



NEXT

A STRATEGY FOR CHURCH MINISTRY

STRATEGIC WORKBOOK

COG Church Health & Revitalization

NEXT WORKBOOK

What's going to happen NEXT will be REVOLUTIONARY

Welcome to *NEXT*, your personal church health recovery system! Ready yourself for a season of health and vitality. Revitalization is here and its exciting. In just a few short months you will witness member transformation and community impact as you implement the biblical principles presented in this manual.

Your *NEXT* Workbook will provide step by step instruction to help in your effort to build a stronger, healthier church. When properly administered and implemented, you will experience gradual solidity and efficacy. *NEXT* is not a silver bullet for church growth, nor is it a once-size-fits-all manual. It is a systematic process that works overtime. When you complete one phase, you simply move to the NEXT one.

The NEXT System offers three distinct phases...

1. The Data
2. Team Development
3. Tracking Divisions

The journey toward renewed strength and health begins now. With each progressive step you will gain confidence and momentum. We in the department of Church Health & Revitalization are proud to partner with you in this endeavor. Let's get started ... we can't wait to see what God does NEXT.

COACH ASSIST: *NEXT* coaches have been trained in this process and are available to assist if you get stuck or need clarification. The 'Coach Assist' icon appears throughout this workbook. When you see the icon, it is a reminder that a trained coach can assist you. A modest fee may apply depending on the time required to assist. Click the 'Find a Coach' tab at [website address].

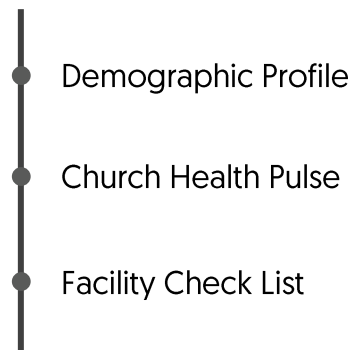


Phase 1

The Data

The initial phase of *NEXT* is collecting critical data that will be used later to create your personalized Snapshot.

Estimated time to complete: 6 to 8 weeks.



Action Steps

Each successive step will provide essential information for a comprehensive valuation.

1. Order your personalized demographic study from Percept Group.
2. Print your Church Health Pulse from the *NEXT* digital download.
3. Print your Facility Check List from the *NEXT* digital download.
4. Transfer the data to the workspace in this section.

Application Tools

This workbook was created using Microsoft products. Some digital files will require Microsoft apps or software to access. Other tools needed are listed below.

1. You will need Microsoft Word, Publisher, and PowerPoint.
2. Printable items are in pdf format requiring Adobe Reader to open.
3. Access to a computer and printer.
4. Access to a copier [Copies look best in color but can be printed in B&W].



Coach Assist Reminder! You are not alone. A trained *NEXT* coach is available when you see this icon. Click 'Find a Coach' at [website].

PHASE ONE

DATA COLLECTION

DEMOGRAPHIC PROFILE

TASKS TO COMPLETE IN THIS SECTION

1. Order Demographic Report
2. Extract Critical Data and Transfer to PowerPoint
3. Create Personalized Infographic and Print
4. Schedule a Team Meeting to Collaborate

1. Order Demographic Report

Demographics provide statistical data. It sounds boring but like a buried treasure, there is a wealth of transformative information waiting to be unearthed. Once trained in data extraction, you will see ministry opportunity unfold right in front of you. It's exciting and enlivening when a group from your church takes interest in the dynamics at play in your community. In the end, you will discover multiple ways to impact people with the Good News of Jesus Christ!

How do we get our hands on this treasure map? You can obtain a personalized demographic map through the department of Church Health and Revitalization. Bishop Corder has partnered with Percept Group, a faith-based demographic company that has been providing this service for nearly 40 years. You can order your copy today at perceptgroup.com using the code [Code]. In just minutes, you will receive a 6-page 'Faith-Based' digital demographic report.

[Complete the questions below, tear out, and give to the instructor]

CHURCH NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

EMAIL: _____

☐ RADIUS HOW MANY MILES? _____

☐ ZIP CODE

2. Extract Critical Data & Transfer to PowerPoint

I've got my Demographic Report. What's NEXT?

You will now use your Percept Demographic Report to determine the values for each of the categories listed in **Measurement Tool #1**. These numbers will be transferred to your PowerPoint template to create your one-page infographic.

Your **PowerPoint Template** can be found in your digital file. First, click on the [blank] folder, then click on PowerPoints, and finally click on PP Infographics to download the file. Once you open the file click on 'Save As' and rename the file. You now have a working template.

Next, you will click into each section in the PowerPoint Template and enter the data from Measurement 1. Once you have entered all the data click on 'Save.'

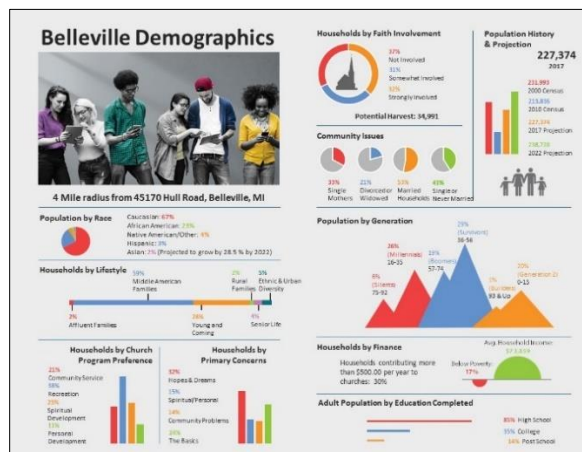
3. Create Personalized Infographic

While still in PowerPoint, once again click 'Save As.' In the drop-down menu click on 'pdf' and save. You now have a printable file.

4. Schedule a Team Meeting

Here is the payoff! A one-page personalized infographic that you can handout to leaders and/or members at a scheduled meeting. The power of focused collaboration starts now! Collectively your team will identify multiple outreach opportunities and new in-house ministry programs.

Sample Infographic



DEMOGRAPHICS CHECKLIST

- ☐ Your Demographic Report has been ordered through Precept Group.
- ☐ Data has been transferred to Measurement 1.
- ☐ Using data from Measurement 1 a PowerPoint has been created and saved.
- ☐ Your personal Infographic has been saved as a pdf and printed for handouts.
- ☐ A team meeting has been scheduled.
- ☐ Invitations and reminders have been sent out.
- ☐ Snacks and goodies have been purchased.



This one has 'Coach Assist' written all over it. Demographic data is a game-changer, so you want to get this right.

PHASE ONE

DATA COLLECTION

CHURCH HEALTH PULSE

TASKS TO COMPLETE IN THIS SECTION

1. Download, Print and Distribute Church Health Pulse
 2. Collect Completed Surveys and Calculate Scores
 3. Transfer Data to PowerPoint to Create Personalized Infographic
 4. Print Results Page and Schedule Meeting to Share
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1. Download, Print and Distribute Church Health Pulse

How do we determine the current health of our church? The answer is to conduct a church health pulse. **Measurement 2** has a copy ready 40-question health pulse that will disclose the health of your church in 10 different structural categories (prime indicators of a healthy church).

Print (located in your digital file) or copy pages 1-6 for all staff, leaders and members and distribute during a designated meeting. Participants should be present to take the PULSE. It takes approximately 15 minutes to complete one. To obtain an accurate assessment at least 60% of your regular attendees need to participate.

2. Collect Completed Surveys and Calculate Scores

Ask participants to return their completed surveys prior to leaving the facility. Recruit a team to tally the scores using the tabulation pages [7-8] in **Measurement 2**. Your measurement markers are found on page 9.

Your Church Health Pulse has been designed in such a way that you can dig a little deeper. Just follow the instructions on page 9.

3. Transfer Data to PowerPoint & Create Personalized Infographic

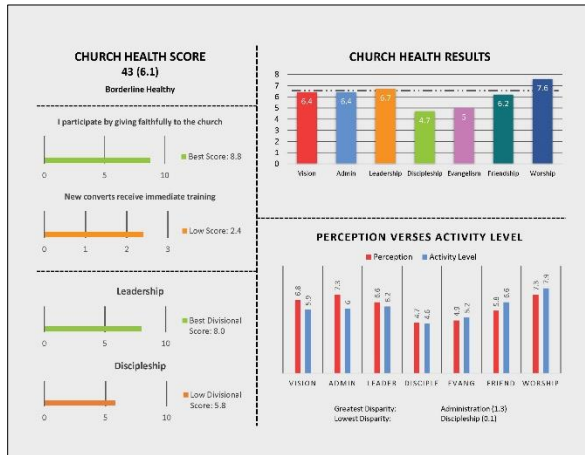
Your **PowerPoint Template** can be found in your digital file. First, click on the (blank) folder, then click on PowerPoints, and finally click on PP Infographics to download the file. Once you open the file click on 'Save As' and rename the file. You now have a working template.

Next, you will click into each section in the PowerPoint Template and enter the data from **Measurement 2**. Once you have entered all the data click on 'Save.'

4. Print Results Page and Schedule Meeting to Share

Using your Measurement 2 Results page [9] and your church health infographic, you can accurately present your current health condition with church leaders and laity. Schedule a meeting to share the results. DO NOT present the information with a negative tone. Remind everyone that things can and will improve as you work together towards a stronger, healthier future.

Sample Infographic



HEALTH PULSE CHECKLIST

- ☐ You have made copies or printed pages 1-6.
- ☐ A date has been scheduled to conduct the Pulse.
- ☐ Surveys have been collected and calculated.
- ☐ Using data from Measurement 2 a PowerPoint has been created and saved.
- ☐ Your personal Infographic has been saved as a pdf and printed for handouts.
- ☐ Measurement results page has been copied.
- ☐ A team meeting has been scheduled.
- ☐ Invitations and reminders have been sent out.



Need a little help with this measurement? Trained coaches are ready to assist you. Click 'Find a Coach' at [website].

PRIME INDICATOR	GENERAL PERCEPTION	GENERAL PRODUCTION	MEASUREMENT MARKERS
Evangelism	-----	-----	Transfer scores from page 9 of Measurement 2 and complete the box to the left.
Discipleship	-----	-----	
Worship	-----	-----	
Fellowship	-----	-----	
Vision	-----	-----	Athlete: 170 to 200
Administration	-----	-----	Healthy: 131 to 170
Ministry	-----	-----	Moderate: 81 to 130
Leadership	-----	-----	Unhealthy: 0 to 80
Prayer	-----	-----	
Digital	-----	-----	

PHASE ONE

DATA COLLECTION

FACILITY CHECK LIST

TASKS TO COMPLETE IN THIS SECTION

1. Perform a Facility Audit
2. Transfer Data to PowerPoint to Create Personalized Infographic
3. Print Results Page and Schedule Meeting to Share



FIND A FRIEND: Analysis is one of those trick bags that is best suited for an outsider's view. You can perform the On-Site on your own but to obtain a true score bring someone in who will provide an unbiased report. A coach can help.

Esther Inglis-Arkell wrote, *"There are grizzled heroes and sleek assassins in movies who don't have metaphorical blind spots. They do have literal ones, though."* We all do ... and churches are not exempt. The facility Checklist (**Measurement 3**) will help reveal some potential potholes you have learned to overlook.

1. Perform a Facility Audit

Measurement 3 is a simple but effective tool to help evaluate your facility and grounds. You can conduct the audit yourself, but it is highly recommended that you have someone else provide the service for you. Fresh perspective can unlock new ideas!

If you decide to perform the evaluation on your own, at least have a few leaders perform the evaluation separate from yours and compare the data. You might want to combine the scores and divide the total by the number of people producing an evaluation.

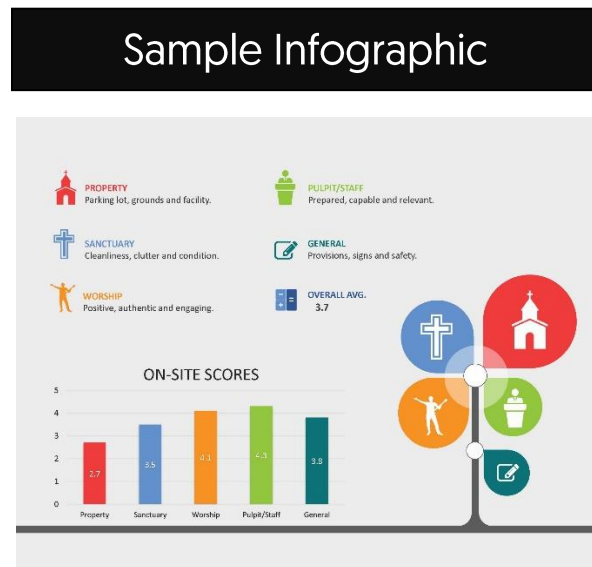
2. Transfer Data to PowerPoint & Create Personalized Infographic

Your **PowerPoint Template** can be found in your digital file. First, click on the [blank] folder, then click on PowerPoints, and finally click on PP Infographics to download the file. Once you open the file click on 'Save As' and rename the file. You now have a working template.

Next, you will click into each section in the PowerPoint Template and enter the data from Measurement 2. Once you have entered all the data click on 'Save.'

4. Print Results Page and Schedule Meeting to Share

Using your Measurement 3 Results page [6], you can accurately present the current condition of your facilities with church leaders and laity.



FACILITY AUDIT CHECKLIST

- ☐ Facility audit has been copied and delivered to all participants.
- ☐ A time has been designated to perform audit.
- ☐ Audits have been collected and calculated.
- ☐ Using data from Measurement 3 a PowerPoint has been created and saved.
- ☐ Your personal Infographic has been saved as a pdf and printed for handouts.
- ☐ A team meeting has been scheduled.
- ☐ Invitations and reminders have been sent out.

why all these meetings?

The ultimate mission is to attain buy-in from church leadership and laity. These meetings are the best chance at getting people to buy-in. This is your opportunity to speak faith, vision, and encouragement. These measurements will get you to the base of the mountain, your message will inspire them to start climbing!

Do not be discouraged by low scores. Stay focused and stay positive. An honest evaluation puts you in the driver's seat, especially when you have a new plan to implement that will address the negative issues. Set the right mood on the day of the presentation. Be knowledgeable about the results and as organized as possible. Use PowerPoint or some other type of visual aide and remind your leaders to be supportive and positive concerning the future.

In the past several weeks you have completed three critical measurements: [1] The data from the demographic will be used to determine which programs and outreaches will best fit your church and community. [2] The church health pulse will help church leaders determine which ministry structures need to be targeted and [3] the facility audit will reveal various areas of the church that could use improvement.

You now possess the data you need to plan for a stronger, healthier future. Your NEXT assignment revolves around team building.

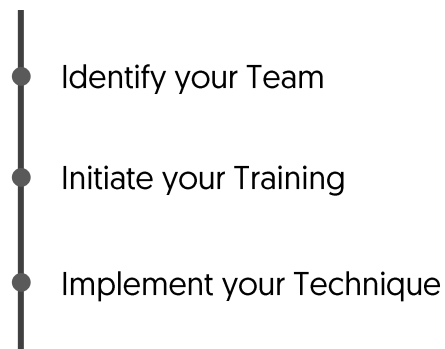
YOU HAVE COMPLETED THE FIRST PHASE OF THE NEXT HEALTH RECOVERY SYSTEM.

Phase 2

Team Development

The second phase of *NEXT* is recruiting and building your leadership team.

Estimated time to complete: 8 to 12 weeks.



Action Steps

Each successive step will provide essential information for a comprehensive valuation.

1. Order your Ministry Description from *NEXT* Marketplace
2. Order your leader assessment packs from assessme.org.
3. Order your leadership training material from *NEXT* Marketplace.
4. Create and print your ministry opportunities.

Application Tools

Digital files and tools you will need as you navigate phase two.

1. *NEXT* video student notes
2. Leadership training material
3. Leadership ministry descriptions
4. Volunteer handbook
5. Volunteer application
6. Printer and Copier

PHASE TWO

TEAM DEVELOPMENT

IDENTIFY YOUR TEAM

TASKS TO COMPLETE IN THIS SECTION

1. You Need a Team. Accept It
2. Recognize the Residential Potential
3. Recruit, Recruit, Recruit
4. Administer Gift Assessments

Let's get you a team! It is impossible to achieve maximum potential and sustainability without one. And if you think your church is too small to have a team, think again! There is a good chance you already have leaders on your team. Phase Two involves recruiting and empowering a team. You'll be surprised at how easy it is!

1. You Need a Team. Accept It

Pat Riley, former coach of the Los Angeles Lakers, wrote in his book *The Winner Within*, "The Disease of Me leads to the Defeat of Us." Together, we are stronger than apart! In ministry, TEAM is a powerful concept that must be understood and embraced.

It is inevitable that the "My Team is Me" leader will burn out. Attempting to do it alone will exhaust you, and frustration will be your constant companion. Moses experienced the same thing. With complaints and expectations increasing, Moses had an epiphany...

"I cannot carry all these people by myself; the burden is too heavy for me." (Numbers 11:14) Check out Eugene Peterson's paraphrase, "I can't do this by myself—it's too much, all these people." MSG

A better way exists! Admit that you need help and get over yourself. Moses recognized that he could not achieve his goals alone, so he drafted a team - and so should we. In order to achieve sustained success, partnerships are essential. Those who believe ministry is most effective when done alone will find in Scripture that God is all about partnership.

- To expand the kingdom, David surrounded himself with mighty men.
- To rebuild the wall, Nehemiah enlisted a diverse team of skilled workers.
- Paul mentions seven team members in Philippians who assisted him in ministry.

Solomon addressed the “My team is me disease” in Ecclesiastes 4:9-12: *“Two are better off than one, because together they can work more effectively. If one of them falls down, the other can help him up. But if someone is alone and falls, it’s just too bad, because there is no one to help him. [TEV]*

Team dynamics depend on delegation!

To advance and grow, you need to be able to delegate tasks to others on your team. Think about your responsibilities at church and make a list. Begin with the smallest, most insignificant task and work your way up. Keep a record of everything you do.

NEXT, scroll through all the tasks and ask yourself if you can do it yourself or if you can delegate it. Start by filling out the form below.

TASK

DELEGATEABLE?

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

An effective strategy for delegation...

- I do – you watch – we talk.
- I do – you help – we talk.
- You do – I help – we talk.
- You do – I watch – we talk.
- You do – someone else watches.

2. Recognize your Resident Potential

Don't overlook anyone in your crowd because there might be a king disguised as a shepherd. David was so unimportant to Jesse that he was not even invited to the selection party! Avoid making the same mistake. In your 'current' crowd, there are people with leadership potential. Church leaders are responsible for discerning (recognizing) unidentified callings and anointings.

In Ephesians 4:11 we find the first and main priority on the pastoral job description – “And He gave some as apostles, some as prophets, some as evangelists, some as pastors and teachers, for the equipping of the saints for the work of ministry, for the building up of the body of Christ;”

The development and maturation of God's people is the priority. When a church is serious about spiritual equipping, a team naturally forms. Church leaders are commissioned to prepare members for **“the work of the ministry”** and **“for the BUILDING UP of the body of Christ.”**

It was Jesus that did that. He identified the potential of a dozen men with “zero” star quality and spent three years equipping them before telling them to **“Go change the world!”** Raising leaders from your own stock is Biblical.

Write the names of five people in your church and pray over them every day. Ask God to open your spiritual eyes to allow you to see their team potential.

Name: _____

Name: _____

Name: _____

Name: _____

Name: _____

3. Recruit, Recruit, Recruit

“Jesus was walking by the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the lake, for they were fishermen. “Come, follow me,” Jesus said, “and I will send you out to fish for people... When he had gone a little farther, he saw James son of Zebedee and his brother John in a boat, preparing their nets. Without delay he called them...” Mark 1:16-19

This short passage contains a long lesson about recruiting. In Jesus' style, you'll find the why, who, where, and how of recruiting.

A. Why Recruit?

Because Jesus recruited. We should follow the example of the Son of God when it comes to teamwork. You need volunteers, and what you believe about volunteers matters. A person's belief determines whether they are ministering or selling. Let's begin with a working definition...

vol·un·teer

/vələn 'tir/

Verb: to freely offer to do something.

Volunteers work for free, which means they can start whenever they please and stop whenever they want. Redefining the term might help recruit and retain volunteers because serving in the church is a high calling. You might want to think about using terms like "kingdom builders" or "ambassadors."

Check your why... If you are recruiting to fill a need, it will come across in your words, your follow-through, and your actions. We equip the saints ... Volunteerism is discipleship, that's our WHY.

B. Who do I Recruit?

You are surrounded by people who are uniquely gifted, passionate, talented, and resourceful. Align those unique characteristics with your current ministry needs. Be sure to keep reminding them that God has empowered them with specific gifts for the building of His church! Don't be afraid to speak life into people.

Make sure you choose people who have character. A person's character is their most significant quality. Prior to recruiting, understand what type of candidate you are seeking. Recruiting on charisma alone should be avoided. Discernment is key.

"Never let your charisma take you where your character cannot keep you"
-Jeanne Mayo

C. Where do I Recruit?

AS YOU GO! Jesus recruited while he walked. The recruitment process happens AS YOU GO. We are all busy, but we must keep our eyes open as we go. These moments happen in the...

- lobbies of our churches
- on social media
- as we partner with other ministries
- from other leader recommendations
- baseball games & grocery stores

When you see something incredible in another person, you can bring it to life through your words.

D. How do I Recruit?

Jesus presented a compelling vision. It mattered how he asked. He didn't say, *"I have this job my Father gave me, I'm going to need some people to do it. I know you're busy and have jobs. It's a really big ask, but could you possibly serve just once a month so I can get this job done?"* NO!

Out of their darkness, he called them into the light. In his speech, he spoke of a future vision in which lives would be transformed. Rather than apologizing for the large request, he highlighted it!

Whether you ask via text, email, phone call, or face-to-face, how you do it matters. When you invite a child of God to join your team, you are inviting them to connect with God, community, and their purpose.

Consider these Recruiting Action Steps

- ALWAYS lead with your vision and use the I-C-N-U approach. Let them know what YOU SEE IN THEM! Approach potential volunteers highlighting the benefits. Tell them what you want FOR them not FROM them!
- Don't wait for people to come to you – GO & SHARE. LEADERS DON'T WAIT.
- Don't say no for them! Call them to greatness! It's possible that they have been wrestling with their purpose and praying for an opportunity!
- Bulletin and stage announcement are ineffective and impersonal! Take the extra time and effort to speak individually and personally to people!

- Do not leave the ball in their court; always get their email for follow up.
- Reduce the barriers to serve. Find out what may be holding them back, get creative and see if there is some way to meet in the middle.
- Eliminate the word, “only” from your verbiage. [Ex. It’s only once a month] ***When you are calling people to something great, it will take a level of investment from them.***

ministry descriptions provided clarity

Potential volunteers need to know what they are signing up for. Ministry descriptions provide the clarity they may need to make their decision. Have **ministry descriptions** ready for every role in your church. Once a potential volunteer shows interest schedule a meeting to review the role.

In a ministry description, you are laying out what is required of that volunteer for the role they are considering. There needs to be a detailed portfolio for every position that is to be filled. Answer these questions...

- How much time are they committing to the role?
- What will they do in this role?
- What will be expected of them as a volunteer or staff member?

<p>DIRECTOR OF CHILDREN'S MINISTRIES COMMITMENT</p> <p>The Director of Children's Ministries is responsible for the spiritual oversight and physical activities of BCOG children.</p> <p>Division: Ministry</p> <p>Position: Director of Children's Ministries</p> <p>Accountable to: Lead Pastor</p> <p>Ministry Target: Children ages 5-12</p> <p>Position is: Part Time</p> <p>YOU WILL:</p> <ul style="list-style-type: none"> • Oversee BCOG Children's Ministries in both the physical and digital spaces. • Create a distinctive ministry strategy that reflects the mission of BCOG. • Provide directional leadership for all Zoe's children, team, volunteers, and events. • Be known and loved by students. Contact work is <u>critical</u> with students. • Be trusted by and communicative to parents. Parental partnership is imperative. • Build and develop teams that execute BCOG Children's Ministries directives. • Lead teams from both the stage and the side of the stage to strengthen rapport. • Promote COG State children's programs (camp, winterfest, etc.) • Promote events through in-house advertising & list on master calendar. • Attend all leadership/staff meetings scheduled by lead pastor. • Work in relationship with Pastor Director of Student Ministries to bridge outgoing Elementary students into youth ministry. <p>STRUCTURE MINIMUM:</p> <p><u>Weekly</u></p> <ul style="list-style-type: none"> • Plan and schedule/lead Sunday morning children's service. <p><u>Monthly</u></p> <ul style="list-style-type: none"> • Host a prayer connect in person or virtually (on a week director is not teaching). • Connect with children through digital spaces. <p><u>Quarterly</u></p> <ul style="list-style-type: none"> • Host a social event on the grounds or off campus. <p><u>Annually</u></p> <ul style="list-style-type: none"> • Promote youth camps, host VBS and family fun day. • Host a leadership team meeting/training (bi-annually). • Host two large events/trips. • Coordinate with Artistic Director to participate in Easter/Christmas programs. • Submit children's ministries budget for review and approval.

Sample Ministry Description

The creation of a **Volunteer Handbook** might be an option for you. A set of policies and procedures could be included. Volunteer handbooks contain information such as emergency plans, diaper changing procedures, and volunteer requirements.

Final touches could include a **Volunteer Application and Leader Agreement**. Getting to know your volunteers is easier with a volunteer application. Having protocols and policies in place will help you grow as you get to know your volunteers better. You should include their testimony, references, etc. in your volunteer application. A leader agreement describes the kind of character we expect from our volunteers. Social media behavior, drugs and alcohol, and relationships are addressed. There should be a time commitment in the leader agreement.

4. Administer Gift Assessments

As a sport, football epitomizes "position specialization." At the beginning of their careers, recruits are trained and groomed to play specific positions on the field, and in most cases, they remain in those positions for their entire careers. A coach may occasionally use a receiver to make a pass, but he would never ask his quarterback to play linebacker.

Position placement is the job that championship teams excel at. To put it simply, they put the right people in the right place. This concept tends to be difficult for the church to grasp. Due to position misplacement, we have...

- Singers who can't sing!
- Teachers who can't teach!
- Leaders who can't lead!
- Deacons who can't deek!

Position placement tends to be more generalized in churches... they make a general appeal from the pulpit. *We will close the junior high class if no one steps up to teach it.*"

That doesn't require specialization! It's like "plugging a hole." People are put into positions based on the most urgent need and their availability right now. Despite being promised a temporary assignment, 9 years later they are still teaching junior high. This approach results in gross position misplacement.

To continue the football analogy, quarterbacks play the position of linebacker, linebackers play the position of offensive tackle, tackles play the position of wide receiver, and receivers play the position of running back. There is no way to build a championship team using this method.

The right people are placed in the right places by winning teams. Position placement is where championship teams excel. Coaches who are good will not only place recruits in the correct positions, but also reposition current players who are not where they should be. Churches that are wise will do the same.

Gift assessments are the most effective way to achieve "Right person, Right place" status. An excellent web-based program is assessme.org. Every church leader who completes the assessment receives a 6-page report that is displayed immediately and is downloaded into a unique database that can be accessed by the senior pastor.

SELECTING MINISTRY STRUCTURE LEADERS

Your NEXT step is filling the role of ministry structure leaders. The work you achieved in Phase Two will be instrumental in the decisions you are making now. Using the data collected from the assessments, you can now place people into leadership based on gifting and character. The ten ministry structures are...

The Power of Vision	I See
The Blessing of Fellowship	I Connect
The Adventure of Discipleship	I Grow
The Exhilaration of Evangelism	I Care
The Vibrancy of Worship	I Respond
The Impact of Partnership	I Serve
The Wisdom of Administration	I Plan
The Priority of Prayer	I Pray
The Strength of Leadership	I Direct
The Relevancy of Digital Spaces	I Expand

STRUCTURAL TEAM LEADER NAMES/START DATE

Vision: _____ Date: _____

Fellowship: _____ Date: _____

Discipleship: _____ Date: _____

Administration: _____ Date: _____

Evangelism: _____ Date: _____

Partnership: _____ Date: _____

Worship: _____ Date: _____

Prayer: _____ Date: _____

Leadership: _____ Date: _____

Digital Spaces: _____ Date: _____

“Remember, you don’t find great leaders, you build them” – Craig Groeschel

PHASE TWO

TEAM DEVELOPMENT

INITIATE YOUR TRAINING

TASKS TO COMPLETE IN THIS SECTION

1. Set a Precedence for Leadership Development
2. Build your Staff or Buy your Staff?
3. Determine the Message you want to Impart to your Team
4. Schedule Training Dates and Certify Participants

“Wherever the work of God has gone forward, it has always had a leader at the helm. It has been a singular person called by God to lead people to accomplish his objectives.

God called a man to begin a nation [Abraham], to preserve that nation [Joseph], to lead that nation out of slavery [Moses], and to lead them in conquering the land [Joshua]. He used individual men and women to further his agenda. He directed judges and kings to govern and prophets to reprove his people. And finally, he sent one man to die for the sins of the world.

Take these few leaders out of history and you have a radically different history. In God’s economy, one person can make a difference. Little wonder God says, *“I looked for a man among them who would build up the wall and stand before me in the gap...”* [Ezekiel 22:30]”

Source: Spiritual Leadership by Eric Swanson

POWER QUOTE

In the absence of leadership, our churches **will not** be revitalized. And I'm not talking about leaders who are after titles and teams. I'm referring to leaders who seek to support and serve others. Leaders who aren't afraid to get their hands dirty. Leadership that is based on the principle of 'whatever it takes.'

Whenever one talks about a rebuilding project, Nehemiah comes to mind. Godly leadership during revitalization is demonstrated in the book bearing his name. **Devotion** and **integrity** characterized him, as well as a **positive attitude**. With **foresight**, **wisdom**, and **determination**, he led the project. He **recruited** well, **organized** his team, and

executed his plan. The culture that Nehemiah fostered was one of unity, ingenuity, and empowerment.

Training events often highlight this long list of leadership traits. Rebuilding requires devotion, integrity, attitude, determination, and empowerment. Yet another trait is seldom mentioned, and it is crucial. Balance is the word. A strong leader displays balance.

Strength of stance comes from proper balance. An individual with a strong stance is extremely difficult to knock down. *1 Corinthians 15:58* tells us to be **"strong and immovable."** The Voice translation of the same verse declares, **"stay firmly planted—be unshakable."**

Steve May said, *"Since strong leadership is vital to the success of any organization, it stands to reason that the way to destroy an organization is to knock the group's leader off balance."*

Nehemiah maintained balance. Throughout the rebuilding process, he maintained a strong stance. A strong stance is necessary for church revitalization. It is imperative to keep your balance. To be unshakable, you must be firmly planted.



Interactive Strategizing

- Is our leadership team driven by a 'whatever it takes' attitude?
- Does our team exhibit any of the leadership traits displayed by Nehemiah?
- How can we make our leadership structure more balanced?

1. Set a Precedence for Leadership Development

Identifying, training, developing, and releasing individuals into ministry is critical to church health and growth. It is absolutely true that high-capacity leaders will change the dynamics and effectiveness of your church and its various ministries. Seek the Lord's guidance to identify individuals with high-capacity leadership capabilities. Commit to training them once they have been identified.

It is the responsibility of church leadership to train the next generation of church leaders. Priority must be given to it. George Barna discovered that growing churches spend at

least 20% of their annual budget on training leaders! While not every church is able to devote that much to training, we should find a way to equip our leaders.

There are a variety of ways to communicate to leaders and members...

- **Leadership Curriculum:** There is an endless supply of training resources available online. Pick material that fits your need and teach it in classroom style format.
- **Book Club:** Distribute a book about leadership to all of your team members. Have them read the book on their own time and then have a monthly meeting to discuss what was read.
- **Core Huddle:** Once a month, or on a quarterly basis, gather your core leadership team for training that is focused, intensified, and personal. This training is reserved for your high-capacity leadership team members. Do not be afraid to challenge team members that are at this level.
- **Ministry Specific:** This training takes place one on one between the ministry director and the team leader. The ministry director will provide ongoing training to help the ministry leader fully develop in their gifts and skills.

2. Build your Staff or Buy your Staff?

Church staffing and leadership are either built or bought. By buying staff, you can choose who you hire and address an immediate need quickly. Make sure the individuals you hire agree with your vision and possess the same spirit as the rest of your team. Adding someone out of desperation is never a smart idea. Leaving a position vacant is better than adding the WRONG person. There can be long-term and devastating consequences. If the right person isn't there yet, it's not the right time!

Most churches cannot buy, so their most viable option is to build their staff. The decision is not solely based on financial considerations. Discipling the next generation of leaders should be the primary responsibility of church leaders. In spite of the fact that building a team is not a huge financial commitment, there is still a cost involved.

In building your staff, the cost is the time it takes to train and develop key individuals. The risk is that you will invest in people who will not stick with the process, but the return is

well worth it in the long run. People will be impacted spiritually and intellectually by you. Under your leadership, people will grow, mature, and serve.

Cultural identification is a huge benefit of staff development. You are developing individuals who are already immersed in the culture and have bought into your vision. It is critical to keep in mind that every church has a culture and that adding someone to your staff or leadership team will affect it.



HIVEMIND

"If you hire people just to do a job, they'll work for your money. But if you hire people who believe what you believe, they'll work for you with blood, sweat, and tears"

- Simon Sinek

HIVEMIND DISCUSSION QUESTIONS:

Q1: Are we in a position to hire staff? If yes, how will we ensure we hire correctly?

A1: _____

Q2: What steps can we take to develop our own staff?

A2: _____

Q3: Who are the candidate currently attending for training and development?

A3: _____

Q4: Does our current staff believe what we believe or are they crippling the established culture?

A4: _____

3. Determine the Message you want to Impart to your Team

What message do you want to convey? The scattergun approach rarely works. Messages should be concise, focused, and Spirit-directed. By training and developing kingdom warriors, you are passing on the Gospel message to the next generation. There is power in what you say! It's all about the content. What is your message?

To help you narrow your focus, consider these filters...

- **Our Culture:** Your lessons must be rooted in your own culture. We take into account how we do things around here. What are our beliefs? What is our behavior like? How do we define our core values?
- **Our Need:** This is an excellent place to start. Take note of your deficiencies and address them. In training, teach them the benefits of strengthening these areas, but avoid being negative or aggressive. What are the areas where we struggle? What can we do to improve? In what ways can the process help us grow?
- **Our Vision:** Where will we go? What is the purpose of our journey? What is our plan for getting there? A template for future directives can be found in these three simple questions. Your trainees need to hear your vision. The purpose should be explained, and a road map should be shown. The result will be a heightened sense of excitement and a faster rate of adoption.

We also filter based on our demographics, our programming, our mission, and our desired outcome. Decide what needs to be taught using the filters. It is also possible to incorporate classic material with a focus on leadership strengths, personality traits, gifts, ministry basics, and more. Feel free to jot down some messages you feel God is directing you to share in the space below.

MESSAGE TOPIC OR THEME

DATE TAUGHT

☐

☐

☐

☐

☐

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4. Schedule Training Dates and Certify Participants

Get your calendar out and start setting up training dates. Choose an evening that works best for attendees. There are a few ways in which you can deliver content. It is still best to learn in person, particularly when there is interaction involved. There is a more favorable opportunity for discussion when there are fewer attendees.

The use of technology is another way to convey messages. You might consider pre-recorded videos or podcasts for your leadership training. By doing this, each member of your team will have the opportunity to learn at their own pace. This method is challenged by distractions. Most students are focused and engaged in a classroom environment. When you're listening and doing laundry at the same time, it's difficult to concentrate. Don't discount virtual learning altogether because it is on the rise. The most efficient approach is likely to be a hybrid approach (in-person and virtual).

Getting started is the most significant thing. Investing in your leaders is an imperative task that shouldn't be overlooked. You need to find a way to make it happen. In addition to being more educated and motivated, your team will appreciate your efforts.

Certify those who complete the course

People enjoy being recognized for their accomplishments, even if it seems insignificant. The gesture is a simple yet effective way of honoring those who have hung in there. Here is a simple black-and-white certificate that looks great on a wall. Make copies of them and distribute them on the last day of training. Make sure it's done right. Have some snacks and refreshments ready and call each person one by one. When they come forward to receive their certificates, say something special about them. It will be worth your time to make this small gesture.

You are now ready to initiate your training. We are doing Kingdom work here. Put your best foot forward.



PHASE TWO

TEAM DEVELOPMENT

IMPLEMENT YOUR TECHNIQUE

TASKS TO COMPLETE IN THIS SECTION

1. Wake up to the Impact of Authorization
 2. Develop an Understanding of Empowerment
 3. Trust the Team you have Trained
 4. Release the Kraken
-

Implementation is the focus of the final phase of leadership development, but not necessarily in the way you might expect. When you don't EMPOWER your team, both recruiting and training are insufficient. Team development concludes with this crucial step. Empowerment is the only way to implement the previous steps.

1. Wake up to the Impact of Authorization

The Lead Pastor should embrace three primary roles. You are the...

- **The Primary Spiritual Leader:** Listen to God and let Him speak to you. You can't know what God wants for your church unless you ask Him. Impart God's message to your staff, leaders, and members. Model spirituality!
- **The Primary Vision-Caster:** As a Body of Christ, we must discern where God is calling us - however, the lead pastor must communicate this vision.
- **The Primary Champion of Culture:** Culture begins at the top. Values and responsibilities are set by you. It is up to you to determine what behavior is tolerated or not tolerated by those on the leadership team. Every volunteer and member will inherit this culture.

It boils down to this: YOU are the authority in the house. It's not totalitarianism we're talking about. Churches are not governed by dictatorships. The church, however, has been structured so that the lead pastor, called by God and anointed for service, is the spiritual authority.

Giving your authority away is perfectly acceptable! You cannot give away your position. It belongs to you alone. However, you can give away your authority. Although Jesus did not give away his position to his disciples, he did say, "ALL AUTHORITY, I GIVE unto

you...". This was the gift of his name. We speak in his name. We pray in his name. We baptize in his name. We are authorized to do so by Jesus.

Let this sink into your spirit. Your leadership team needs authority that you can provide. This is a powerful truth. While you do not give away your primary roles or positions, you authorize team members to act on your behalf in secondary roles. Your name can be used by them with your permission.

When properly trained and immersed in church culture, your team members will represent you well because they love you, love the vision, love the church, and love the Lord. Wake up to the possibilities of team leadership!

2. Develop an Understanding of Empowerment

Empowerment works. Sports are probably the most visible example of this system. Except in rare cases, coaches do not participate in athletic contests. Instead, they equip and empower team members to play.

Empowerment is not a secular concept. The concept is found in the Bible. Look at *Ephesians 4:11-12 (NIV): "It was he [Christ] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up."*

Leadership is about empowering the saints - the actual ministry team members - to carry out the work of the ministry. A Baptist preacher once said, *"There are two things I would never want to be: the front pew of a Baptist church or the third verse of a Baptist hymn—because neither is ever used."*

It is in our nature to want to be useful and to be used. Most disgruntled employees feel their employer isn't maximizing their skills. Usage and usefulness are important to people. Every NFL player would surely say, "Put me in coach, I'm ready to play," if asked if he would rather be the highest-paid backup or the lowest-paid starter.

WHAT IS EMPOWERMENT?

em·pow·er

\im- 'pau(-ə)r /

Verb: "the giving of official authority or legal power to."

The process of empowerment in the church is to SUPPORT and ENCOURAGE team members to USE their SKILLS, ABILITIES and CREATIVITY in the ministry and project they are assigned.

Rather than being confined to a few people, power and authority are shared among many. Instead, ***“every joint supplieth”*** because each member knows their role and has the AUTHORIZATION to function in their gift.

Benefits of empowerment...

1. **Empowerment helps to utilize all the gifts in the body**

"One is too small a number to achieve greatness."

- John Maxwell

2. **Empowerment helps build other leaders**

Often, organizations fail to develop future leaders and put the continuity of the group in jeopardy. By building leaders, we have prospects for succession planning.

3. **Empowerment relieves pressure from overworked leaders.**

Moses' father-in-law, Jethro, provided Moses with tremendous advice. After observing that Moses was overwhelmed by responsibilities too great for him, he suggested a system of delegation that would allow Moses to focus on high-level tasks.

The King David Model of Empowerment

It was during David's very successful reign that he chose to model a process of empowerment. A team of kingdom experts was assembled and deployed to implement revolutionary concepts and ideas. 1 Chron. 13:1 describes the "Equipping Model," in which team members are provided with appropriate equipment and subsequently assigned to active duty.

Make sure you don't put the cart before the horse. Before you empower your recruits, they must be trained and equipped. Without proper training, a coach would never put a player on the field. A recruit who does not know the plays and schemes will be lost on

the field. In addition to being incoherent, he will also hinder the progress of his teammates.

The process of equipping should be the first step in empowerment. When leaders adopt David's model, they will reap enormous benefits:

1. IT SIMPLIFIES MINISTRY PLACEMENT

To expand the kingdom, David aimed to raise capable leaders. He knew that long-term success involved investing in key people. Once properly equipped, placement is simple.

2. IT ENCOURAGES MENTORSHIP AND INVOLVEMENT

Self-duplication was David's forte. After mentoring other leaders, he released them into service. A pastor or church leader's role is to act as a fuse that ignites the church. In ministry, you are the catalyst, not the center.

3. IT SAYS THAT EVERYONE MATTERS

This model has the strength of forcing us away from self-serving, domineering leadership and making those in charge think harder about how to motivate, respect, and value their people. When leadership takes time to equip the clear message sent to team members is that **everyone matters!**



There are several ways to tell your team members they matter...

- Ensure your team members' needs are met.
- Celebrate milestones and recognize achievements.
- Encourage team members to reach their full potential.
- Facilitate self-expression in others.
- Assist all staff members in achieving personal growth.
- Build a sense of community by listening.

ACTION STEPS:

1. Identify areas within the ministry that are critical and need additional attention.
2. Identify or Recruit individuals with the skills to perform the task[s].
3. Clearly define and communicate the roles and responsibilities.
4. Invest the necessary time and wisdom until the individual is properly equipped to succeed in the role.
5. Review their progress regularly.

3. Trust the Team you have Trained

The root of micromanagement is often distrust. Due to a lack of trust in the individual receiving a task, the leader will overcompensate. It is common for church leaders to say, "If I want the job done right, I need to do it myself." In order for your church to grow and expand in ministry, this way of thinking must change.

There is a limited amount of bandwidth available to pastors and ministry leaders. At the end of the day, we cannot execute and implement innovative ideas unless we delegate them to the people we have trained. Through clarity and trust, we empower people. There must be clarity on the why and what, but not on the how. Give the how to those you empower.

Without trust, clarity produces fear and inaction. In the absence of trust, you're looking over people's shoulders and micromanaging. You hold onto things others could be doing. People you're trying to lead can be paralyzed by fear.

In contrast, trust without clarity leads to work without direction. It is true that your team members are committed, but they have no idea what to do next. There is a possibility that they will start doing things that are not relevant or right. You can frustrate someone by giving them freedom without direction.

By clarifying your goals and mission, you ensure that your team members work towards those goals. There will be a sense of purpose in what your team is doing. Risk-taking requires trust. Give your team members the freedom to fail, and the freedom to experiment. Remind them that perfection is not required.

FOCUS FACT

Not everyone on your team will accomplish the task at an expert level. And you should be ok with that. 70% to 80% of what you envisioned is fine. It is far better to get 80% of something than 100% of nothing.

If a team member can do 70 - 80% as well as you, that is a win! You are no longer required to accomplish EVERYTHING! Allow others to get excited about using their gift for God.

Trust in your team! Creating opportunities for people to serve and use their gifts enables them to experience God and grow in their relationship with Him on a whole new level.



Is team trust important?

"Good teams become great ones when the members trust each other enough to surrender the me for the we."

- Coach Phil Jackson

Q1: Am I a micromanager? If yes, does it stymie the creativity of team members?

A1: _____

Q2: Do I trust the members on our team? If no, why?

A2: _____

Q3: What can we do to build more trust in the team members we have?

A3: _____

4. Release the Kraken

Once team members have been released to do the work you've asked them to do, they are fully empowered. Release them and encourage them along the way. Mistakes are inevitable. You can grow them through it if you prepare for it and are ready for it!

Once you have the right person for the right job, give them a title. It might seem trivial, but it extends beyond a title. You are showing them that you value their work and trust them.

- You can pay well by offering team members a deeper sense of community.
- You can pay well by investing in their personal and leadership development.
- You can pay well through quarterly outings that are fun and build the team.
- You can pay well by hosting an annual appreciation banquet.


You can choose a few of the above suggestions or combine them all. Team members will want to serve the best they can when they know they are seen, loved, and appreciated!

Phase 3

Tracking Divisions

The final phase of *NEXT* is laying the foundation and building eight distinct structures [divisions].

Estimated time to complete: 6 months to 1 year.

- 
- Power of Vision
 - Wisdom of Administration
 - Impact of Partnership
 - Joy of Evangelism
 - Adventure of Discipleship
 - Vibrancy of Worship
 - Blessing of Fellowship
 - Priority of Prayer

Action Steps

After 'The Power of Vision' the remaining divisions can be addressed in any order.

1. Read through each divisional section prior to implementation.
2. Schedule a different collaborative meeting for each individual division.
3. Patiently navigate through the selected division and complete it.
4. Stay on task using your check lists.

Application Tools

Phase Three will assist church leaders as they begin structure building. There are eight different divisions. Each division outline offers multiple tools church leaders can use to build a strong, healthy church.

1. Navigate through the six recommended agenda suggestions.
2. Make use of the multiple collaborative options.
3. Use your check lists to stay engaged and on task.
4. Refer to the coach assist team when necessary.
5. Check out the recommended resources scattered throughout the divisions.

PHASE THREE JARGON

Understanding the NEXT icons and dialect

Your NEXT workbook is designed to initiate creativity both for the leader and those who partner with the leader in a collaborative effort. Phase Three incorporates several icons and headings to promote collective creativity.

PRIMARY AGENDA AND PROTRACTED AGENDA

Every Division has six agenda recommendations presented in two categories. Your **Primary Agenda** suggests the top three priorities and should be implemented ASAP while the **Protracted Agenda** suggests actions to be implemented over time.

DIAGNOSTIC QUESTIONS

Diagnostic Questions are provided in every divisional section to help leaders evaluate their status and effectiveness. The questions are most beneficial when reviewed and answered in a group dynamic of staff and/or leaders.

HIVE MIND



HIVE MIND is the sharing of ideas, opinions, etc. among a group of people. This icon appears to encourage interactive dialog as it pertains to three corresponding questions.

HIVE MIND



Idea Spark is a short list of ideas on a specific topic. This list is not intended to be exhaustive. The goal is to assist leaders in their creative efforts by jumpstarting the process.

CHECK LIST



Check List is a subtle reminder to accomplish the tasks suggested in each division. It also serves as a visual encouragement to stay on task. As you see the boxes being checked you know progress is happening.

CHECK LIST



Coach Assist is a subtle reminder that a trained coach is available to assist in a particular project. While the NEXT Workbook provides significant direction, the NEXT coaches have been trained in greater detail.



²⁴ “Therefore whoever hears these sayings of Mine, and does them, I will liken him to a wise man who built his house on the rock:²⁵ and the rain descended, the floods came, and the winds blew and beat on that house; and it did not fall, for it was founded on the rock.

²⁶ “But everyone who hears these sayings of Mine, and does not do them, will be like a foolish man who built his house on the sand:²⁷ and the rain descended, the floods came, and the winds blew and beat on that house; and it fell. And great was its fall.” Matthew 7:24-27

YOUR FOUNDATION MATTERS

Two structures are built on two diverse foundations by two different men. The wise man built his structure on rock. The foolish man built his structure on sand. Why does the foundation matter? Because there will always be storms! The rain, and the floods and the winds are going to pummel the house ... frequently! And without relent.

Your foundation matters because storms are inevitable. If your church is built on the wrong foundation the storms will dismantle it. Survival is improbable. Equally important is laying the foundation prior to the construction of the structure. Builders never start construction in the absence of a foundation.

In the world called church, the foundation is your vision, mission, and core values. The various ministries are the structure. The foundation [vision] must be laid before the structure [ministries] is erected. When you build on vision, mission, and core values you are building on the rock. When you build on ministry alone, you are building on sand.

For this reason, you will start Phase Three focused on your vision, mission, and core values. Resist the urge to bypass the vision structure. It's true that the foundation gets very little love. It gets covered with flooring on the inside and concealed behind the landscaping on the outside. Who wants to waste time working on the stuff nobody sees? Yes, the foundation is the hidden and underappreciated ... until the storms arrive.

PHASE THREE

TRACKING DIVISIONS

POWER OF VISION

DIVISION OBJECTIVES

Primary Agenda

1. Develop your Vision Statement
2. Develop your Mission Statement
3. Develop your Core Values
4. Frequently Communicate your Statements

Protracted Agenda

1. Implement a Transferring System
2. Recruit an Innovation Team

Primary Agenda

Throughout her career, Jackie Pullinger has worked with the poor, destitute, triad gang members, heroin addicts, and opium addicts. Through the power of the Holy Spirit, she has helped thousands of people come off drugs. In Hong Kong, she has touched many lives and made a significant impact.

Jackie wrote...

'I have spent over half my life in a dark, foul-smelling place because I had a "vision" of another city ablaze with light, it was my dream. There was no more crying, no more death or pain. The sick were healed, addicts set free, the hungry filled. There were families for orphans, homes for the homeless, and new dignity for those who lived in shame. I had no idea how to bring this about but with "visionary zeal" imagined introducing the Walled City people to the one who could change it all: Jesus.'

Nicky Gumbel said, "Action without vision is a nightmare! But vision combined with action can change the world!" The value of a God-given vision cannot be underestimated. With a bright vision, Jackie Pullinger waltzed into the darkness and impacted a nation.

1. Develop your Vision Statement

"60% of churches do not have a vision/mission statement."
- Dr. Stan Toler

Did you ever throw a dart blindfolded? If yes, did you get a bullseye? Hit the dart board? Stick the wall? A target you can't see is hard to hit! The chances of hitting a bullseye increase when you can SEE the target. That's what makes vision so valuable.

In the absence of vision, leading a church is like throwing a dart blindfolded. A church leader must seize the opportunity that vision provides. Blindfolds are removed when leaders create a clear picture of the future. As Bishop Dwight Spivey said, *"Many pastors look at Sunday as a stand-alone event. If we can just survive the day! Others see their church through a process of vision."*

Visions are always future-oriented. Getting to your destination requires direction and clarity. No one boards an airplane without knowing where it will land. Destination is the precursor. The genesis of church ministry is direction and destination.

Gather a team and answer these questions to create your church's vision statement...

Who are we?

It is best to avoid using a vision statement created by a different church. Discover who God created you to be.

What is important to us?

Be attentive to each other. Feel the passion and heartbeat of everyone involved.

What is our destination?

It's a "big picture" question. Always begin with the end in mind.

What can we do?

Be realistic about what you can accomplish now. Modifications can be made later.

What is the Lord saying to us?

Only God is the vision-giver! Develop your vision by praying for divine insight.

Craft Your Vision Statement

Based on the answers above, identify common words and themes. If your team resonates with certain words and statements, use them in your statement. Then rewrite it until you have a concise, personalized statement.

Common Words	Common Themes	What Resonates?
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----

Use the space below to scratch out your statement:

Sample Vision Statement: We intend to be a full Gospel, life-empowering church that exists to cultivate people's faith locally and globally.

Recommended Resources: The Visionary teaching material

DIAGNOSTIC QUESTIONS:

- What is our vision statement?
- How would we like to see our church in the future?
- When we ask our people, "What is our church's vision?" do we get a consistent answer?
- Do we have our own unique purpose or are we carbon copies of another ministry's vision?

2. Develop your Mission Statement

The DREAM is to climb Mt. Everest. You will be motivated by this lofty vision. The dream will eventually lead you to the mountain. At the base of Everest, transition takes place. Now we have a MISSION: climb. The vision drives motivation, while the mission drives execution. The gear is purchased, vigorous training is endured, the beanie is put on, and you begin to climb.

Most dreams die due to lack of execution. The local church is not devoid of inspiration and declaration, but struggles with implementation. It is essential that church leaders commit to a mission that is compelling enough to gain traction and simple enough to execute.

The word 'mission' originated in the mid-16th century [denoting the sending of the Holy Spirit into the world]: from Latin missio(n-), from mittere 'send'.

Source: Google Dictionary

[1] The local church has a **mission: to serve people**. ALL people! [2] Local churches also share the Good News of Jesus Christ. [3] Thirdly, the local church preaches the word to those within their sphere of influence. Assemble a team and answer these questions to help you craft your church vision statement...

Who are we trying to reach?

Determine your target demographic.

Whom do we serve?

What are the cultural dynamics in your community? Research your area.

What do we produce?

Does our current ministry structure produce ministers, disciples, missionaries, and /or church leaders?

Why will people want to come to this church?

The answer to this question requires self-evaluation. Would you attend this church if you weren't the leader?

Craft Your Mission Statement

Using the answers above, identify common words and themes. If there are words and statements that resonate with your team, use them as you craft the statement. Write it and rewrite it until you have a concise, personalized statement.

Common Words	Common Themes	What Resonates?
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----

Use the space below to scratch out your statement:

Sample Mission Statement: To help people EXPERIENCE the power of God through a REAL relationship with Jesus Christ enabling them to live LIFE to its fullest potential.

Based on the answers above, identify common words and themes. Use words and statements that resonate with your team when crafting the statement. Rewrite it until you have a concise, personalized statement.

DIAGNOSTIC QUESTIONS:

- What is our mission statement?
- Is our statement in line with the Great Commission?
- Is our mission statement memorable, simple, and inspiring?
- Does our mission challenge members to give of their time, talent, and treasure?

3. Develop your Core Values

You are invaded by a stranger on a Sunday morning. Having never attended a service before, he plopped down where Sister Ruth sits. It has been her spot for 32 years, and she never misses a Sunday. There's something strange about this stranger. He is unkempt, unshaven, and unclean. In the sanctuary, Sister Ruth notices her spot is taken and makes a beeline to see who is there. After making eye contact, she extends her arms and gives the stranger a warm embrace. Her love for Jesus and her value for ALL PEOPLE is evident in how she responds.

Values are one of the most influential factors in church culture. We place value on things that are deeply significant. If a church values all people, its members will show kindness and acceptance to everyone who attends. Their behavior will reflect what they truly believe. It's all about the core! Our actions and attitudes reveal our motivations. It is not superficial. It goes much deeper. It comes from your core!

It is important to know what you value when you are teaching and developing disciples. Values are those elements or components that you want your members to learn while under your ministry influence.

Let's strive to allow the indwelling Holy Spirit to direct our words and actions! Godly believers live from the inside out. "External action should come from internal reality, and this comes from intimacy with Christ."

-Source Unknown

POWER QUOTE

Good values can be tested by answering a few simple questions:

- Is it biblical?
- Will it increase involvement?
- Does it challenge people?
- Is it consistent with your own belief system? Does it match your personal values?
- Can it be communicated effectively?
- Can it be implemented?

Craft Your Core Values

Based on the answers above, identify common words and themes. If there are words or statements that resonate with your team, incorporate them into your values. Rewrite it until it is concise and personalized.

Common Words	Common Themes	What Resonates?
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----
-----	-----	-----

Use the space below to scratch out your values:

Sample Core Values:

- **The Presence of God** *(We Anticipate the Active Power of the Holy Spirit)*
- **All People** *(Our kindness to everyone will amaze people)*
- **Authentic** *(We Will Laugh, Cry and Experience Life Together)*
- **Excellence** *(We Always Bring our Best)*
- **Spiritual Formation** *(We Will be Intentional about Christian Growth)*
- **Generosity** *(We Will Lead the Way with Irrational Generosity)*



Writers Block? One of our certified coaches can help. Your Vision, Mission and Values are critical. Let's get it right.

4. Frequently Communicate your Statements

Following completion of your statements, the NEXT step is to disperse them to the masses. Church leaders must speak the same language as their members. When it comes to your vision, mission, and values, you want your members to be united. One in mind. One in spirit. Without unifying statements, the church will be torn apart by factions.

There is a variety of ways to share your statements...

- **Print:** This includes wall plaques, brochures, banners, services folders, etc.
- **Digital:** Here we are talking digital slides (scrolling announcements in the foyer) and QR Codes (scanned on phone) that lead to the website. Also, should be available on church social media sites.
- **Verbal:** Start staff and leadership meetings by reciting your statements. Promote your statements from the pulpit and teach them regularly. At least once per year host a banquet and share them again.

Protracted Agenda

1. Implement a Transferring System

Have you ever been to Mackinac Island?

This little jewel in northern Michigan is situated between the lower peninsula and the upper peninsula. The 4.3 square mile island is the truly “all natural” theme park of America. As a horse-and-buggy town, a bicycle town, and a town surrounded by water, it has remained relatively unchanged over time.

The most popular way to reach the island is by ferry. Thousands of people load the boats every day during the warmer Michigan season and are transferred to the Victorian city. It's a great way to spend a summer day with the family, but it would be mostly uninhabited without a system for transporting people there.

As a result of your efforts, you have now crafted some powerful statements about your church. But they are useless unless they are modeled and transferred to people. Creating a course or class and inviting members to attend is an effective way to transfer

knowledge. As you prepare the material for the class, keep in mind that you are not simply transferring data. Your description describes the heart, soul, direction, and purpose of your church! Use technology to take it next level.



- Video your teaching and make it available through online courses.
 - Create a podcast and encourage people to listen to it multiple times.
 - Offer virtual testimonies as they relate to the impact of your statements.
- Post an excerpt from your statements once a week on social media.

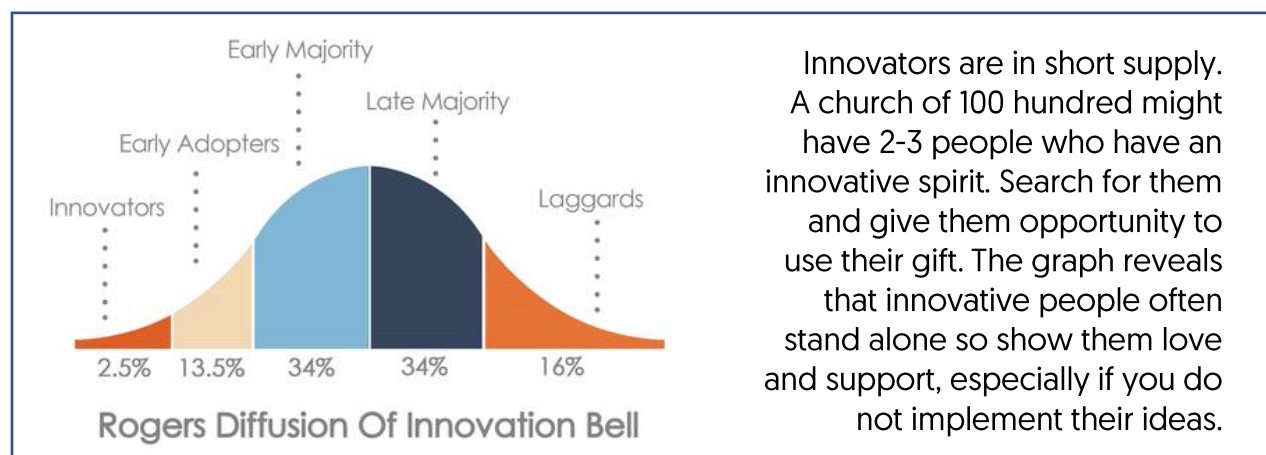
Recommended Resources: learnistic.com

2. Recruit an Innovation Team

Members and leaders of the church are notorious rut dwellers. Sticking with the same old, same old is less controversial than introducing and implementing new methodologies. Routine is comforting, and people feel safer with the familiar. However, there are times and seasons when God calls us to deeper waters. With all the wind and waves out there, we stay close to the dock for safety.

Innovators can assist church leaders in mixing things up. In your church, there are likely to be a few people with fresh ideas. Although some of them will be far-fetched and outlandish, some adoptable concepts will emerge. Gather your team, sit down, and let the creative juices roll. Nothing is off limits during the creative phase. You can trim the fat later.

After the dust settles, you'll have a fresh perspective on ministry in your church. If just one idea resonates and takes flight, it could empower your church to overcome some of those barriers.





HIVEMIND

A Good Start for your Innovation Team!

According to rotw.com, “only 12% of young people ages 18-24 identify as evangelical Christians, less than half of the national average.” Use the question below to brainstorm solution to the challenge presented by this quote.

Q1: How effective is our ministry reach to young people ages 18-24?

A1: _____

Q2: What can we do differently right now to have a greater impact on this group?

A2: _____

Q3: What are three ways we can reach this age demographic in our community?

A3: _____

DIGITAL TEASER

Both Secular and Christian leadership authors agree—vision casting is an essential leadership skill. Grasping what vision is and learning how to implement vision in a congregation is one of the first steps a pastor-leader takes in leading a healthy, renewed, revitalized congregation. Visionary leadership produces positive results!

John Haggai, founder of the Haggai Institute for Advanced Leadership Training, wrote, *leadership begins only when a vision emerges*. He stated,

The principle of vision is the key to understanding leadership. With a clear-cut vision to which he is wholeheartedly committed, a person has taken the first step toward leadership. Without such a commitment to a vision, a person cannot be a leader but will be an imitation, playing at what he wishes he could be.

John Haggai, *Lead On!*, p. 12.

PHASE THREE

TRACKING DIVISIONS

ADVENTURE OF DISCIPLESHIP

DIVISION OBJECTIVES

Primary Agenda

1. Identify Discipleship Attributes
2. Recruit Discipleship Ministry Leader and Team
3. Develop a Discipleship Strategy
4. Pick a Discipleship Strategy

Protracted Agenda

1. Launch 2-3 Small Groups
2. Implement Quarterly Trainings

adventure

[ad-ven-cher] noun



An event or experience that expands, shifts, or alters your perspective or perception of your inner self or the outer world. -Source: adventurewednesdays.com

Enter the Word of God. The Bible *expands, shifts, and alters one's perspective and perception*. One person teaches this. Another person learns it. This is the process of discipleship.

Primary Agenda

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age."

-Jesus

Jesus' primary assignment to His church is to **GO and make disciples**. This is the mission God has given to the Church of Jesus Christ. As a result, discipleship is not an aspect of the church's ministry; it is the ministry!

1. Identify Discipleship Attributes

A **disciple** is someone who adheres to Jesus and follows him, is changed by Jesus, and is committed to the mission of Jesus.

Making disciples requires clarity about what a disciple looks like. In order to achieve this, spiritual markers are set, like the stages of a baby's growth from infancy to an active, fully mature individual.

Take a stroll through the first six chapters of Acts and observe how the disciples behaved in the growing New Testament church. In the space below, describe those behaviors as a way of understanding discipleship. You should limit your list to six to ten attributes.

Discipleship Attributes I see in the first six chapters of the book of Acts

-----	-----
-----	-----
-----	-----
-----	-----
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2 Timothy 3: 16-17 reminds us that *“All Scripture is God-breathed and is useful for instruction, for conviction, for correction, and for training in righteousness, so that the man of God may be complete, fully equipped for every good work.”*

There are several aspects to discipleship, but the emphasis here is on being **fully equipped**. Church leaders must assist every believer in getting to where God wants them to be.

The process of discipleship is the journey of becoming more like Jesus. The North American church tends to view discipleship as an educational process, but it isn't about acquiring knowledge or understanding ministry. At its core, discipleship is about heart and life transformation. People aren't becoming like Jesus just because they show up.



HIVEMIND

"Discipleship is the intensely personal activity of two or more persons helping each other experience a growing relationship with God. Discipleship is being before doing, maturity before ministry, character before career."

- Rowland Croucher

HIVEMIND DISCUSSION QUESTIONS:

Q1: What does it look like to be a disciple of Jesus? What attributes should a mature believer possess?

A1: _____

Q2: Spiritual growth occurs at different stages for believers. How can you encourage spiritual growth among disciples at various stages of their development?

A2: _____

Q3: Do you see any trends in your church that might affect discipleship? Do these trends require your church to adapt? If yes, what are the trends and what needs to happen to adapt?

A3: _____

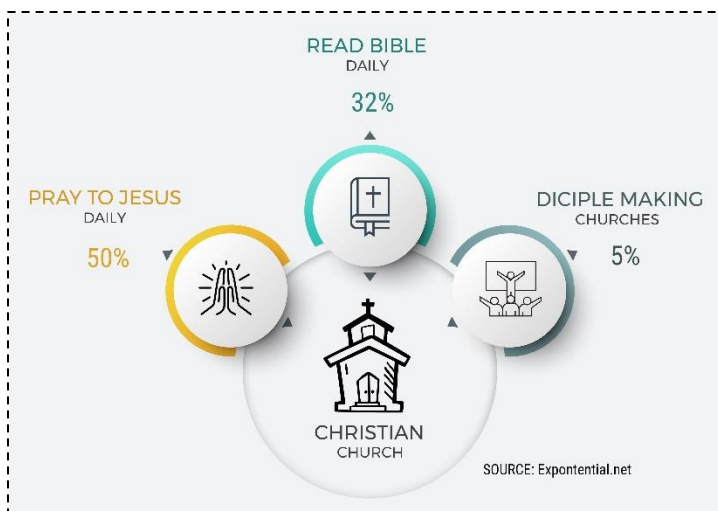
2. Recruit a Discipleship Ministry Leader and Team

A key theme of the New Testament is spiritual mastery. New members were well received, trained, and equipped for ministry. Fewer and fewer people today are moving beyond Sunday worship. Training has been minimized in the church, and few people move into the life and ministry of the church. Pareto's principle still holds true. 80% of the income comes from 20% of the people, while 20% serve the 80% through ministry.

We need a strategy that is intentional and relational. It is important to teach, but it cannot end there. A disconnect exists between what people say and how they live. In order to align head knowledge and lifestyle, a strong discipleship process is required.

Here is a snapshot of Christians who attend church regularly in the United States.

There are staggering numbers here! Although prayer, study, and discipleship are scriptural mandates, their priorities are overwhelmingly low. In terms of discipleship, it is almost nonexistent. How does your church measure up?



After praying, appoint a pastor or key leader as the primary discipleship leader. Your church's leader will organize a leadership team to oversee discipleship programs. Create your goals based on the 'Attributes' you listed above. Don't worry about the size of the team. It does not matter if there are two or ten people. It is essential to recruit people who are gifted and called to the ministry of discipleship.

DICIPLESHIP TEAM MEMBER NAMES/START DATES

Leader: _____	Date: _____
Member: _____	Date: _____
Member: _____	Date: _____
Member: _____	Date: _____
Member: _____	Date: _____

Is Discipleship Modeled in the Bible?

Teachers and rabbis recruited teachable young men to serve as apprentices in Bible times. During the course of their lives together, the teacher disciplined the student in close proximity. As a disciple, he lived with his mentor, ate with him, prayed with him, and celebrated feasts with him. To learn, the young men observed. As they watched their mentor, they learned how to treat their family, how to worship, and how to live for the Lord. By equipping disciples with tools, the message is passed to future generations.

Discipleship is exemplified in the Bible in multiple ways. We will highlight three of them here. Take note of the subtle differences and similarities. In your discipleship process, do you see traces of biblical models?

Moses and Joshua

Exodus 33:11 depicts young Joshua serving as Moses' aide. Aides are assistants or helpers. All the others remained behind when Joshua and Moses climbed up the mountain to receive the law. As Moses spent time with Joshua, he taught him how to live and lead. It was because of this that he was able to succeed Moses and effectively accomplish the original task.

Jesus and the Disciples

Jesus taught the multitudes, called the twelve, and mentored the three. Twelve men gave up everything to follow Jesus and learn His ways. The crowd listened and learned when Jesus spoke in parables. Then he gathered the twelve for a deeper revelation. Jesus lived life with them, taught them, and modeled His truths for them. While he watched, he released them to minister to others. Upon receiving Jesus' final assignment, they were eager to share what they had learned. Their mission was to spread his teachings to as many people as possible.

Paul and Timothy

In 2 Timothy 2:2 Paul to Timothy, "You then, my son, be strong in the grace that is in Jesus. 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."

Paul instructs his spiritual son to model and teach the things he has heard Paul teach. Educate others about the method and message. Titus, Timothy, and others were taught and trained by Paul. He invited them to join him in ministry. When they had been trained, Paul had them minister on their own while he watched close by to help, but ultimately to celebrate their progress.

There is a biblical significance to discipleship that can be seen in these three illustrations. In its essence, discipleship is a commitment to the spiritual maturation of people at all stages of life. This is an example of fruitful interaction and cultivation. A hundred times over, these intentional relationships will produce a crop.

3. Develop a Discipleship Strategy

Schedule a time and date to gather your newly recruited discipleship team. We will study the strategies listed below and discuss which ones work best for your church. Team members can review and discuss the next few pages by tearing them out of the workbook and copying them.

Prayer is the first step. Build your strategy around consensus moments as you collaborate. Upon completion, you will have an individual discipleship plan tailored to your church.

CRAFTING OUR DISCIPLESHIP STRATEGY

Acts 2:42,46-47, "All the believers devoted themselves to the apostles teaching, and to fellowship, and to sharing in meals, and to prayer. They worshipped together at the Temple each day, met in homes, and shared their meals with great joy and generosity – all the while praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."

A discipleship program is being launched by this team. Because of your calling and gifting to discipleship ministry, you are a member of this team. We will begin our journey together today.

Let's get started by setting some parameters...

1. To begin, we will pray to obtain God's mind.
2. There is value in all input. Feel free to share your thoughts.
3. Be respectful of the opinions of your teammates. We are working together.
4. Notes should be taken. An earlier thought might be worth revisiting.
5. The ministry of discipleship is vital. Efforts will be made to develop a strategy.

Everyone is on a spiritual journey of their own. Regardless of how long someone has been in relationship with Jesus, there are always next steps they can take. As a team, we are privileged to help individuals identify, understand, and move forward with their lives.

DISCIPLESHIP PATH [aka Growth Track]

A discipleship path should be the first strategy considered. American churches still try to program spiritual growth rather than provide a path for it. It can be difficult for people to prioritize what their next step should be when we offer so many different programs and ministries. Ask ourselves: Do our activities help people follow Jesus more closely?

People can move from where they are to becoming the person God wants them to be by following a discipleship path.

- A person newly converted to faith may need to focus on understanding Biblical teaching and practicing spiritual disciplines.
- A mature believer may need to take steps toward reaching those outside the faith and activating their gifts and callings.

The discipleship path is a plan for growth, an evaluation tool for the disciple-making process, and a means to incorporate evangelism, assimilation, relationships, and true multiplication.

To establish a Discipleship Path, you'll need to...

1) Identify the Steps

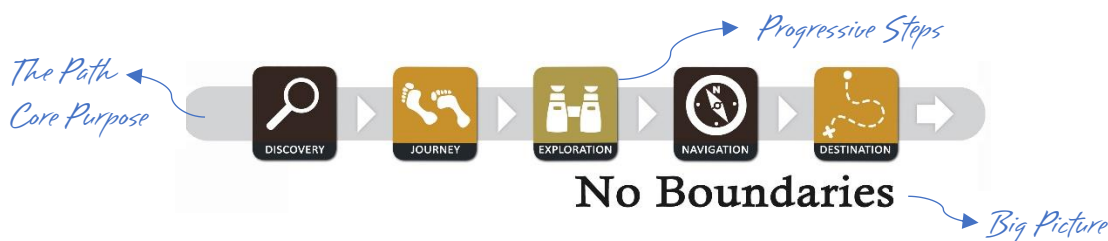
Discipleship Paths are characterized by identifying clear, simple steps a person can take to become and grow as a disciple. Every church will have its own interpretation of what this path entails, but typically it's three to five steps people in your church need to take. Each step on the Path corresponds to deeper engagement and growth. The process is progressing in the right direction.

You should include, but not be limited to, Growth, Connection, Discovery of Purpose, and Activation (to make a difference in the world around them).

Each step on your path should be aligned with a core ministry goal. A core ministry is something you expect everyone to attend, take part in, or be affected by. (Think: Worship Service, Small Groups/Bible Study).

What does this look like on a practical level?

The 'No Boundaries' sample (below) shows a progressive path that includes Discovery, Journey, Exploration, Navigation, and Destination. Living a life for Jesus has **No Boundaries**. The journey begins when we discover Jesus. Even though there are boundless spiritual truths to explore, a believer will need to navigate some storms along the way. You will reach your destination if you stay with the process. Multiple lessons will be included in each progressive step.



PATH DISCUSSION QUESTIONS:

Q1: Our discipleship program has a big picture? What is it?

A1: _____

Q2: What is the path (core purpose) of the discipleship journey?

A2: _____

Q3: To achieve the big picture, What steps must be taken?

A3: _____

2) Streamline Your Ministries

It is important that the ministries of your church are aligned with your discipleship path. Each "Step" should have a core ministry (something you expect everyone to do) but can also have secondary ministries (something people can choose to do).

For instance, if your Discipleship Path is Worship, Grow, Serve, and Share...

Step 1 is Worship. The first step is to learn the basics of our faith. This includes the importance of key spiritual disciplines like prayer, worship, baptism, giving, membership in a local body, accountability, etc. In this step, you can share the specific vision and mission of your local church as well as some of its core beliefs and values.

Step 2 is Grow. It is only through living in community that we can live a fulfilling life. Meaningful relationships are often the catalyst for spiritual growth. In order to grow, we must be in community with one another. If your ministry has small groups, encourage 100% participation in at least one group. You can also highlight Bible studies, or other ministry groups that meet regularly outside of small groups. Remind them that they are welcome and needed.

Step 3 is Serve. It is critical to teach them that God created each and every individual with a purpose and a plan. It is human nature to want to be part of something much larger than oneself. Demonstrate how God can use their talents, experiences, and passions to make a difference. Everyone in the Body of Christ is called by God to contribute. The third step is the most appropriate time to offer gift assessments. Make it easy for them to participate.

Step 4 is Share. Provide instruction on outreach and evangelism. Give your people the same commission Jesus gave His disciples. It is everyone's responsibility to participate in this effort every day. Provide practical ways for people to share their faith. Give them the opportunity to practice sharing their stories with others.

MINISTRY DISCUSSION QUESTIONS:

Q1: Do our current ministries align with our discipleship goals?

A1: _____

Q2: Are our current ministries compelling enough to attract interest?

A2: _____

Q3: Is the teaching material for each step instructional and inspiring?

A3: _____

SMALL GROUP MINISTRY

Small groups are a practical way to disciple; it was modeled by Jesus and continued by the Apostles. Discipleship always involves going deeper!

One study showed that
small groups are the...

#1 way to welcome new guests

#1 way to assimilate new people into the church

#1 way to spiritually develop believers

Why? Because large group worship is not designed for personal interaction! In a Christian community, if your only connection is the worship service, it can be difficult to build close relationships. By providing a path to interpersonal connection, small groups are valuable. The term "small group" refers to a group of 12 or fewer where authentic interaction can take place.

There are a variety of groups you can offer...

- **Adventure Groups:** Fun and fellowship groups that connect believers and the unchurched in a neutral environment. Common interest activities can include golf, extreme sports, scrap booking, cardio drumming workouts, creative arts, etc. The primary focus of these groups is connection.
- **Growth Groups:** Personal development groups are designed to encourage growth in the areas of spirit, finance, relationship, health and culture. Topics include financial training, marital enrichment, parenting 101, bible study, and other topics based on growth.
- **Service Groups:** Community connection and service is at the heart of these groups. Show the love of Christ through practical forms of service which can involve feeding the hungry, nursing home care, prison ministry, home mission projects and world mission's projects
- **Support Groups:** Believers and the unchurched will gain hope through the support of others. Groups can include support to those dealing with Grief, Addiction, Mental Health, and more.
- **Don't Forget the Children:** Always offer at least one small group that is kid friendly.



How do I start a small group in a small church? There are some strategies that work. Connect with a coach to learn more.

ACTION STEPS

1. **Train your Group Leaders:** A thriving small group discipleship ministry requires ongoing training and support.
2. **Encourage your Group Leaders:** There are challenges associated with this type of ministry. The power of encouragement and appreciation cannot be overstated.
3. **Market your Groups:** Church members need to understand the purpose and path to involvement for each group.
4. **Create a culture of invitation:** Encourage small group members to invite their friends and family regularly.
5. **Six – Eight Weeks:** Groups for growth and support work best in small chunks of time. If you need more time, you can always extend it.
6. **Schedule Quarterly:** Each quarter, adventure groups and service groups should plan and implement one adventure/service event.
7. **Annual Fusion Service:** Fusion is a combination of all groups, believers and seekers. A salvation message is presented during this service.

MENTORING MINISTRY

“Teach the older men to exercise self-control, to be worthy of respect, and to live wisely. They must have sound faith and be filled with love and patience. Similarly, teach the older women to live in a way that honors God. They must not slander, instead they should teach others what is good. These older women must train the younger women to love their husbands and their children, to live wisely and be pure, to work in their homes to do good, and to be submissive to their husbands. Then they will not bring shame on the word of God. In the same way, encourage the young men to live wisely.” Titus 2:2-6

Mentorship dates back to the beginning of time, when God taught Adam. Through mentoring a few and teaching them to do the same, Jesus changed the world. God uses this simple strategy to reach every generation. Keeping the chain intact is our responsibility.

By taking mentorship seriously and pouring into others in a reproducible way, eventually we would all be mentors and have mentors. The church could accomplish the task through its Women's and Men's Ministries. Allowing relational opportunities with those who are just a few steps ahead of them on their spiritual journey is the key. It is not necessary for a mentor to be flawless, but he or she should allow the Bible and the Holy Spirit to guide them.

Mentors should care, listen, speak the truth in love, and keep moving forward! Helping someone complete a "full circle" in their faith means helping them trust Jesus, honor God, and share their faith with others. **Proverbs 27:17** says, ***“As iron sharpens iron, so one person sharpens another.”***

4. Pick a Discipleship Strategy

If you don't have an intentional discipleship strategy, prayerfully consider the three highlighted above. You could pick one strategy or have a combo of all three.

We feel like the Lord is directing us to adopt _____ strategy.

[Path, Small Groups, Mentoring]

What are our next steps?

- 1.
- 2.
- 3.

What is our timeline?

1. Recruiting and Training?
2. Marketing and Promotion?
3. Launching the Strategy?

WORKSPACE

To begin implementing a **Discipleship Path**, here are some tasks to complete:

1. The concept of discipleship needs to be understood by a leader
2. Align your ministries to each step by praying together as a team
3. Decide if you will provide each step of the path on a monthly or quarterly basis
4. Make sure each step of the path has a digital option

To disciple people using **Small Groups**, follow these steps:

1. Be intentional about helping people progress in your small groups
2. The following months are ideal for launching small groups: September, January, and April
3. Provide at least one digital small group option via Zoom

When implementing a **Mentoring Ministry**, you should:

1. Recruit 2-3 trustworthy members of your church. Ask them to spend three hours a month with two other men or women. Be kind to them, share with them, and pray for them.
2. Encourage mentors to challenge mentees each month [personal bible reading, prayer, thought life, etc.] and follow-up.
3. It is recommended that mentors stay with the same student(s) for six to twelve months. The mentee can transition to serving as a mentor if he/she is qualified.

Protracted Agenda

1. Launch Two to Three Small Groups

Each quarter, consider launching two to three new small groups. Make sure the groups are different and offer variety. On the left lines below, you can jot down groups that interest you, and on the right lines, you can scratch out potential group leaders. For more group ideas, refer to your small group section on page nine.

ADVENTURE GROUPS (Bowling, fishing, etc.)

_____	_____
_____	_____

GROWTH GROUPS (Finance, family, bible, etc.)

_____	_____
_____	_____

SERVICE GROUPS (Hospital, community etc.)

_____	_____
_____	_____

SUPPORT GROUPS (Addiction, grief etc.)

_____	_____
_____	_____

NOT SO SUBTLE REMINDER: Don't forget to include child friendly groups and the Fusion Events.

2. Implement Quarterly Trainings

No matter what Discipleship Strategy you choose, Leader Development is essential. Leaders who are conscientious never stop learning and growing. Providing ongoing training for volunteers, ministries, and leaders. Your team dynamics will be revolutionized.

Organize quarterly training sessions. Those who serve will be encouraged and inspired by it. The feeling of support and well-being will be overwhelming for them. Think outside the box! You might consider taking your team off campus for a team building activity or getting outside the classroom to visit a local historical site where a leader displayed a great leadership trait in the past (graveyard to talk about dying to self, Holocaust Museum, Martin Luther King's home church, etc.). Depending on where you live, these will vary greatly. Play around with it and have fun!



- Watch a video series with your leadership team in your home.
- Hire a former pro/college athlete to talk to church leaders about teamwork.
- Infuse short video clips of an inspirational speaker into your training session.
- Invite a college who specializes in the topic you want to emphasize to speak.

Don't underestimate the value of an outside perspective. Multiple training venues are now accessible thanks to technology. Research diligently and you will reap the benefits.

DIGITAL TEASER

Research projects of thriving congregations all agree on one finding: God blesses congregations who help people grow in faith! In life-giving, thriving congregations, Disciple Making is a high priority. For the pastors who lead these congregations, nothing is more important than Disciple Making. It is a matter of urgency.

Helping people grow spiritually is a remarkable strength in vibrant churches—small and large congregations.

When churches obey the Great Commission and make disciples, Christians become spiritually healthy and live in obedience to Christ. This results in congregations becoming healthy.

- In one research project involving 2000 churches, helping people grow spiritually was identified as one of ten strengths of healthy, *beyond the ordinary*, USA churches (see *Beyond the Ordinary: 10 Strengths of U.S. Congregations* by Woolever and Bruce).

PHASE THREE

TRACKING DIVISIONS

BLESSING OF FELLOWSHIP

DIVISION OBJECTIVES

Primary Agenda

1. Major in the Field of Hospitality
2. Host a Pastor's Dessert Social
3. Create an Annual Social Calendar

Protracted Agenda

1. Launch a Family Alliance Campaign
2. Host a Married Couples Retreat
3. Connect your Families on Metro Night

The church exists to minister to every single person who entrusts us with their time and spiritual well-being. It's true that after God, all that matters is people. In order to ensure every member and guest has a positive experience at your services, you must take care of them while they attend.

Primary Agenda

1. Major in the Field of Hospitality

40%

Know why that number matters?

It's the percentage of your first-time guests that become full time members IF they come back a second week. Here's another number for you:

60%

That's how many guests become members if they come back a third time.

Here's why it matters. Almost every church would grow if they'd simply increase the number of visitors coming back a second week.

No fancy, crazy complex strategies required. Really, it's just about creating a great atmosphere at your Sunday services that compels people to come back.

-Jake Schmelzer

POWER QUOTE

The sports world is full of game-changing moments. It could be an interception, a drive-stopping sack, a fake punt for a first down, or even a 50-yard touchdown completion. Momentum shifts, and suddenly your team is in control. Hospitality is a game changer in the church world.

In-person worship begins and ends with your hospitality team. The key components of relational interaction are handled by this team from the moment the doors are unlocked until they are relocked. Two primary responsibilities are assigned to this team during that period. [1] Provide exemplary service to members. [2] Ensure that every guest has a positive experience.

Provide Exemplary Service to Members

You can offer encouragement to your attendees with a kind smile. People often carry hurt, worry, or fear with them when they enter our doors. According to **1 Peter 5:14 (CEV)**, we should **"Give each other a warm greeting..."**. Our kindness might be the inspiration they need.

The church members place a high value on information (communication). Even though they know the Sunday routine, they like to stay on top of things. What's happening at our church? To serve them effectively, the hospitality team must keep them informed.

There is a variety of ways to be an efficient information station...

- **The Classics:** This includes things like a service folder (bulletin) and pulpit announcements. They are never out of order.
- **The Upgrades:** Here we are talking digital slides (scrolling announcements in the foyer) and QR Codes (scanned on phone) that lead to the website calendar. The upgrades are sleek and effective.
- **The Interactive:** Person to person is still the best way to transfer information. Create a monthly cheat sheet for your hospitality team with ALL the pertinent information. They are now well informed and ready to share the wealth.

Ensure that EVERY Guest has a Positive Experience

It is the church's custom-built architecture that facilitates positive interactions with people who are looking for meaningful relationships. The average number of friends made by newcomers who remain in a church for more than six months is seven. In contrast, the

average number of friends gained by people who drop out is only two. Guests need to make new friends, or they're out! Leaders must establish a connection pathway.

A healthy church prepares for its guests. It involves preparing an attractive worship folder, organizing greeters, cleaning the church facility, and, most importantly, creating an authentic, welcoming atmosphere.



HIVEMIND

Why Did You Stay?

The importance of personal relationships to newcomers is illustrated by the fact that when asked, "*Why did you stay?*" over 77% of those interviewed responded in the combined categories of friendliness and caring and new relationships.

Q1: Are our members friendly (interact) to new guests or only church friends?

A1: _____

Q2: What are some creative ways we can show members and guests we care?

A2: _____

Q3: Is it easy for new people to connect at our church? Why or why not?

A3: _____



HOSPITALITY CHECKLIST

- ☐ A Fellowship Structure Leader has been trained and appointed.
- ☐ The hospitality process (S.M.I.L.E.) has been studied and implemented.
- ☐ Hospitality and service teams have been trained and assigned.
- ☐ Ushers & greeters have been selected, trained, and provided a job description.

Recommended Resources: S.M.I.L.E. Hospitality Process

2. Host a Pastor's Dessert Social

How important is a pastor's social?

Attending a pastor's social increases a guest's likelihood of attending another service by 85%. **That's HUGE!** When was the last time you received an 85% return on your investment? You can't pass this up. Face-to-face time with the pastor is enjoyed by guests. Give them the chance!

It's always a hit when you have a dessert social. Once a quarter is sufficient unless you have a high visitor flow. Congratulations if that's the case! Your events are smashing it out of the park, which means you need to host them more often. Consider hosting the social after a big event like Easter or Christmas. A successful event has four phases...

PHASE	PURPOSE	PROCESS
Invitation	Maximize Attendance	Distribute invitation cards on the day of the visit. Text and email reminders.
Preparation	Create Ambience	Decorate circular tables with casual decor. Serve a light dessert and punch. Use name tags.
Reception	Affirm Acceptance	Let's start with a warm welcome. Smile. Keep conversations positive. Answer questions.
Presentation	Nurture Anticipation	Promote the next big event. Encourage participation in a small group. Share your vision.

Do people attend pastor's socials? YES! To increase the attendance percentage, you need to collect as much guest contact information as possible. Put in the effort on the front end, and it will pay off on the back end. Finding a way to collect the information without feeling awkward is the challenge. Consider implementing one of the following ideas. It can also be beneficial to brainstorm with staff and leaders together.



- Create a simple guest card that is traded for a five-dollar coffee gift card.
- Designate three charities. Allow a guest to pick one. In exchange for their information the church will send a five-dollar donation in their name.
- Digital check in systems work great. ▪ Encourage guests to check-in online.

Recommended Resources: Hospitality Process, planningcenter.com

3. Create an Annual Social Calendar

Social interaction is essential to creating community. Attendees interact and gather organically before and after services. This cannot be substituted. Unscripted, meaningful, and inspirational interactions occur between people in natural ways. People speak into each other's lives. There is a spirituality to it that rivals anything on the platform.

In addition to **organic community** is **intentional community**. Organizing social events for the collective church body helps foster communal conversation. **Targeted community** is a third type of community that occurs when people with common interests get together in smaller gatherings.

A healthy culture is a result of all these interactions. The three interactive types can be incorporated into a balanced social calendar by church leaders. To ensure a balanced social calendar, create three separate columns with societal options. Incorporate options from each column into your monthly or annual calendar. Get your creative juices flowing with the examples below.

Organic Community	Intentional Community	Targeted Community
Pop/chips after service in foyer	Family day with games/picnic	Canoe trip with lunch/devotion



Coach Assist Reminder! Need to nail down loose ends? A trained NEXT coach is available and knows how to use a hammer!

DIAGNOSTIC QUESTIONS:

- Is our welcome center clearly visible and well-staffed?
- Do we treat new people like visitors or guests?
- Is there an effective follow-up process in place?
- Do we make it easy for new people to make vital connections?
- Do we have a balanced social calendar?

Protracted Agenda

1. Launch a Family Alliance Campaign

There is an attack on the traditional family unit. It makes perfect sense. Families make up the church. Satan can cripple the church if he destroys the family. It is imperative that we guard against it. Strengthening the foundation of the family is the most effective way to strengthen the foundation of the church.

In a family alliance campaign, family dynamics are emphasized monthly or quarterly. The goal is to empower and embrace the traditional family structure. This goal can be achieved in several ways, both big and small. Consider it an opportunity to invest in the relationships and spiritual development of various households.

There is a variety of ways to strengthen the family foundation...

- **At the church:** Organize a Valentine's banquet, teach a series on Christian values for the family, host a family movie night, rent a bounce house and a dunk tank and encourage households to take part in each one together.
- **In the home:** Launch a small group in which all family members can participate, set up a fast that children and parents can do together, encourage each household to have daily devotions, and recommend various ideas for family nights.
- **Off campus:** Plan a trip to the nearest amusement park, arrange an overnight event at a local hotel with games to teach.

2. Host a Married Couples Retreat

Sometimes parents need a weekend to reconnect with one another. A couples retreat can provide much-needed rest and refreshment for married couples. You should allow plenty of time for relaxation during a retreat. Avoid focusing too much on teaching sessions. Investing in their relationship development can also be accomplished in other ways.

Think outside the box when it comes to your venue. It's okay to stay in hotels, but try to make it more special. Camping is a popular activity. Take advantage of the local campgrounds by spending a weekend there. Ski lodges or ranches might be a suitable option for you. Using Air B&B, you can find a few multi-room houses that are nearby. The

goal is to provide couples with a fun, inspiring getaway. Provide some time for personal interaction and keep it light.

As soon as you've chosen a venue, it's time to plan the entertainment. There's no point in reinventing the wheel on this one. Search for 'entertainment for a couples retreat' on Google. Grab a few ideas and you are ready to go.

3. Connect your Families on Metro Night

Metro Night: What is it? It's a night when families get together to eat dinner together at a local restaurant. The name Metro comes from a discount book called a 'Metro Book.' The company negotiated deep discounts at high-end restaurants and sold books. The church could pick a different restaurant every month, and those who purchased the book could enjoy an evening together.

The books are no longer published, but now we have Groupon! Maybe Groupon Night would be a better name! Of course, the emphasis is on getting families together off-campus to share a meal. Breaking bread is what the Bible calls it. This is an easy one, so don't get hung up on the mechanics. Make a reservation, invite your friends, and have a delicious meal at the restaurant. There's only one thing left to do: eat! Enjoy your meal!

I have one last thought. You are a church group, they know that. Make sure you TIP WELL!

DIGITAL TEASER

More is needed than just a connection between the newcomer and the church. A mutual exchange of life needs to begin, ultimately resulting in that person becoming committed as a member of the local church body. Will they truly join the faith community in their journey? People are more likely to commit to a group when they perceive that the commitment is mutual. Is the church committed to them, and is the church truly interested in them?

Attracting new people into the church's fellowship requires more than impressing them with how wonderful the church is. The church needs to authentically demonstrate that they are impressed with how wonderful the newcomer is.

Think about friendship. Can you make new friends with an attitude that says, "Look at me! Look at how wonderful I am!" Of course not. An attitude that says, "Look at how wonderful *you* are!" is much more thoughtful and effective.

Let's do what we can to facilitate connection, and then let's provide a church culture where people truly want to make the commitment to live and serve together.

PHASE THREE

TRACKING DIVISIONS

IMPACT OF PARTNERSHIP

DIVISION OBJECTIVES

Primary Agenda

1. Get a Grip on Ministerial Priorities
2. Appreciate Staff and Leaders
3. Create a Culture of Unity

Protracted Agenda

1. Streamline your In-house Programs
2. Resolve to Offer Age-Specific Ministries
3. Capitalize on Seasonal Opportunities

WHAT KEEPS YOU AWAKE?

An online survey asked this question to several lead pastors of large churches (2k or more). "What is the top work-related issue you lie awake in bed thinking about?"

The top five answers were:

1. Transitioning the worship style.
2. People leaving.
3. Our region is in crisis.
4. Attacks from outside critics.
5. Communicating leadership decisions.

Only 5% of people lose sleep over topics such as evangelism, outreach, and community impact. The 5% are correct on this one: these are the subjects we need to worry about.

Worship styles come and go, people come and go, and attacks from the critics are a permanent inevitability. Like Nehemiah, **our focus needs to be on restoring our city.** It is the lives we change that matter most. [Source: Preaching Library • Nashville TN 37203]

People are at the center of the ministry. Serving them. Encouraging them. Growing them in their faith. The pastoral ministry leads you deeper into the weeds. The priority is still the people, but there are countless duties, preparations, and distractions. Each day brings new decisions, new challenges, and new directives. John Newton said, "The Christian ministry is the worst of all trades, but the best of all professions."

Primary Agenda

1. Get a Grip on Ministerial Priorities

Ministry can be a beast! There are phone calls at 3:00 AM and board meetings at 7:00 PM. You cry in the ICU with a family that fears their child will die, then leave that same hospital to celebrate with another family whose child just graduated. After investing time and energy in a family, you're glad to see them join your church only to learn that two other families are leaving.

Ministry is weighty. In **2 Corinthians 11:28**, Paul used the word **burden**. His previous verses described the suffering he experienced because of his ministry work. The Apostle Paul had been whipped five times, beaten with rods, stoned, shipwrecked, and in all kinds of peril. Often, he was weary, tired, hungry, thirsty, cold, and naked. He suffered severe pain and countless difficulties, but he did not use the word **BURDEN** until **verse 28**. He wrote,

"Besides all this, I have the daily burden of my concern for all the churches." NLT

Ministry is a heavy load. It is far too heavy to be carried by one person alone. In the wilderness, Moses tried his hand at it. While leading his congregation, he labored day and night, but the stuff was wearing him down. He received some unsolicited advice from his father-in-law, Jethro. "Boy, are you stupid?" [Loosely translated] "You need some help!" That word changed everything for Moses. **He recruited a TEAM!**

Priority should be given to your internal ministerial team. Your pastoral team and your leadership team are included in this. For assistance in recruiting, refer to Phase Two of your workbook.

LEADERSHIP TEAM LEADER NAMES/START DATE

Youth Director: _____ Date: _____

Children's Church: _____ Date: _____

Worship Director: _____ Date: _____

Ladies Director: _____ Date: _____

Men's Director: _____ Date: _____

Discipleship Lead: _____ Date: _____

2. Appreciate Staff and Leaders

The strength, efficiency, and effectiveness of your church depend on your team. You must find ways to express your sincere gratitude. You don't have to go overboard. Keep it simple and authentic. A few minutes will make a huge impact.

There is a variety of ways to show appreciation to your team...

- **Text Messages:** Send out a text occasionally to remind your team how proud you are to serve with them. Texts can be sent individually or as part of a group.
- **Christmas Banquet:** Give back to your team during the season of giving. Show some love by reserving a table at a local restaurant. Give each of them a small gift.
- **Verbal Encouragement:** Speak life! Being kind to those who carry the load is so easy. It can be said on the phone, in a leadership meeting, or in the foyer after service. Remind leaders that they matter!

3. Create a Culture of Unity

An Ethiopian proverb say's *"When spider webs unite, they can tie up a lion."*

Together, we can tie up a lion. **Together**, we can defeat our enemy. **Together**, we can win a community to Christ. **Together**, we can change a nation for God!

It is more powerful to work together than to work alone. I need you and you need me in kingdom work. There are some who believe that power comes from position. When you are seated at the table of the king, does it really matter which chair you sit in? It is not the position that gives power, but the partnership that does. In God's kingdom, we all matter.

A viable option here is to pray. Ask the Lord to align you with people who share your spirit. It does not mean they have the same personality or the same way of thinking. Our team needs diversity. However, you need people who share the same spirit to serve alongside you. A culture of unity is born in this way.

The culture around you will change as you attract like-minded individuals. The spirit of unity will prevail. When we pray, we know that agreement has power. The same power is evident when we agree on vision, purpose, mission, and values. There is a God-like synergy that replaces crippling factions.



HIVEMIND

What does Wisdom Say?

"Two people are better off than one, for they can help each other succeed."

- Solomon
Ecclesiastes 4:9

Q1: Do we have a prevailing spirit of unity in our church? Why or why not?

A1: _____

Q2: What are some creative ways we can foster a stronger spirit of unity?

A2: _____

Q3: What are the signs of unity and the signs of division in our church?

A3: _____

Q4: What steps can we take to address and resolve divisions that exist?

A4: _____

a gentle reminder that we are **stronger together**

- There are some **attacks** you cannot **face** on your own.
- There are some **battles** you cannot **fight** on your own.
- There are some **enemies** you cannot **defeat** on your own.
- There are some **attitudes** you cannot **change** on your own.
- There are some **habits** you cannot **break** on your own.
- There are some **problems** you cannot **solve** on your own.
- There are some **needs** you cannot **meet** on your own.



Coach Assist Reminder! A trained assist coach can provide more insight to church unity! Don't go it alone. Help is available.

Protracted Agenda

1. Streamline your In-house Programs

Bill Hybels said, *"The hope of the world is the local church."* What a powerful statement! Well-developed church programs and ministries can positively impact a community. Therefore, church leaders must provide well-structured, inspiring, and impactful in-house ministries. Assess current programs by answering these strategic questions.



Interactive Strategizing

- Which programs count for eternity and which ones seem to fill an insignificant need to appear busy?
- Do our ministry programs need to be updated? Why do we still do this? How does it relate to today's world?
- Is there an intentional effort to involve the lay community?
- Are we a "user-friendly" church?
- How do we differ from the other 20 churches in the area?

2. Resolve to Offer Age-specific Ministries

Youth provide energy. Stability can be found in the more experienced. There is a need for both energy and stability in your church. Providing various ministries that appeal to adults and youth is a prudent move. Don't sacrifice either!

YOUTH

Children, junior high students, and high school students make up the youth. Pay attention to each of these divisions.

Children's Ministry

When it comes to Kingdom dynamics, children bring the fun ... and the noise! It's a heavenly sound! Try attending a church where there are no children. It is a dead and uninviting sound. Young children are uninhibited, entertaining, bubbly, enthusiastic, and joyful. Children's ministry **MUST** be prioritized. Kids will grow spiritually and understand things better through a good children's program, which will also attract young families to your church.

Student Ministry

Student ministries are among the most adventurous ministries in the Kingdom of God. Young people are passionate, lively, enthusiastic, committed, and totally unpredictable. It is possible for a teenager to be shaped and molded into a kingdom warrior, much as clay is shaped and molded by a potter. No other ministry on earth imparts life and vitality to a church like the student ministry.

It takes time and energy to ignite your students and children, but once they're lit, you can sit back and watch the fireworks!

ADULTS

A college student, a young married couple, a career person, and a senior make up the adult population. AGAIN ... Give attention to each of these divisions.

College Ministry

The college ministry is perhaps the most dynamic in the church. Having the opportunity to interact with students who are eager to learn is a great privilege! With a gentle push in the right direction, college students are primed for greatness. In building your ministry structure, it would be a mistake to ignore college ministry.

Young Marrieds

Young married couples are the driving force behind church vitality and vibrancy. They are eager to learn about the adventure unfolding before them as they embark on their journey. Life, marriage, faith, finances, and meaningful relationships are topics of discussion in this group.

Career

The transition from college to marriage to career is filled with victories and challenges. Now there are kids, a new place to live, a dog, and a lot of responsibility. Your church is there to help guide them through these stressful times.

Senior Ministry

The wisdom and experience you will find in this group are priceless. Don't limit them to their own events. It's okay to do that sometimes, but this group needs to mix it up with the others. They have SO much to offer.

The church structure will benefit from a strong adult ministry. Most likely, these are the individuals serving on the board, praying at the altars, and organizing events. It is impossible to ignore them because they provide stability!

how does our scorecard look?

Circle the number that best reflects your current program in each category.

1: not so hot – 2: we are on fire

Children's Church	1	2	3	4	5
Student Ministries	1	2	3	4	5
College Ministry	1	2	3	4	5
Young Marrieds	1	2	3	4	5
Career Ministry	1	2	3	4	5
Senior Ministry	1	2	3	4	5

3. Capitalize on Seasonal Opportunities

Consider seasonal services as an opportunity to evangelize the lost. Reach out to people within your ministry area geographically or relationally. Their attendance is limited to special occasions [Christmas, Easter, weddings, funerals]. Members' relationships are represented here [friends, relatives, associates, and neighbors]. Your church should take advantage of the seasons to invite people.

There are several companies online that already have a large stock of holiday and seasonal graphics. A good one is ignitermedia.com. Have the children perform a song at a seasonal event if you want a large turnout. The people will come!

DIGITAL TEASER

The mission of God to the world requires a broad array of ministry gifts, ideas, resources, and functions. No individual person or congregation can possibly fulfill all that is necessary. We need what others bring to the table, and others need what we bring.

Such interdependence is most commonly demonstrated in the way members of the local church body relate and minister to one another, but the benefits of collaboration and partnership also become evident when a congregation reaches beyond its own domain to partner with other people, organizations, agencies and ministries.

PHASE THREE

TRACKING DIVISIONS

JOY OF EVANGELISM

DIVISION OBJECTIVES

Primary Agenda

1. Inspire an Evangelistic Culture
2. Produce a Missional Identity
3. Schedule a Variety of Evangelistic Outreaches

Protracted Agenda

1. Teach People to Share their Faith
2. Host an Evangelist Event
3. Prepare for the Harvest

A band of brave souls became known as one-way missionaries a century ago. They bought tickets to the mission field without the return half. Instead of suitcases, they packed their few earthly belongings into coffins. As they sailed away, they waved goodbye to everyone they loved and all they knew, knowing they'd never return home.

A.W. Milne was one of those missionaries. He set sail for the New Hebrides in the South Pacific, aware that the headhunters there had martyred every missionary before him. Milne didn't fear for his life because he had already died to himself. His coffin was packed.

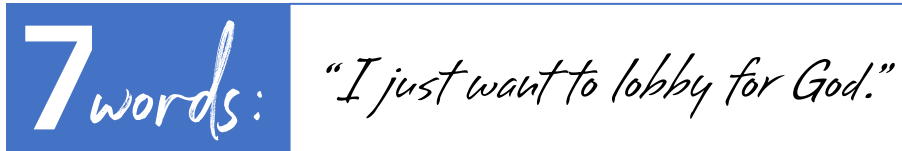
For 35 years he lived among that tribe. When he died, they buried him in the middle of the village and inscribed this on his tombstone: "When he came there was no light. When he left there was no darkness."

* Mark Batterson, Charisma Magazine

Illuminate. It's the mission of church. It's the assignment for every believer. To shine the Light of Jesus in the darkest of places. That's why God is sending us out. To ignite the flame. To carry the torch. To illuminate. We are to step into the darkest of places and brighten things up! After all, man's dilemma is radical darkness. But like a beam of piercing light, God's presence in our lives brings hope to the hopeless.

Primary Agenda

1. Inspire an Evangelistic Culture



It was the passion and motivation for the greatest evangelist of our day. Dr. Billy Graham showed his heart for the Gospel with seven concise words. Paul, the Apostle, carried this sentiment. When writing to the Christians in Corinth, he described himself as “an ambassador for Christ” [2 Corinthians 5:7].

If the church in America is to experience revival, it will be through the ambassadors! An on-mission church will achieve transformational revival. It's a church whose members reach out beyond the walls and lobby for God! Biblically there are two primary reasons for the church to embrace evangelism...

1. God Commanded it.

“GO into the world...

...GO everywhere and announce the Message of God's good news to one and all.”

Mark 16:15 MSG

In the Great Commission, **GO** is the driving force. There have been countless ministries launched here in the Americas and abroad because of this little word. It is because of **GO** that our missionaries have left their homes and families to fulfill their calling, and nations have come to know Christ as a result.

2. People Trapped in Darkness need to Experience the Light.

Good old-fashioned street work turned the world upside down in the early church. They did not waste time impressing the saints with their knowledge in the synagogue. NO ... they went to places that traditional church folks wouldn't! Faith was being shared actively with those who were in need.

IT'S TIME to get our hands dirty in the trenches. **IT'S TIME** to deliver water to those who are thirsty. **IT'S TIME** to carry the light into the darkest territories! **IT'S TIME** to show the love of Jesus in practical ways. **IT'S TIME** to share your faith and tell your testimony. Jesus is the light. **IT'S TIME to shine!**

Recommended Resources: Illuminate Training Track

Q: How do you Inspire a Culture of Evangelism?

The answers seem generic and simple, but they are profoundly effective...

- 1) **Pray about it:** Ask God to give the folks in your church a burden for the lost. God, give us a heart for our community, compassion for the hurting, and a burning desire to talk about Jesus.
- 2) **Talk about it:** Testimonies are inspiring and transformative. Teach people to share their faith story. Preach about the impact of evangelism and teach soul winning techniques.
- 3) **Model it:** Church leaders must show members how to share their faith by doing it in real time. Take them into the community and talk to people about Jesus.
- 4) **Simplify it:** Start with a palatable process and build on it. For example, create 'Now it's Our Turn' cards that members can hand out when they have been served at a restaurant or store. The flip side of the card is an invitation to a worship service.
- 5) **Encourage it:** Applaud every evangelistic effort made by church members. Invite folks to share their testimony virtually via video or text.

YOUR SEVEN WORD STATEMENT

In only seven words, Billy Graham made a profound and personal declaration about evangelism. *"I just want to lobby for God."* One might call this his adage, or the driving force that enabled him to win tens of thousands to Christ. Using the space below, write your own concise evangelistic declaration:

2. Create a Missional Identity

In *Matthew 9:37-38* Jesus said to his disciples, *“The harvest is great, but the workers are few. So pray to the Lord who is in charge of the harvest; ask him to send more workers into his fields.”*

Are you looking for a concise and empowering statement about your evangelistic mission? Here This is ... Our Mission is His Message! That’s the whole shebang. The church of Jesus Christ is on mission to share the Good News of Jesus. What matters most is his message. Our assignment is to share this information with everyone. It does not happen by accident. It is necessary to be intentional.

The act of saving lives is an activity that takes place **outside**. A fireman and paramedics **GO** to the house when it’s on fire! To save lives, they must leave the comfort and safety of the firehouse. Preparation takes place in the firehouse, but saving lives occurs in the field. Jesus told us to **“LOOK OUT”** at the fields.

When you look out, you see Real People with Real Pain. People are the reason for the existence of the church. Period! ALL PEOPLE! During a worship service, saints and sinners should experience unconditional love and the presence of God. The church serves the WHOLE community.

Outside your church doors, there are critical conditions and pressing needs. Duke Downs said, “You don’t have to go five miles or five minutes to find someone in need of the gospel.” Sick people, broken people, and addicts can be reached.

Consider this reality...

- Almost 60% of people aged 70 and older experience some type of loneliness, per a study by a University of Michigan doctoral student.
- More than half a million children in the U.S. reside in some form of foster care, and placements have dramatically increased over the past ten years.
- More than 1 in 110 adults were incarcerated at the start of 2013 and 1 in 51 were on probation or on parole.
- Nine million, or 13 percent of children in the U.S. have a special health-care need.
- Approximately 1 percent of Americans, most of them women between the ages of 13 and 30, use “self-injury” to cope with overwhelming feelings or situations.
- Every 107 seconds another person is sexually assaulted in the US.
- An estimated 23 million Americans are addicted to alcohol or other substances.
- In the U.S., an estimated 10,701,000 people suffer from some sort of cancer, according to the American Cancer Society.
- Almost half (47%) of American families say pornography is a problem in their home.
- More than 10.5 million children in the U.S. are living with one or more substance- abusing parents.

Real people with real struggles live in your community. The good news? Jesus is a real solution! The question is, who will your church reach? Clarify who you are trying to reach. Your mission field isn't a location; it's a group of people.

Where are the greatest areas of pain in your city?

Answer the questions below using the statistics on page 3.

- Which two critical conditions grab your attention/heart the most?
- Are there two conditions from the list your church can help solve now?
- Is there an opportunity to partner with existing programs in your area?
- Which two conditions would your members be most passionate about?

Create your missional summary based on your answers. It is possible to turn your summary into a statement that expresses your identity. Other critical conditions may exist in your city/community. Go to dosomethingchurch.org to access a map of the needs and opportunities within a 20-mile radius of your church location. Those conditions can be added to the mix. Print and distribute your completed statement to your members.

Missional Summary:

Missional Statement:

Author Alan Hirsch wrote...

"As the people of a missionary God, we ought to engage the world the same way he does—by going out rather than just reaching out."

3. Schedule a Variety of Evangelistic Outreaches

In *Luke 24*, Jesus tells a parable that cuts to the heart of our mission...

“...Quickly, get out into the city streets and alleys. Collect all who look like they need a square meal, all the misfits and homeless and wretched you can lay your hands on, and bring them here. The servant reported back, Master, I did what you commanded—and there’s still room. The master said, Then go to the country roads. Whoever you find, drag them in. I want my house full!” Luke 14:21-24 MSG

Exhilaration kicks in here! With Jesus' spiritual authority, we can kick down walls of darkness and save the perishing! Jesus told us to get out into the city streets and snatch them out of their darkness. He did not stop there. We are also encouraged to snatch them from the alleys and the country roads, and then we get to drag them into the house of God! How exciting is that?

Come and See Evangelism Vs Go and Be Evangelism

Come and See outreaches happen when you invite the community to come to your church to see what you're all about. They are onsite events you host with a community invitation attached. Come and See outreaches might include a block party, an outdoor movie night, a 5th quarter event (party at your church after a high school football game), a car show, a craft show, or a Sports REC event. You could offer an enrichment class addressing a community need.

Go and Be outreaches happen when you invade your community to be the hands and feet of Jesus. You organize these events to minister to the people in your community off campus. Go and Be outreaches might include a visit to a local soup kitchen, participation in the city fair or parade, partnership with after school programs or city sponsored programs, aide to the elderly, local prison ministry, interaction with children at the local children's hospital or street evangelism.

Should we focus on invitation or invasion? The answer is BOTH! Invitation is a bridge from the community to your church. Invasion is a bridge from your church to your community. Both are vital to the effectiveness and sustainability of your church.

For such a time as this, God has placed your church within your community. When you step out with the gospel, it can be intimidating, but you are equipped for the task and people are waiting to hear it. You've got this!



Want some more evangelistic outreach ideas? Contact a certified coach today.



7,751 people die every day in America and most of them do not have a relationship with Jesus! We MUST get mobilized and motivated to consistently reach people far from God because today another 7,751 people die without Jesus. We need to make a decision now and say, ***"No more! This is not going to happen on our watch."***

HIVEMIND DISCUSSION QUESTIONS:

Q1: What is the primary need in the immediate community, and how are we adjusting our mission to address that need?

A1: _____

Q2: Which invitation events would we be best suited for us to host?

A2: _____

Q3: Which invasion events would we be best suited for us to host?

A3: _____

Q4: What motivational steps do we need to take to get mobilized & on mission?

A4: _____

Evaluate your church's outreach identity using these specific steps:

- Develop a mission statement
- Understand the demographics and needs of your community
- Assess the outreach potential of the church's physical resources
- Assess the outreach potential of existing ministries
- Partner with community organizations
- Update the church's image to reflect your outreach identity
- Build short- and long-term bridges to the community

Protracted Agenda

1. Teach People to Share their Faith

The purpose of offering training classes is to equip people as part of an evangelism system. Evangelism training is necessary for church leaders and members. It is not always easy or natural to share one's faith. Training will make evangelism as natural as breathing. As a result, it becomes part of our spiritual code.

6 in 10 non-Christians and lapsed Christians say they would be open to talking about faith-matters with someone who listens without judgment.

—George Barna

When it comes to God and faith, the unchurched are willing to listen to you. Most Christians are eager to share their faith, but most lack confidence and feel ill-equipped. By teaching members how to share their faith, church leaders can reach their community for Christ.

Here is a quick evangelistic template that is easy to teach...

1. **Special Testimony:** Jesus rescued you! You have a powerful testimony that others need to hear. Your salvation story is not something the devil wants you to share. He wants to keep you silent. But it's like a **fire shut up in your bones** and you're going to tell somebody!
2. **Spirit Empowerment:** You have been empowered by the Holy Spirit to speak boldly about Jesus. Ask Him to empower you and He will. Now GO talk to someone about God's goodness and mercy.
3. **Personal Influence:** According to toddoofficial.com, the average person influences **approximately 10,000 people** in their lifetime. You have influence! Use it to tell people about the love of God.
4. **Unlimited Connections:** You know people. You encounter people every day through work relationships, social/family relationships, and at the store/gas station. God gave you those connections as an opportunity to shine.
5. **Multiple Gatherings:** You are invited to birthday parties, weddings, baby showers, holiday events, ball games and more. These are all great opportunities to scatter some faith seed.
6. **One Message:** Your message is Jesus. He died on a cross but rose again. He has the power to save, deliver and heal. All one has to do is call on His name!

2. Host an Evangelistic Event

Invitation events were introduced on pages six and seven. You may want to revisit those pages and consider hosting an event. Look at page seven. How did you answer question two? Now is the time to put the answer to that question into action! The following steps will apply to whatever event you decide to host: [1] Schedule a planning meeting and give out assignments. [2] Advertise your event in the local paper, on social media, and through in-house announcements. [3] Pray. [4] Finalize the details. [5] Host your event. [6] Share the Gospel. [7] Follow-up.

3. Prepare for the Harvest

You've put some effort into your evangelism campaigns. NOW is the time to prepare for the harvest because it's coming! It is inevitable for a church to see a return on investment when it takes an active role in its community and ministers to its residents.

Another team has been working hard to prepare for the newcomers. It's the fellowship team. Join them in ensuring everything is ready and ensuring your church is capable of welcoming and assimilating the guests. Meet with the discipleship team because these new brothers and sisters in Christ need to go through the discipleship process.

Get ready ... You are about to experience an increase!

DIGITAL TEASER

Be a church that prays beyond the immediate internal concerns of the church. Pray for the unreached to be reached in your community, your state, your region, and the countries of the world. Consider these ideas:

- Pray these prayers from the pulpit.
- Include the emphasis in church communications [e.g., bulletins, websites, and social media].
- Begin meetings of the church with prayer for your community—specifically for the lost.
- Invite church leaders to lead special prayers for the community with an emphasis on salvation. This is not just something that pastors do!
- Pray for missionaries and the unreached people groups of the world.
- Implement a 5—5—5 Prayer Plan: pray for five people a day, for five minutes, for 5 days a week.

Prayer for the lost produces a desire to reach lost people. The hearts of people generally move in the direction that they pray.

PHASE THREE

TRACKING DIVISIONS

PRIORITY OF PRAYER

DIVISION OBJECTIVES

Primary Agenda

1. Make Prayer your Priority
2. Foster a Prayer Culture

Protracted Agenda

1. Prayer Spaces & Prayer Bands
2. Virtual Prayer Meetings
3. Pastoral Prayer Team
4. Prayer Board

"Our prayers may be awkward. Our attempts may be feeble. But since the power of prayer is in the one who hears it and not in the one who says it, **our prayers do make a difference.**" – Max Lucado

Primary Agenda

1. Make Prayer your Priority

"Call to Me and I will answer you, and I will tell you great and mighty things, which you do not know." Jeremiah 33:3 (NASB)

Communication is crucial! Historically, people lived in caves and communicated with pictures. According to Wikipedia, the smoke signal is a form of visual communication that can be seen for miles. Generally, smoke signals are used to transmit news, signal danger, or gather people together. Prior to electronic communication, the Pony Express connected East and West.

In today's world, communication is big business. Smart phones, tablets, and video conferencing have modernized it. Even though human-to-human communication has

improved dramatically, our method of communicating with God is pretty much the same. We pray! We seek. We ask. We knock. We petition. We intercede. We pray! The best news of the day? Prayer still works! The Father still listens and responds. We talk to God and God talks to us.

We shouldn't be surprised that God speaks to us. In Genesis, God and Adam have an active and healthy communication. Talking to God was never strange to Adam. The practice was quite common. In Scripture, you will find that God spoke to Moses, Noah, Abraham, Joshua, and Elijah. In addition to talking with people, Jesus, who is also God, interacted very naturally with humanity. We have never stopped hearing from God.

John 10:27 reminds us that God is NOT silent. Jesus said, ***"My sheep hear My voice, and I know them, and they follow Me."*** God is still speaking today. Have we positioned ourselves to hear Him?

Jeremiah 33:3 is God's phone number. With his pinky at his mouth and thumb at his ear, he says, ***"Call me, I promise to answer."*** God awaits our call. Call His number and have a conversation with Him. He will speak to your current situation. He will provide counsel and direction. His words of inspiration and encouragement will fill your spirit and remind you that you remain the apple of his eye.

"Prayer should be the key of the day and the lock of the night."
-R.A. Torrey

YOU NEED TO PRAY! It MUST be a priority for every believer. A spiritual leader's standard should be prayer. Oswald Chambers said, *"Prayer does not fit us for the greater work; prayer is the greater work."* John Wesley added this little gem; ***"Prayer is where the action is."***

Prayer is one of the most important aspects of our lives, which is why Jesus taught his disciples how to pray. Through prayer, we maintain our relationship with God, which is more important than any other relationship.

In summary, prayer will have an impact! The Apostle James wrote, ***"The earnest prayer of a righteous man has great power and wonderful results."*** *(James 5:16b –NLT)*

If you want to be impacted by God...Pray! If you want a loved one to be impacted by God...Pray! If you want your circumstances to be impacted by God...Pray! If your neighbors or coworkers to be impacted by God...Pray! Prayer is always the answer!

Prioritize prayer. Everything will change! Let go of all distractions for a moment, find a quiet place, and get alone with God.



"There are parts of our calling, works of the Holy Spirit, and defeats of the darkness that will come no other way than through furious, fervent, faith-filled, unceasing prayer." - Beth Moore

HIVEMIND DISCUSSION QUESTIONS:

Q1: Is prayer a priority in my life? If no, how do I get to the top of the list?

A1: _____

Q2: Is prayer a priority at our church and do we host regular prayer meetings?

A2: _____

Q3: Do we teach people how to pray at our church? If no, why?

A3: _____

2. Foster a Prayer Culture

Praying is important conceptually but doing so in a practical way that demonstrates its importance is another. A "prayer ministry" may help, but relegating prayer to a department of the church won't work. *An atmosphere of prayer should permeate all church ministries.*

What is the look and feel of a churchwide prayer culture? Here are some examples:

- All ministry initiatives are conceived in prayer,
- Each ministry leader has a prayer partner,
- Community members are routinely and systematically covered with prayer,
- Prayer is offered over the facilities by the custodians while they are cleaning,
- The intercessors create an atmosphere of God's presence before each service,
- Greeters prayerfully declare blessings over attendees as they enter the building,
- Nursery workers pray over babies while changing diapers,
- Trained prayer teams minister to seekers at the altar,
- People pray about problems rather than complain, and

- Members look for opportunities to bless others with prayer everywhere they go throughout the week.

How can such a prayer culture be created?

1. PROMOTE AN INTERCESSORY MINDSET

The intercessory mindset is one of redemptive intent. In God's goodness, it envisions people and things in their fallenness moving toward God rather than away from Him. Before they can pray effectively, some congregations need to dismantle negative and judgmental attitudes.

2. PROVIDE FOCUSED LEADERSHIP

- Set the *example*; congregants will become prayerful when they see their leaders living prayerful lives.
- Give *instruction*; don't assume that everyone knows how to pray.
- Bring *inspiration*; share testimonies of answered prayer, and publicly celebrate breakthroughs.
- Provide *organization* and *administration* for the integration of prayer into the church's life, and clearly *communicate* strategies to the congregation. Consider forming a prayer ministry planning team to take the lead on this church-wide initiative.

3. PLAN WITH FLEXIBILITY AND CREATIVITY

As long as we don't box everyone into the same prayer model or time slot, everyone is welcome to participate. Some prayer models may not be appropriate for every person, depending on their personality or temperament. The same applies to prayer events that do not work for everyone's schedule. Offer multiple prayer models at various times during the week.

[Suggested resource: *101 Prayer Models* by J. Randolph Turpin]

Protracted Agenda

In **Matthew 21:13** Jesus said, “*It is written, My house shall be called the house of prayer...*” The expectation is clear and concise. It is impossible to misunderstand the meaning. Prayer **MUST** be a part of the local church. If it's not, then it can't be identified as His house!

There are four prayer templates in this section that might be of use to your church. Thousands of templates can be found with a simple Google search, but we've identified a few that are unique to this strategic program.

1. Prayer Spaces and Prayer Bands

A culture of prayer is essential for the church to be spiritually impacting and kingdom-effective (Matthew 21:13). This is our intention as spiritual leaders. This is our goal. We **MUST** emphasize and engage in prayer. Culture is not created overnight, so be patient.

Launching Prayer Bands and Prayer Spaces....

- **Prayer Spaces:** Ask leaders to pick any space in the building or on the property [altar area, youth room, children's church, etc.] and then ask them to commit to spend a few minutes in prayer at that location **EVERY TIME** they step on the property. Write some spaces that are a priority to you below:
- **Prayer Bands:** This is a group that bands together to pray. It can happen at any time in any location for any situation. Consider asking a different group of people to pray over all eight strategic divisions. Write some challenges or faith goals below that a group of people in your church can band together to pray about:

2. Virtual Prayer Meetings

According to the Bible, there is power in agreement, and when two or more are gathered in His name, He is present. With the help of technology, we can gather in his name even when we are miles apart. A virtual prayer meeting is one way to utilize the technology that is available.

You have options when it comes to virtual prayer...

- **Video Conference Prayer Meetings:** Schedule a night and time for your weekly or monthly prayer meeting and invite people to participate. You can collect prayer requests from participants since everyone can interact with one another.
- **Livestream Prayer:** Go live on Facebook with a pre-gathered list of prayer request's and lead the prayer session. People can join in for as long as they'd like and agree with you in prayer. Participants can also IM prayer requests in real time. Advertise your start time a few hours before going live.
- **Social Media and Text Prayers:** Emoji prayer hands let people know you have their back and will join them in prayer. Adding a touch of comfort to the requestee is as simple as typing a prayer and sending it. It really makes a difference when you go the extra mile!
- **Daily Prayer Post:** Post a prayer everyday on your social media page. Ask the Lord for spiritual direction before you type, read it for clarity, and post it. You never know who will be impacted by your prayer post!

Using the daily prayer post? Jot down a few prayer topics to jumpstart the process:

I hear the Lord telling me to pray for (healing, salvation, deliverance, etc.)

"I have been driven many times to my knees by the overwhelming conviction that I had nowhere else to go. My own wisdom, and that of all about me, seemed insufficient for the day."

- Our 16th President of the United States, Abraham Lincoln

3. Pastoral Prayer Teams

There is a real spiritual war going on. That's why we wear armor. It is not necessary to armor up if there is no threat of enemy attack. A pastoral prayer team will support the spiritual headship of the church.

Ephesians 6:12 reminds us that **"we do not wrestle against flesh and blood."** In other words, the fight is not against governments or people or companies or circumstances. The real battle—the unseen battle—is our struggle in prayer:

- For the souls of unbelievers
- For forgiveness when we've been wronged
- For peace in fearful circumstances
- For holiness when sin tempts
- For joy when sorrow comes
- For trust when doubts assail

POWER QUOTE

We battle for the hearts of those around us as we fight for them in prayer, and we battle for ourselves as we bring opinions and arguments in line with the knowledge of God.

-Nivine Richie

Recruit a group of people who exhibit the gift and call to prayer and ask them to pray for the pastors in your church. This vital initiative can never have too many participants.



- List the names of pastors serving your church on a card and distribute cards.
- Ask people to pray at least 10 minutes every day for every name on the card.
- Gather together to pray over the pastor each Sunday prior to service.
- Assign a prayer warrior to each pastoral team member for six months.



Talk to a coach about the impact of the two individuals had in warfare when they lifted the arms of Moses.

4. Prayer Board

Hold a prayer meeting and read the story of Hezekiah. He brought some bad news to the temple and spread it out before the Lord. In each box, ask participants to write an issue they are struggling with, a miracle they are believing for, or a family member or friend who needs a divine miracle. Then they can spread it out in prayer before the Lord once they have filled out every box.

PRAYER BOARD

“And Hezekiah received the letter from the hand of the messengers, and read it; and Hezekiah went up to the house of the LORD, and spread it before the LORD. Then Hezekiah prayed before the LORD...” 2 KINGS 19:14-15A

PHASE THREE

TRACKING DIVISIONS

VIBRANCY OF WORSHIP

DIVISION OBJECTIVES

Primary Agenda

1. Offer a Dynamic Worship Experience
2. Recruit & Train an Audio/Media Team
3. Host a Quarterly 'Creative Team' Meeting

Protracted Agenda

1. Develop an Artistic Expressions Team
2. Capitalize on Seasonal/Community Events
3. Assess your Stage Presence and Lighting

Every week in the United States tens of millions of people from every walk of life darken the doors of a local church. It is our opportunity to inspire, challenge, and equip them during the time they are assembled under our direction and care. Therefore, it is imperative that your worship service be vibrant, authentic, and relevant. It is our responsibility to present the Gospel with passion, excellence, and expectancy.

Primary Agenda

1. Offer a Dynamic Worship Experience

To ensure people have an opportunity to experience the presence of God church leaders need to prepare diligently for the Sunday service. And we are talking the entire service, not merely the song portion. Church leaders are to work in anticipation of an awesome move of God. Nothing blocks the work of the Holy Spirit more than a service that draws attention away from the intended God given message and points towards the unpreparedness of a leadership team!

Here is the BIG picture ... God alone can change people, and He often does during a Sunday morning worship service. We want people (saved or not) to experience the love and power of God during our gatherings. Thus, we will be intentional about everything that happens when we congregate in a worship setting.



In 2012 statistician George Barna wrote, *“Connecting with God is perhaps the most important outcome facilitated by churches. Most people [66%] feel they have had ‘a real and personal connection’ with God while attending church. However, that means one-third of those who have attended a church in the past have never felt God’s presence while in a congregational setting.”*

HIVEMIND DISCUSSION QUESTIONS:

Q1: Would people at our church agree we are with the 66% or the 34% crowd?

A1: _____

Q2: Have our services become routine? Maybe even a bit stale?

A2: _____

Q3: Is there a fresh approach we can take that is inspirational and challenging?

A3: _____

If *“connecting with God is the most important outcome facilitated by the church”*, then it stands to reason that every gathering is to be saturated in prayer. To keep your gatherings fresh, incorporate various ideas from the list below.



- Choose two worship songs from CCLI Top 100. Include a classic.
- Host an ‘Under Armor’ Sunday and honor local and school sports coaches.
- Incorporate ‘Artistic Expressions’ like drama, art, dance, poems, and ensembles.
- Preach a current events series. ▪ Host a Missions Sunday. ▪ Outdoor service.

Recommended Resources: preachinglibrary.net, ignitermedia.com, sharefaith.com

2. Recruit and Train an Audio/Media Team

Squeaks, squeals, and screeches are unpleasant and annoying. The noise is heard in every church, but they should be the exception, not the norm. Bad sound can kill an otherwise good service. The audio team is critical to the overall worship experience.

While you cannot necessarily teach someone to have a ‘good ear’ for sound, you can train a team in basic knowledge. You can equip team members to operate the

mechanics of the board. You can remind them to PAY ATTENTION to the stage during service. Contingency plans can be put into place and team members can learn to think ahead and smile when people give them grief about sound levels!

To get you started we have included a ministry commitment form for audio and media team members in the digital file.

why is media important?

The presentation of the Gospel is for ALL people! To be most impactful the Gospel must be presented in a way that is palatable for every learning style. **Auditory** students “hear” their world. They learn best when someone talks to them and explains a concept. But there are three more learning styles. If one presents the message only through verbal communication (preaching), they miss an opportunity to be inclusive to everyone else. For this reason, media is a vital component of the worship experience.



When you incorporate media, you expand your reach by including visual learners. **Visual** students “see” their world. They learn best when they can “see” the information. Your reach increases when you put something in the hands of your congregants (example: hand everyone a nail when you preach on the crucifixion) because **Tactual** students “feel” or “feel good about” their world. They learn best when they can “feel” information. You include everyone when you invite people to participate because **Kinesthetic** students “get into” or “experience” their world. They learn while they experience the material or while they are participating in large body movement.

3. Host a Quarterly ‘Creative Team’ Meeting

As it relates to creativity, God is the original. *“Everything was CREATED by him, everything in heaven and on earth, everything seen and unseen...”* [Colossians 1:16a CEV]. Thus, creativity is a God-given gift. It must be valued in the church and wise leaders will embrace it. How can the church accept status quo and ritualism when we represent a God of creativity? We can’t! The church should be the standard of originality!

To stay current and relevant you can recruit people who are imaginative and innovative to create a ‘Creative Team.’ Meet once per quarter and have fun bouncing new ideas.

Tweet this



THE CHURCH SHOULD BE THE STANDARD OF ORIGINALITY!

DIAGNOSTIC QUESTIONS:

- Are our worship services structured to deliver one central message?
- Do our services provide attendees an opportunity to connect with God?
- Do we have prayer partners available for those who approach the altar
- Have we adequately trained media and sound personnel?
- Do we reach all four learning students in our gatherings?
- Is there a creative team in place that meets on a regular basis?
- Would guest's feel like our worship is relatable to them?

Protracted Agenda

1. Develop an Artistic Expressions Team

Artistic Expressions is a new way to say we have a special singer this Sunday, but it is much broader than a song. This team will be compiled of multiple people who will express their worship to God on stage during a Sunday morning service. The expressions will include art, drama, dance, poetry, instrumentals, and all types of singing.

The church is home to talented and anointed individuals who can lead others into a spirit of worship in a multiplicity of ways. Singing is a powerful medium that captures the hearts and emotions of the singers and the congregants. Songs are often offered through soloist's, duet's, ensembles, and choirs. The church should continue to incorporate singers (not necessarily worship team members) into their service.

Another consider is to allow for other types of expressions. This is not a call to invite whosoever will. Every artistic expression should be professional in nature and well prepared for. The artists in the church will come out of the shadows when they know there is a safe place for them to minister.

2. Capitalize on Seasonal/Community Events

Consider planning 4 - 6 events each year. These are "all hands-on deck" occasions where total team participation is required. The invitation of UNCHURCHED friends and family is

priority. Two of the six events are already on your calendar ... Easter and Christmas. Let's not stop there! Here are a few more that might work for your church:

Family Driven Events

You will effectively reach the church and the unchurched when you host family driven events. These gatherings can include a marriage advance weekend, couples retreat, family fun fest, canoe trip, weekend camping, pig roast, garbage can feast, summer picnic and more. Assemble your creative team and strum up some ideas!

Community Driven Events

Tapping into your community is vital. How do you tap in? Sponsor and participate in community events. Contact your city office to obtain the calendar and get involved! Join the community fair. Put a float in the city parade. Serve at the local drug awareness program. Connect with the school and become a volunteer.

3. Assess your Stage Presence and Lighting

In Phase One you conducted an on-site audit using the facility check-list. Revisit your audit and focus again on the staging area. Does your stage need a facelift? Is it cluttered? Does it look appealing on Livestream? Are there visible rips in the carpeting? How are the background walls? Is the lighting sufficient? Does the lighting need to be updated?

DIGITAL TEASER

In our twenty-first century stress-filled world, we receive inner peace and calm in the presence of the Lord. We are drawn to our Heavenly Father by the Spirit's Presence. In this Spirit-empowered worship atmosphere, we are set free from our heavy burdens, troubles, and anxieties. We are loosed from the bonds of sin and the emotional pain caused by sin and the hardships of daily life.

***"Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom."
2 Corinthians 3:17 [ESV]***

Spirit-empowered worship encounters with God give meaning to our lives. People who encounter God in a Pentecostal worship service often share testimonies of personal spiritual renewal, life transformation, deliverance, and feeling "lifted up" above their troubles.

Life is hard. People need God's Presence. People are yearning for God. They are looking for a "church worship experience" where they can experience inner healing and empowerment to live for Christ.

PHASE THREE

TRACKING DIVISIONS

WISDOM OF ADMINISTRATION

DIVISION OBJECTIVES

Primary Agenda

1. Recruit and Train a Church Administrator
2. Construct your Organizational System
3. Train your Ministry Volunteers

Protracted Agenda

1. Perform Gift Assessments for Ministry Placement
2. Create a Solid Communication Platform
3. Perform Leadership Target Reviews

*"The fulfillment of your church's calling can hinge on your effectiveness in strategic church leadership. Vision determines direction and destination while strategy dictates details and deadlines. **Both are essential.**" -Aubrey Malphurs*

Primary Agenda

1. Recruit and Train a Church Administrator

When one accepts the call to the ministry, he/she is not thinking insurance, budgets, and maintenance! The passion is to preach Jesus and to win souls to the kingdom. The passion is NOT fixing leaking toilets and pulling weeds. That's why you need an administrator! You need someone who is gifted to manage church operations.

Church management is a BIG job. There are facilities to maintain, grounds that need to be kept, a website that needs attention, communications that are required, and so much more. An administrator can oversee the various functional demands allowing the pastor the freedom needed to minister to the people. A capable administrator will improve the efficiency of the church. Deadlines will be met, bills will be paid, claims will be made, and communication will be timely and clear-cut.

2. Construct your Organizational System

A systematic organizational process will enable the church to function at peak capacity. There are a thousand different ways to organize. The key is to implement 'something.' It does not need to be complex to be effective. Below you will find two simple processes.

ORGANIZATION BY TEAM

The team system does not require multiple leaders. The lead pastor could chair the various teams if there are a limited number organized. The idea is to recruit a group of people to serve together. Here we will use the Discipleship Team as a sample.



Discipleship

NAME	EMAIL

MINISTRY OPPORTUNITIES (Check all that interest you):

- ☐ Small Group Lead
- ☐ Classroom Teacher
- ☐ Adult Teacher
- ☐ Virtual Teacher
- ☐ Discipl. Team Member
- ☐ Ministry Mentor
- ☐ Theology Instructor
- ☐ Life Classes

1. Recruit your Team: If you plan to launch several teams at the same time use your morning service to preach an “All In’ message and set up recruiting tables in the foyer.

2. Meet with your Team: Schedule your meeting with new team within a two-week period. It’s critical to keep momentum once you obtain it.

3. Launch your Team: Its GO time. The team is excited and ready to serve so let them get after it. Meet with them periodically to applaud their progress and to ensure they are staying on task.

Note that there are eight check circles in the sample picture. Each circle represents a potential team member role. You can add or subtract circles based on need and available personnel. Create a single paragraph explanation for each circle and for each individual card when you start the recruiting process.

Use this space to write down various groups that you would want to launch:

[Samples: Evangelism, maintenance, hospitality, digital spaces, etc.]

ORGANIZE BY LEADER

The Administrative Leader in the NT Church

The New Testament church was well organized and competent. There are three words that help us understand the early church structure. Listed below you will see the word which has been extracted from each verse along with the Greek definition.

1. **Administrations** [Greek - Diakonia] *1 Corinthians 9:12*

Meaning: Servant or minister. The word Deacon comes from this word.

2. **Stewards** [Greek - Oikonomos] *1 Peter 4:10*

Meaning: Manager. This word refers to a household manager or an administrator.

3. **Governments** [Kybernesis] *1 Corinthians 12:28*

Meaning: Pilot. This word refers to the overseer of the church. It is a Greek term borrowed from seafaring and is used to designate the steersman who holds the ship on course.

SERVANT LEADER

Serves the local church through a labor of love.

Is responsible to carry out tasks under the direction of an administrator.

2 Corinthians 9:12

STEWARD LEADER

Serves the local church by managing the laborers.

Is responsible to manage laborers under the direction of the pilot.

1 Peter 4:10

STEERSMAN LEADER

Serves the local church by keeping things on course.

Is responsible to oversee the direction and safety of the church.

1 Corinthians 12:28

Using the NT administrative model, jot down potential responsibilities for each category.

Servant Leader (Service roles like greeter or maintenance team member)

Steward Leader (Management roles like office administrator or grounds crew chief)

Steersman Leader (Ministry roles like lead pastor or small group director)



“Leaders become great, not because of their power, but because of their ability to empower others.”

- John Maxwell

HIVEMIND DISCUSSION QUESTIONS:

Q1: Administratively, what does it look like to empower leaders and volunteers?

A1: _____

Q2: Once placed in position, do we work to ensure our leaders and volunteers are growing in knowledge and capability?

A2: _____

Q3: What can we do as leaders to make certain our volunteers feel empowered?

A3: _____

3. Train your Ministry Volunteers

Training your volunteers is an essential ingredient for effective administration and involves at least three steps...

1. **Provide a ministry description.** Sometimes called a commitment form, your ministry description is a single page summary of requested tasks.
2. **Explain the details of the role.** Advance from description to hands on learning where the volunteer can see requested tasks in real time.
3. **Offer assistance in the early stages.** Without micromanaging your volunteers, watch them as they perform their duties in the early stages of accepting the role and assist them until they can confidently perform the task independently.

[Recommended Resources: NEXT Ministry Descriptions, Brian Cutshall Ministries](#)

Protracted Agenda

1. Perform Gift Assessments for Ministry Placement

Football is a sport that epitomizes “position specialization.” In their early stages, potential recruits are groomed and trained to play a particular position on the field, and in most cases, they spend their entire career playing in their position of specialization. While a coach will, on occasion, use a receiver to make a pass, he would never ask his quarterback to play the position of linebacker.

Championship teams are the ones who win at the job of position placement. They get the right people in the right place. The church tends to struggle with this concept. As a result of position misplacement, we have...

- Singers who can't sing!
- Teachers who can't teach!
- Leaders who can't lead!
- Deacons who can't deek!

Too often the church takes a *generalized* approach to position placement ... they make a *general* plea from the pulpit. “*If someone does not step up to teach the junior high class, we’re going to shut it down.*” There’s no specialization in that. It’s simply “plugging a hole.” People are plugged into position based upon the most urgent need and someone’s current availability. No gift or calling needed, just an available person. The long-term result of this approach is gross position misplacement.

Quarterbacks are playing the position of linebacker, linebackers are playing the position of offensive tackle, tackles are playing the position of wide receiver and receivers are playing the position of running back. Championships will never be won when a team is built this way. Winning teams get the right people in the right place. Championship teams are the ones who win at the job of position placement.

The most effective process for achieving “Right person, Right Place” status is that of gift assessments. There are many to choose from, but the best bang for the buck might be a web-based program called assessme.org.



Church Administration is a BEAST! Connect with a coach and learn more about answers and directives for church management.

2. Create a Solid Communication Platform

“When you start communicating to change people, you leave a lasting legacy. You profit from your impact, not in spite of it.” - Dr. Michelle Mazur

A key responsibility of the administrative office is to share ministry information with church leadership and members. Administrators must provide clear, concise, and consistent communication. It is crucial for every successful team. A lack of communication will cause confusion and illicit frustration.

There are a variety of ways to communicate to leaders and members...

- **Traditional Methods:** Services folders, pulpit announcements, and flyers still work.
- **Social Media:** Facebook is king but the other social media platforms serve as great communication tools.
- **SLACK:** This online platform is a game changer that allows for seamless interaction between pastor, staff and leadership.
- **Inspire the Fire:** A simple one-page letter that is sent from the lead pastor to inspire and encourage all leaders in the church. These letters are sent monthly by e-mail. There are several good books full of short inspirations that can be used for content.
- **Con-Tact Meetings.** Hosted quarterly for all church leaders. Use this time to cast vision and challenge team members. Con-Tact is a play on words that means, “Connect” and “Tactical Planning.”
- **Video Conferencing:** Zoom is a solid platform that offers free group calls lasting up to 40 minutes.

3. Perform Leadership Target Reviews

Blind spots are a real thing! We have personal barriers that hinder our progress, but we can't see those barriers. We are blind to them. We need a confidant or a mentor to be our eyes. To shine the light on the impediments. Church leaders can help their team gain clarity with Leadership Target Reviews.

The purpose of a review is to inspire, encourage and direct team members! It's a great opportunity to connect with leaders personally and to assure them of your support. If they have drifted, you can help them find their way back. Team members should walk away from this meeting feeling valued, confident, and refreshed!

there are three steps to a purposeful review ...

1. ASSESS

Disperse reviews to your leaders and team for self-evaluation. Once completed and returned, pastoral leadership will add their own assessment. When both are completed, a one-hour meeting is scheduled to discuss the results.

2. ADDRESS

This is NOT a time to berate, admonish or scold your team members. If you need to deal with attitudes or problems, schedule a different meeting. Keep the review lighthearted and smile. Spend time 'talking' with one another authentically. This should not be a monolog. Address assessment concerns positively.

3. ADVANCE

Spiritual and relational growth should be the natural outcome of your reviews. Honest discussion will produce maturity and advance maturity. Constructive advice is a positive and welcomed quality.



ADMINISTRATION CHECKLIST

- ☐ An Administration Structure Lead has been appointed.
- ☐ A church manager has been recruited and trained.
- ☐ An organizational system has been put into place.
- ☐ Volunteer staff has been trained and given clear direction.
- ☐ A communication platform has been decided upon and implemented.
- ☐ 1st quarterly Con-Tact Meeting has been scheduled.
- ☐ Volunteer and leader assessments are actively taking place.
- ☐ Leadership reviews are prepared and ready to disperse.

Recommended Resources: [NEXT Leadership Target Reviews](#)



Interactive Strategizing

- Do we place leaders and laity in position based upon gift set or immediate need?
- Are more members spiritual consumers or spiritual contributors?
- Do members consider themselves to be owners or renters?