. Go back and review the principle of the *Power of Vision* and clarify the vision and dream God has for your ministry. Over time, you want to redirect your focus as much as possible, back to the tasks that fully utilize the gifts, passions and experiences God gave you. Be like a river of God, cutting a clear channel and delivering life and health to all along its banks.
3. What is your **main** thing(s) within the mission?
 - The Challenge: We want to be good at everything, but we all have weaknesses and lack some of the gifts needed by our church.
 - Action Step: Be good at what God created you to be, and let others serve with you, using their gifts to complement your areas of weakness. Review the *Power of Specialization* and determine your unique and best contributions to the cause of the Gospel.
4. Who are your **main** people?
 - The Challenge: Jesus modeled the importance of making time for key leaders. He did not give the same attention to everyone. He was strategic with his relationships and we too need to invest our time in a few key leaders.
 - Action Step: Jesus had: "3-12-72". His inner three were Peter, James and John, and he made them His top priority. *Who are your inner three?* He also had a circle of twelve and gave them a lot of attention and time. *Who are your twelve?* This is the principle of leading more, managing less.



Taking the four areas above: main love, main mission, main thing(s), main people, complete the action steps in your groups and then share with the main group.

5. How can I take control of my **time**?

- The Challenge: Sometimes a leader feels like a juggler skillfully throwing objects into the air and keeping them – three, then four, even five, objects going without dropping a single one. Every leader must learn the art of juggling their time commitments.
- Action Step: Take more control by choosing what items you are going to juggle with your time. The demands of ministry are handled best when they are juggled “one type” at a time. There are four major types of time or activities: a healthy leader learns to juggle the “4 R’s.”
 - i. Rest Time: when you focus on your health, spiritual life, marriage and family. The 2nd command in Scripture was Sabbath rest. God designed all His creation around the principle of Sabbath rest.
 - ii. Results Time: this time is focused on the mission and your unique role in moving it forward.
 - iii. Response Time: this is defined by two words – clean-up and follow- up. It takes care of all the stuff that really isn’t critical to the mission.
 - iv. Refocus Time: this is time dedicated to working ON the ministry, not just IN the ministry. It is time to assess, adjust, and adapt as the leader looks forward to where he is going.



If time: How have the principles of “Less Is More” Leadership challenged your approach to leadership?