

Church Health, Growth, and Leadership

by Dr Martin Trench

martintrench.com

gateway.ac

1. The New Testament Church

New Wine, New Wineskin: New Testament Principles

No one sews a piece of unshrunk cloth on an old garment; or else the new piece pulls away from the old, and the tear is made worse. And no one puts new wine into old wineskins; or else the new wine bursts the wineskins, the wine is spilled, and the wineskins are ruined. But new wine must be put into new wineskins. Mark 2:21-22

The Bible never gives us an exact model of what the church should look like - but it does give us principles. That is - it shows us a structure, but it's a flexible structure - like a wineskin. A wineskin can expand and contain more wine, or can contract and contain less - unlike a bottle. A rigid, inflexible structure would be like a bottle - but the NT church structure is more like a wineskin - it is designed for a particular purpose (containing wine/the Spirit) but it is flexible and changeable - while still keeping its shape and purpose.

Over the centuries, the church has enjoyed being flexible and changing to meet a particular set of circumstances - but then it has stuck with a particular model of church even when those circumstances changed and became inflexible. Thus, we are left with lots of different denominations, each with different church structures - many of which have become so inflexible that they actually quench the Spirit instead of containing it. The Holy Spirit then becomes a threat to this structure - they now have everything tidy and they way they want it so the last thing they want is the Spirit messing things up and upsetting their biggest donors. On the other hand, wise leaders will seek to follow the leading of the Spirit AND use solid people-skills, take things slowly, and create an atmosphere of safety.

No Compromise: being a fully committed disciple of Jesus

It is important to keep two things in tension -

1). Engaging people: making the gospel clear, simple, communicated in relevant language, grace-based rather than works-based, and accepting that spiritual growth is a journey that takes time.

2). Challenging people: making it clear that we have a call to committed discipleship, that there are moral standards and doctrinal truth that Christians are called to, and that salvation is a call to submit to the Lordship of Christ.

The Attractional Church: creating a church that people - and their friends - want to attend

For though I am free from all men, I have made myself a servant to all, that I might win the more; and to the Jews I became as a Jew, that I might win Jews; to those who are under the law, as under the law, that I might win those who are under the law; to those who are without law, as without law (not being without law toward God, but under law toward Christ), that I might win those who are without law; to the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some. 1 Corinthians 9:19-22

There are various approaches to church “style” or “ethos” and we need different kinds of churches to reach different kinds of people. Sometimes, when people discover one particular approach to be unhelpful or unhealthy (to them, their needs, and their personality type), they often tend to go to the opposite extreme. In recent decades, the idea of building “seeker friendly” churches which put of a “good show” and cat “attract” people to attend became very popular in some circles, and very criticized in others. It is true that this apricot was and is sometimes taken to an extreme and can become shallow and lead the congregation to become a passive “audience” rather than authentic disciples, but as long as that danger is understood and guarded against, we still have much to learn from “attractional” models of church. We need to create a church service or event where newcomers are comfortable to attend and where regulars are confident to invite their friends.

“Then the master told his servant, ‘Go out to the roads and country lanes and compel them to come in, so that my house will be full.’” Luke 14:23

Some principles for developing a “compelling” ministry:

It’s all about the Sunday service (contrary to the received wisdom)

Culture: belong, believe become Vs believe, behave, belong

Balance “welcome” with “anonymity”

Bridge the sacred-secular divide.

Create “familiar” surroundings

Excellence & Ambiance: remember non-verbal communication

Attracting people to Christ & his Church:

the difference between personal and church evangelism

“He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers”. Ephesians 4:11

“Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect”. 1 Peter 3:15

Biblically speaking, we are not supposed to simply bring people to Christ - but also to bring them into his community, his church. The Acts of the Apostles continually tells us that people not only came to faith, but were “added to their numbers” - were added to the church. Sometimes there is an overemphasis on “personal evangelism” and “bringing people to Christ without asking them to join the church”, so a few things should be remembered: Not everyone are “evangelists”, only “some”. Personal evangelism is being prepared to answer people when they ASK, not “doing evangelism”. The best approach is for Christians to be a “good example to outsiders” in there lifestyle and be prepared to be able to share their testimony or the gospel in a simple and informal manner, and to work WITH the church by then inviting the interested people in their lives to corporate church events where a gifted evangelist and “close the deal” and the person is brought into the church.

The Two-winged Church: House Churches & the Whole Church

Acts 15:22; Romans 16:23; 1 Corinthians 14:23; Romans 16:5; 1 Corinthians 16:19

Then it pleased the apostles and elders, with the whole church.....Gaius, my host and the host of the whole church, greets you.....Therefore if the whole church comes together in one place, and all speak with tongues, and there come in those who are uninformed or unbelievers, will they not say that you are out of your mind?..... greet the church that is in their house..... Aquila and Priscilla greet you heartily in the Lord, with the church that is in their house.

Acts 2:42-47 & Acts 20:17-28

All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer. A deep sense of awe came over them all, and the apostles performed many miraculous signs and wonders... They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity— all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved..... From Miletus Paul sent to Ephesus and called for the elders of the church. And when they had come to him, he said to them: "You know, how I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, For I have not shunned to declare to you the whole counsel of God. Therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood."

The Spirit-filled Church: Body Ministry and the One-anothers

1 Corinthians 14:26; plus many passages...

"When you meet together, one will sing, another will teach, another will tell some special revelation God has given, one will speak in tongues, and another will interpret what is said. But everything that is done must strengthen all of you..... love one another, be at peace with one another, be devoted to one another, honour one another, accept one another, encourage one another, instruct one another, pray for one another, carry one another burdens, greet one another with a holy kiss..."

We will deal with this more fully when we look at Gift-Based Ministry and Healthy Community.

The Governed Church - Apostles and Elders (Pastors/Shepherds/Overseer)

Acts 15:2-23

They determined that Paul and Barnabas and certain others of them should go up to Jerusalem, to the apostles and elders, about this question....And when they had come to Jerusalem, they were received by the church and the apostles and the elders; and they reported all things that God had done with them....Now the apostles and elders came together to consider this matter....Then it pleased the apostles and elders, with the whole church, to send chosen men of their own company to Antioch with Paul and Barnabas... They wrote this letter by them: The apostles, the elders, and the brethren, To the brethren who are of the Gentiles in Antioch, Syria, and Cilicia..."

Elders are not voted on - they are appointed by apostolic leaders.

"Paul and Barnabas also appointed elders in every church. With prayer and fasting, they turned the elders over to the care of the Lord, in whom they had put their trust." (Acts 14:23) "complete our work there and appoint elders in each town". (Titus 1:5).

Apostles Choose and appoint the leaders (Elders) over churches

"Paul and Barnabas also appointed elders in every church. With prayer and fasting, they turned the elders over to the care of the Lord, in whom they had put their trust." (Acts 14:23) "complete our work there and appoint elders in each town". (Titus 1:5).

Bring advice, counsel and correction to churches and leaders as a "spiritual father"

"As apostles of Christ we could have been a burden to you, but we were gentle among you, like a mother caring for her little children... For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God..." (1 Thessalonians 2:6-7, 11-12). See also Acts 20:17-38.

"Andronicus and Junias... are distinguished among the apostles." (they are a probably a married couple in ministry together, so it includes "spiritual mothers")

Apostles set things in order in the churches and make up what is lacking

You should set in order the things which are lacking"(Titus 1:5)

I has set the foundation like a wise master builder" an "architect" who holds the "blueprints" for a particular church (1 Corinthians 3:10)

Apostles establish doctrine as senior Teachers

"the devoted themselves to the apostles doctrine" (Acts 2:42)

"for which I was appointed a preacher and an apostle and a teacher." (2 Timothy 1:11)

Apostles have a ministry confirmed by signs, wonders and miracles

"The signs of a true apostle were performed among you with utmost patience, with signs and wonders and miracles." (2 Corinthians 12:12)

"by the power of signs and wonders, by the power of the Spirit of God... I have fulfilled the ministry" (Romans 15:19)

Apostles are held to a higher standard than others

They are Elders (1 Peter 5:1, 2 John 1, 3 John 1) and so must meet those standards (1 Timothy 3:1-7).

"Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness." James 3:1.

New Testament Elders

Elders are Overseers are Shepherds are lay-Pastors: Three interchangeable words:

“poimen” = shepherd or pastor

“presbuteros” = elder or presbyter

“episkopos” = overseer or bishop

Acts 20:17-31

From Miletus Paul sent to Ephesus and called for the elders (presbuteros) of the church. And when they had come to him, he said to them: “... take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers (episkopos), to shepherd (poimen) the church of God which He purchased with His own blood. For I know this, that after my departure savage wolves will come in among you, not sparing the flock. Also from among yourselves men will rise up, speaking perverse things, to draw away the disciples after themselves. Therefore watch, and remember that for three years I did not cease to warn everyone night and day with tears.

1 Peter 5:1-4

The elders (presbuteros) who are among you I exhort, I who am a fellow elder (apostles are also elders or pastors - but they are more than that) and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd (poimen) the flock of God which is among you, serving as overseers (episkopos), not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd (poimen) appears, you will receive the crown of glory that does not fade away.

All five-fold-ministries are “elders” or “pastors” too (1 Peter 5:1, 2 John 1)... but some are more than elders - some are paid and give themselves to the ministry of the word (1 Tim 5:17).

“real pastors can only gather about 50 people max - but many pastors are actually apostolic leaders - church builders - who are mistakenly called “pastors” in our church culture”.

Harold Eberle, The Complete Wineskin

Elders are not voted on - they are appointed by apostolic leaders.

“Paul and Barnabas also appointed elders in every church. With prayer and fasting, they turned the elders over to the care of the Lord, in whom they had put their trust.” (Acts 14:23) “complete our work there and appoint elders in each town”. (Titus 1:5).

Basically, in New Testament times, a “church” in a city or area was a collection of “house churches” (small flocks, overseen by elders or lay-pastors) which gathered together in a public place as the “whole church” where apostles, prophets and teachers ministered to them; the apostles would also meet with the elders to train, encourage and guide them - and would sometimes involve the elders in an important leadership decision that would affect the whole church.

Elders Oversee and Pastor

elders shepherd (pastoral care of a small flock)... *Shepherd the flock of God which is under your care ... shepherd the church of God* (1 Peter 5:2; Acts 20:28)

elders are mature (in faith and character) ... *An overseer then must be blameless... of good behaviour, hospitable, ...not a novice... he must have a good testimony among those who are outside....* (1 Tim 3:2-7, Titus 1:6-8)

elders disciple (teach or explain scripture)..... *able to teach... holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.* (1 Tim 3:2, Titus 1:9)

elders heal (pray for the sick with faith) ... *Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord. And the prayer of faith will save the sick, and the Lord will raise him up. And if he has committed sins, he will be forgiven. Confess your sins to one another, and pray for one another, that you may be healed.* (James 5:14-16)

elders prophesy.... *“Do not neglect the spiritual gift you received through the prophecy spoken over you when the elders of the church laid their hands on you.”* (1 Timothy 4:14)

elders lead (they lead the flock they have been made “overseers” of and the apostles sometimes involve them in leadership decisions that will affect the whole church *They determined that Paul and Barnabas and certain others of them should go up to Jerusalem, to the apostles and elders, about this question....And when they had come to Jerusalem, they were received by the church and the apostles and the elders; and they reported all things that God had done with them....Now the apostles and elders came together to consider this matter....Then it pleased the apostles and elders, with the whole church, to send chosen men of their own company to Antioch with Paul and Barnabas... They wrote this letter by them: The apostles, the elders, and the brethren, To the brethren who are of the Gentiles in Antioch, Syria, and Cilicia...”* (Acts 15:2-23)

Deacons:

The word “deacon” means “servant” and it is used in the Bible to describe people who hold a non-ministry position in the church, people who “serve” in an important capacity but not as pastors, elders, preachers etc. - they have the same “qualifications” as elders, except they don't need to be able to “teach”, (see 1 Tim 3). They are “appointed over business” and they can be chosen with a mixture of apostolic recommendation and congregational choice (voting) - this would apply to Board members and Administrative leaders:

Acts 6:1-7:

There arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. Then the twelve summoned the multitude of the disciples and said, "It is not desirable that we should leave the word of God and serve tables ("to deacon tables"). Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word." And the saying pleased the whole multitude. And they chose Stephen....Philip... whom they set before the apostles; and when they had prayed, they laid hands on them. Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith.

1 Timothy 3:1-7: Qualifications of Elders:

This is a faithful saying: If a man desires the position of an overseer he desires a good work. An overseer then must be blameless, the husband of one wife, temperate, sober-minded, of good behaviour, hospitable, able to teach; not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?); not a novice, lest being puffed up with pride he fall into the same condemnation as the devil. Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil.

1 Timothy 3:8-13 : Qualifications of Deacons:

Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their own houses well. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus.

1 Timothy 5:17-20:

Elders who do their work well should be respected and paid well, especially those who work hard at both preaching and teaching. For the Scripture says, "You must not muzzle an ox to keep it from eating as it treads out the grain." And in another place, "Those who work deserve their pay!" Do not listen to an accusation against an elder unless it is confirmed by two or three witnesses. Those who sin should be reprimanded in front of them all; this will serve as a strong warning to others.

Titus 1:5-9:

For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you— if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For an overseer must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.

Acts 20:17-31:

From Miletus Paul sent to Ephesus and called for the elders of the church. And when they had come to him, he said to them: "... take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. For I know this, that after my departure savage wolves will come in among you, not sparing the flock. Also from among yourselves men will rise up, speaking perverse things, to draw away the disciples after themselves. Therefore watch, and remember that for three years I did not cease to warn everyone night and day with tears.

1 Peter 5:1-4:

The elders who are among you I exhort, I who am a fellow elder (apostles are also elders or pastors - but they are more than that) and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd appears, you will receive the unfading crown of glory.

James 5:14-16:

Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord. And the prayer of faith will save the sick, and the Lord will raise him up. And if he has committed sins, he will be forgiven. Confess your sins to one another, and pray for one another, that you may be healed.

1 Timothy 4:14:

Do not neglect the spiritual gift you received through the prophecy spoken over you when the elders of the church laid their hands on you.

The Equipped Church: The Five-fold Ministry

Ephesians 4:10-16

After Christ ascended, he gave gifts to men .. and these are the gifts he gave - he Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, to equip God's people for the **work of ministry**, for the **building up of the body** of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a mature man, to the measure of the stature of the fullness of Christ; that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting, Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of his body, the church. He makes **the whole body fit together** perfectly. As **each part does its own special work**, it helps the other parts grow, so that **the whole body is healthy and growing** and full of love.

Post-ascension gifts:

These "gifts" - the five-fold ministry of apostles, prophets, evangelists, pastors and teachers - were given to the church by Christ AFTER his ascension. When Jesus walked the earth, he appointed 12 apostles (Mark 3:14 - they are known in Revelation 21:14 as "the apostles of the lamb", because he appointed them during his earthly ministry when he came as "the lamb of

God who takes away the sin of the world” John 1:29), but he continues to appoint all these ministries - including apostles - after his ascension. There are a total of 25 people referred to as “apostles” in the New Testament - including at least one female apostle (Junia - Rom 16:7). He will continue to appoint these ministries - “until we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ” - until the church is full and complete. We need all five ministries today.

The purpose of these ministries is to:

- equip the saints for the work of ministry...(inspiring and training all Christians to serve God)
- edifying (building up - spiritually and numerically) the body of Christ
- maturing the church
- protecting people from wrong teachings
- activating every member to use their gifts and grow the church

Recognizing and receiving different anointings:

“Whoever receives a prophet AS a prophet will receive a prophet's reward, and whoever welcomes a righteous person as a righteous person will receive a righteous person's reward.” (Matthew 10:41).

If we think an apostle is a pastor, or a prophet is a teacher - we won't be “receiving” them for who they are, we won't fully understand their ministry, and we won't receive the benefits of their ministry. When we understand that a teacher and a prophet have very different ministries, and are meeting different spiritual needs, then we will be able to respond in a way that reaps the full benefit of their ministries. [The word “pastor” is mainly the office of “elder” - it is true that the other 4 ministries are also “pastors” or “elders” - but they are more-than-pastors, and if we think they are simply pastors and don't recognize their other gifts, then we will misunderstand them and think they are not “pastoral” enough, or expect them to be like a personal-shepherd type of pastor, when they are not called to that specific ministry].

Definitions:

1 Corinthians 12:28; Ephesians 2:20

“God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles and then gifts of healings, (evangelists), and helps, administrations, and varieties of tongues (pastors - church gifts) ... Together, we are his house, built on the foundation of the apostles and the prophets. And the cornerstone is Christ Jesus himself.”

Apostle:

The special ability that God gives to certain members of the body of Christ, to exercise general leadership over a number of churches (congregations or house churches) with an extraordinary authority in spiritual matters that is recognized and appreciated by those churches... a Christian leader who is gifted, taught, and commissioned by God with the authority to establish the foundational government of the Church within an assigned sphere of ministry by hearing what the Spirit is saying to the churches and by setting things in order accordingly for the advancement of the Kingdom of God.

Prophet:

One who hears and listens to God and speaks forth the “now” word of God to individuals, churches, and situations; the prophet both foretells and tells forth revelation from God. Often they are able to stand back from circumstances to get a clear picture of what is happening and therefore see creative solutions. They understand the times and what people should do. They tend to preach (exhort) rather than teach, and their messages often come from dreams, visions, or experiences with God, and they manifest the revelation gifts on a fairly basis.

Evangelist:

The special ability that God gives to certain members of the body of Christ, to share the gospel with unbelievers in such a way that they become Jesus disciples; and exhorts believers to greater enthusiasm and priority go the gospel; often accompanied by signs & wonder.

Pastor:

The special ability that God gives to certain members of the body of Christ, to assume a long-term personal responsibility for the spiritual welfare of a group of believers... A “true pastor” can usually only shepherd a small number of people (perhaps 50 or 60 max) as they need to “know their sheep by name” and “keep watch over” them. The three words - “pastor” or “shepherd” (poimen), “elder” (presbuteros), and “overseer” (episkopos) are all the same office.

Teacher:

The special ability that God gives to certain members of the body of Christ, to communicate Biblical information relevant to the spiritual health and ministry of the body and its members, in such a way that they will learn....as well as teaching scripture, they expand on what apostles release and prophets speak so others can clearly understand. They teach line upon line. They carry a divine, supernatural ability to impart knowledge above the natural way of doing. Teachers explain things from many different angles so the person is sure to understand.

Philip the evangelist: *On the next day we who were Paul’s companions departed and came to Caesarea, and entered the house of Philip the evangelist, who was one of the seven, and stayed with him....Then Philip went down to the city of Samaria and preached Christ to them. And the multitudes with one accord heeded the things spoken by Philip, hearing and seeing the miracles which he did. For unclean spirits, crying with a loud voice, came out of many who were possessed; and many who were paralyzed and lame were healed. And there was great joy in that city.... Now an angel of the Lord spoke to Philip, saying, “Arise and go toward the south along the road which goes down from Jerusalem to Gaza.” This is desert. So he arose and went. And behold, a man of Ethiopia, a eunuch of great authority under Candace the queen of the Ethiopians, who had charge of all her treasury, and had come to Jerusalem to worship, was returning. And sitting in his chariot, he was reading Isaiah the prophet. Then the Spirit said to Philip, “Go near and overtake this chariot.” So Philip ran to him, and heard him reading the prophet Isaiah, and said, “Do you understand what you are reading?” And he said, “How can I, unless someone guides me?” And he asked Philip to come up and sit with him.....Then Philip opened his mouth, and beginning at this Scripture, preached Jesus to him. Now as they went down the road, they came to some water. And the eunuch said, “See, here is water. What hinders me from being baptized?” Then Philip said, “If you believe with all your heart, you may.” And he answered and said, “I believe that Jesus Christ is the Son of God.” So he commanded the chariot to stand still. And both Philip and the eunuch went down into the water, and he baptized him. Acts 21:8; Acts 8:5-7; 26-38*

Agabus the prophet *“Prophets came from Jerusalem to Antioch. Then one of them, named Agabus, stood up and showed by the Spirit that there was going to be a great famine throughout all the world, which also happened in the days of Claudius Caesar....And as we stayed many days, a certain prophet named Agabus came down from Judea. When he had come to us, he took Paul’s belt, bound his own hands and feet, and said, “Thus says the Holy Spirit, ‘So shall the Jews at Jerusalem bind the man who owns this belt, and deliver him into the hands of the Gentiles.’” Acts 11:27-29; 21:10-11*

Apollos the teacher *“At that time a Jew named Apollos came to Ephesus. He was an educated man from Alexandria. He knew the Scriptures very well. Apollos had been taught the way of the Lord. He spoke with great power. He was a teacher of the truth about Jesus. But he only knew about John’s baptism. He began to speak boldly in the synagogue. Priscilla and Aquila heard him. So they invited him to their home. There they gave him a better understanding of the way of God. Apollos wanted to go to Achaia. The brothers and sisters agreed with him. They wrote to the believers there. They asked them to welcome him. When he arrived, he was a great help to those who had become believers by God’s grace. In public meetings, he argued strongly against Jews who disagreed with him. He proved from the Scriptures that Jesus was the Messiah....I planted the seed. Apollos watered it. But God has been making it grow.” Acts 18:24-26, 1 Corinthians 3:6*

Saul and Barnabas started as “prophets and teachers” and were called to become apostles *In the church at Antioch there were prophets and teachers. Among them were Barnabas...Saul was among them too. While they were worshiping the Lord and fasting, the Holy Spirit spoke. “Set apart Barnabas and Saul for me,” he said. “I have appointed them to do special (apostolic) work.” The prophets and teachers fasted and prayed. They placed their hands on Barnabas and Saul. Then they sent them off.” Acts 13:1-2*

Timothy started out as an evangelist, and became an apostle. (2 Timothy 4:4, 1 Thess 1:1 & 2:6) *“But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry.....Paul, Silvanus, and Timothy... apostles of Christ.”*

Apostles Establish and/or Oversee Churches, within a specific sphere of influence: *“Even though I am not an apostle to others, I am to you, for you are the proof of my apostleship in the Lord.” (1 Corinthians 9:2). The evidence of Pauls apostleship was a flourishing established church; Paul planted churches, but James was the leader over the church in one city - Jerusalem, so not all apostles are church planters - they oversee churches or networks which they may or may not have planted. ... “the sphere of service God himself has assigned to us, a sphere that also includes you.” (2 Corinthians 10:19) - apostles have a particular sphere of influence. Paul submitted himself to Peter, James and John when he visited Jerusalem, but rebuked Peter when he visited Paul’s sphere in Antioch (Galatians 2:7-14)*

Apostolic Ministry and Church Growth Consulting

Includes being a wise master builder of churches, (1 Cor 3:10), helping them by setting things in order and making up what is lacking, (Titus 1:5), bringing a body of teachings that will help a church mature, (Rom 16:25, Acts 20:20), equipping God’s people to discover their gifts and implement them for the growth of the church, (Eph 4:11-16), and advising leaders on church issues and on the choosing and equipping of new leaders, (1 & 2 Timothy and Titus), - yet the apostles don’t “own” the churches they work with - they “serve” them, (2 Cor 6:10).

2. Gift Based Ministry

Spiritual Gifts - three classes

"One day as these men were worshiping the Lord and fasting, the Holy Spirit said, "Dedicate Barnabas and Saul for the special work to which I have called them." Acts 13:2

"Do not neglect the spiritual gift you received through the prophecy spoken over you when the elders of the church laid their hands on you." 1 Timothy 4:14

1 Corinthians 12:1-6

Now concerning spiritual gifts, brethren, I do not want you to be ignorant.... There are different kinds of gifts, but the same Spirit. There are different kinds of ministries, but the same Lord. And there are different kinds of activities, but it is the same God who works all in all.

Gifts of the Spirit: 1 Corinthians 12

The Holy Spirit anoints "all believers" with spiritual gifts - we have all received THE "gift of the Holy Spirit" but we tend to be used more in certain gifts than in others:

"The manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. But one and the same Spirit works all these things, distributing to each one individually as He wills."

• The Gifts of Inspiration: the mouth of God

Tongues, Interpretation of Tongues, Prophecy

• The Gifts of Revelations: the eyes of God

Words of Knowledge, Words of Wisdom, Discerning of Spirits

.... Jesus - woman at well and woman caught in adultery ("I will give you words of wisdom that none of your enemies will be able to contradict")

• The Gifts of Demonstration: the hand of God

Gifts of Healings, Miracles, Faith

..... (believers will lay hands ... plural healingS, mountain moving faith)

Gifts of the Son: Ephesians 4

Jesus calls "some" Christians into leadership roles to help build the church by building up the people who are the church and helping them find their gifts and their ministry:

"Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up."

Gifts of the Father: Romans 12

God creates “all humans” with certain strengths & gifts and discovering those is a key to discovering God’s will for your life: “We have different gifts, according to the grace given to each of us.”

Romans 12:6-8

In his grace, **God** has given us different **gifts** for **doing certain things well**. So if God has given you the ability to **prophesy**, speak out that which God has **given you faith** for. If your gift is **servicing** others, **serve them well**. If you are a **teacher**, **teach well**. If your gift is to **encourage** others, **be encouraging**. If it is **giving**, **give generously**. If God has given you **leadership** ability, take the **responsibility seriously**. And if you have a gift for showing **kindness** to others, **do it gladly**.

Discover How God Has Shaped You: Everyone is unique and different.

God arranged the formative experiences of our culture, DNA, personality type and natural strengths - through our birth, and through the providential circumstances of our life, as well as through the spiritual gifts he has given to us post-conversion. Because of this, everyone will have a different approach to spiritual growth - what “fits” one person won't fit another. Even people with the same spiritual gifts will exercise them differently because of other differences, like personality. Rick Warren has popularized the concept of each of us having a different God-given S.H.A.P.E.

S - spiritual gifts

H - heart-passion

A - abilities

P - personality type

E - experiences

Although there are things that all disciples should do (pray, study scripture etc) the style, approach, frequency etc that these things are done with, will be different from one person to the next, or from one season of our life to the next.

The Romans 12 Approach

So then, my friends, because of God's great mercy to us I appeal to you: Offer your body as a living sacrifice to God, dedicated to his service and pleasing to him. This is the true worship that you should offer. Do not conform yourselves to the standards of this world, but let God transform you inwardly by a complete change of your mind. Then you will be able to know the will of God— which is good and is pleasing to him and is perfect. And because of God's gracious gift to me I say to every one of you: Do not think of yourself more highly than you should. Instead, be modest in your thinking, and judge yourself according to the amount of faith that God has given you. We have many parts in the one body, and all these parts have different functions. In the same way, though we are many, we are one body in union with Christ, and we are all joined to each other as different parts of one body. So we are to use our different gifts in accordance with the grace that God has given us.

- **Dedicate your Life (body)**
- **Deprogram your Mind (soul)**
- **Discover your Gifts (spirit)**

Learning to Lead: in life, career, and ministry

What should I do with my life? Am I called to be a leader or a follower? Well, God has created you a certain way and he wants you to “know thyself” and then make wise decisions - so that together - you and God - are co-creators of your life. Here’s the beauty - you get to decide! Once you know what your strengths and weakness are, what makes you come alive or kills you, you can chose to do something which is in-line with the way God has created you. Now you have to choose well - there are consequences to every decision (and one day we will all give an account to our creator for what we created with the gift of life He gave us).

When you decide upon a matter and pronounce it done, you will succeed in whatever you choose to do, and light will shine on the road ahead of you. (Job 22:28)

What is Leadership? Am I a Leader?

“Leadership is influence”; “If you don't have any followers, you are not a leader”; “He who thinks he leads, but has no one following, is just taking a walk” John Maxwell. We all “lead” in some areas of our life and we “follow” in others.

The gift of leadership

Just like everyone can share their faith, or pray for healing (yet only some people have the gift of evangelism or healing) so we are all called to be “leaders” in different parts of our lives, but some people have “the gift of Leadership” and seem to naturally take to leading (see Romans 12:8)

Recognizing the Leader

Sometimes the way you lead is to recognize the leader, to see who it is that has the skills, motivation etc to make a change, and supporting them. Elisha recognized Elijah as the leader and he followed him until it was his own time to lead. The disciples recognized Jesus as a leader above all others (“where else can we go, you have the words of life”)

Is Ambition good or bad?

- *Avoid idolatry, sorcery, hostility, quarrelling, jealousy, outbursts of anger, selfish ambition, dissension, and division. (Galatians 5:20)*
- *Don't do anything from selfish ambition or from a cheap desire to boast, but be humble toward one another, always considering others better than yourselves. (Philippians 2:3)*
- *Wherever there is jealousy and selfish ambition, there you will find disorder and evil of every kind. (James 3:16)*
- *I have calmed myself and quieted my ambitions. I am like a weaned child with its mother; like a weaned child I am content. (Psalm 131:2)*
- *My ambition has always been to preach the gospel where Christ has never been heard, rather than where a church has already been started by someone else. (Rom 15:20)*
- *Since you are so eager to possess spiritual gifts, concentrate your ambition upon receiving those which make for the real growth of your church. (1 Corinthians 14:12-13)*
- *Let it be your ambition to live at peace with all men and to achieve holiness, without which no man shall see the Lord. (Hebrews 12:14-17)*
- *It is quite true to say that a man who sets his heart on holding a leadership position has an honorable ambition. (1 Timothy 3:1-7)*
- *Make it your ambition to lead a quiet life, mind your own business and earn your own living. (1 Thessalonians 4:11)*

Ambition - the desire to better yourself

Personal Responsibility - If it's going to be, it's up to me

Enthusiasm - the fuel to keep you going, so must be something which enthuses you

Gifting - what's in your bag? What is your S.H.A.P.E? (spiritual gifts, heart-passion, abilities, personality type, experiences) - play to your strengths!

Goals - clear intention and focus, Ivy Lee's 5-point plan, attainable goals, prioritize!

Optimism - faith and belief in God, yourself, and others.

Characteristics of a Leader

In 1 Timothy and Titus, Paul gives these two pastors (Timothy led the church in Ephesus and Titus led the church in Crete) a list of leadership characteristics to look for when choosing people for leadership positions in the church, (see chart on next page). There are more requirements for Elders than for Deacons, showing that there is always a certain amount of hierarchy or a ladder or "pecking order" with those who have the greatest responsibilities being required to have the greatest amount of leadership attributes. Also, this is not a check-list which we go through, and as soon as someone doesn't check one point we exclude them - rather, we should be looking for people (for church or career positions) based on their gifting, desire to serve, and chemistry with the team and its values - but once we have identified those things, we THEN look for these "maturity" signs, which could be paraphrased as:

- Competent
- Capable
- Conscientious
- Caring
- Committed

Developing Leadership Skills

Personal development is a lifelong process. It's a way for people to assess their skills and qualities, consider their aims in life and set goals in order to realize and maximize their potential.

- Discover your gifts and skills.
- Organizing your time.
- Producing a personal résumé (based on your S.H.A.P.E)
- Organize Your Time based on your "must do" and "want to" lists
- Stay balanced in life (don't overdo things - remember family, home, hobbies, education and work and say 'no' to jobs you shouldn't be doing; see "balanced triangles")

Servant Leadership & Followership

Mark 10:42-44

Jesus called them together and said, "You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them. But among you it will be different. Whoever wants to be a leader among you must be the servant of all".

When people see benefit from our leadership (when it serves them) they will more easily follow. Followership is as important as leadership, as Peter Wagner points out in "The Fine Art of Lay Followership" in chapter 4 of his book: *Leading Your Church to Growth*.

3. Building Healthy Communities

The Benefits of Team Work

A sports team needs to learn how team-work operates, and not be jealous of each others positions or tasks. Some players “set up” a play, other players make the goal - but the whole team is needed. A family is a team – A business is a team – A church is a team – and it is made up of many teams - Fellowship is best achieved in a team with a common purpose, not in seeking fellowship as an end in itself – it always goes sour. Also, “equality” does not mean everyone is the same, it means everyone is different and we celebrate those differences and utilize them all to make one harmonious, effective, whole.

Consistent results

An individual has good days and bad days, strong days and weak days, seasons with lots of free time and others when life is too busy to volunteer. A team can compensate for that and ensure that when one is weak, the others can pull together.

Ecclesiastes 4:10-12

Two people are better off than one, for they can help each other succeed. If one person falls, the other can reach out and help. But someone who falls alone is in real trouble. Likewise, two people lying close together can keep each other warm. But how can one be warm alone? A person standing alone can be attacked and defeated, but two can stand back-to-back and conquer. Three are even better, for a triple-braided cord is not easily broken

Synergy

The whole is greater than the sum of the parts — the whole of the team, who works together, can produce far more than the same people acting as individuals – as long as they are united, common vision

Deuteronomy 32:30

How could one person chase a thousand of them, and two people put ten thousand to flight, unless the Lord had accomplished it?

Matthew 18:19-20

I also tell you this: If two of you agree here on earth concerning anything you ask, my Father in heaven will do it for you. For where two or three gather together as my followers, I am there among them.

Mentorship

The job of pastors is not to do the work of the ministry, but rather to train others to do that work. A pastors main task is to lead the flock & feed the flock - vision, team, teach. Every team needs a coach to lead the team. If the whole team tries to be the coach and expects the coach to play the game it would be nonsense. Pastors are the coaches, they train the team members (the Christians) to play the game – this means that everyone is part of the team.

Exodus 18:13-26

When Moses' father-in-law saw all that Moses was doing for the people, he asked, "What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?" Moses replied, "Because the people come to me to get a ruling from God. When a dispute arises, they come to me, and I am the one who settles the case between the quarrelling parties. I inform the people of God's decrees and give them his instructions." "This is not good!" Moses' father-in-law exclaimed. "You're going to wear yourself out—and the people, too. This job is too heavy a burden for you to handle all by yourself. Now listen to me, and let me give you a word of advice, and may God be with you. You should continue to be the people's representative before God, bringing their disputes to him. Teach them God's decrees, and give them his instructions. Show them how to conduct their lives. But select from all the people some capable, honest men who fear God and hate bribes. Appoint them as leaders over groups of one thousand, one hundred, fifty, and ten. They should always be available to solve the people's common disputes, but have them bring the major cases to you. Let the leaders decide the smaller matters themselves. They will help you carry the load, making the task easier for you. If you follow this advice, and if God commands you to do so, then you will be able to endure the pressures, and all these people will go home in peace." Moses listened to his father-in-law's advice and followed his suggestions. He chose capable men from all over Israel and appointed them as leaders over the people. He put them in charge of groups of one thousand, one hundred, fifty, and ten. These men were always available to solve the people's common disputes. They brought the major cases to Moses, but they took care of the smaller matters themselves.

Complimentary gifting

Team work recognizes differences and doesn't try to be the head or part that of the body you are not – it is not decided by you or by consensus or vote – it is decided by God – he gifts in different ways. Team works by recognizing your God-given shape and slotting into the right position – this is the only way a team will succeed and the only way an individual will be fulfilled.

Ephesians 4:3-16

Make every effort to keep yourselves united in the Spirit, binding yourselves together with peace. For there is one body and one Spirit, just as you have been called to one glorious hope for the future. There is one Lord, one faith, one baptism, and one God and Father, who is over all and in all and living through all. However, he has given each one of us a special gift through the generosity of Christ..... Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ. Then we will no longer be immature like children. We won't be tossed and blown about by every wind of new teaching. We will not be influenced when people try to trick us with lies so clever they sound like the truth. Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of his body, the church. He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.

Blessing by association

Watch who you associate with and who you separate from – make sure you get it the right way round! You can ‘catch’ the gift or blessing that other people have (business people, strong marriages, ministries etc)

Numbers 11:16-29

Then the Lord said to Moses, “Gather before me seventy men who are recognized as elders and leaders of Israel. Bring them to the Tabernacle to stand there with you. I will come down and talk to you there. I will take some of the Spirit that is upon you, and I will put the Spirit upon them also. They will bear the burden of the people along with you, so you will not have to carry it alone.... So Moses went out and reported the Lord’s words to the people. He gathered the seventy elders and stationed them around the Tabernacle. And the Lord came down in the cloud and spoke to Moses. Then he gave the seventy elders the same Spirit that was upon Moses. And when the Spirit rested upon them, they prophesied. Two men, Eldad and Medad, had stayed behind in the camp. They were listed among the elders, but they had not gone out to the Tabernacle. Yet the Spirit rested upon them as well, so they prophesied there in the camp. A young man ran and reported to Moses, “Eldad and Medad are prophesying in the camp!” Joshua son of Nun, who had been Moses’ assistant since his youth, protested, “Moses, my master, make them stop!” But Moses replied, “Are you jealous for my sake? I wish that all the Lord’s people were prophets and that the Lord would put his Spirit upon them all!”

Developing a Growing Ministry: Spiritual Growth and Team-building

1 John 2:7-17 : The (threefold) Stages of Spiritual Growth

Spiritual Babies -

“your sins are forgiven and you have come to know the Father”

Danger! - staying too long can produce a shallow and self-centered faith -
Also a danger of being ruled by the “flesh”.

Spiritual Youth -

“you are strong in the Word of God and in defeating the works of evil in your lives”

Danger! - staying too long can produce a dualistic worldview and wrong Biblical literalism
Also a danger of being ruled by the mind/soul

Spiritual Parents -

“you (deeply and fully) know the love of God from an eternal perspective” - you KNOW that God is involved with everything and everyone and He is working out His plan for the good of all beings, and eventually all will be well.

Danger! - some people trash the first 2 stages when they develop a wider view of God.
Hopefully: Ruled by the Spirit.

Not about natural age

Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity. Devote yourself to the public reading of Scripture, to preaching and to teaching. Do not neglect your gift. (1 Tim 4:12-14)

Emotional Growth: the neglected cause of ministry strife

Avoid Conflict and Drama as much as possible
Learn about Personalities and emotional maturity

Skills all leaders need to develop over time

listening, confronting, leadership, people management, recruitment, team building, follow up, leading a meeting, counselling, message prep, training apprentices, leading worship and music, how to pray for healing, managing child care, leading a prayer time, legal matters, confidentiality, setting and achieving goals, time management and defending your sanctuary, developing a devotional life

Not everyone is a potential leader in every situation (even if they lead in some situations)

VIP - very important people, your current leaders

VTP - very teachable people, your future leaders

VNP - very nice people, your helpers

VDP - very draining people (learn how to deal with these people)

Team Building & Training:

"I'm counting on you to pastor the people; you can do it; I want to be there for you"

I do, you watch

I do, you help

You do, I help

You do, I watch

Delegation: Exodus 18 and Acts 6

When delegates come back with problems ask them to come up with 2 or 3 solutions and let you know what they have come up with and which they are leaning to. Affirm if its good, and point out potential problems if its a bad idea.

Building Community (in a group or team)

1. Purpose

Make sure your group or team has a clear purpose. The purpose cannot be "fellowship" or "community" or "socializing" - these groups go stagnant and die. Community is formed around like-minded people enjoying an activity together. (central social house and painting nights)

If you don't have a clear purpose, pray, ponder, and discuss with your group and come to a conclusion (and don't change it every time someone suggests something else). (shop that sells whatever the customers want - no purpose)

2. Pace

Create a clear calendar of events or group/team timetable. If you lead a small group - be clear about how many weeks it will run for, when it starts and ends (times & dates). If it's a team people serve on - be clear about how long they are being asked to serve for, or when the breaks are - so that people don't think they are volunteering to serve FOREVER, or think they may get stuck in a group they aren't enjoying. Create a stable pace and rhythm of gatherings.

Example 1: "We have a group of women that meet in my home to study the Bible together. We are going through the book of Esther next and we start next Wednesday and will meet every other Wednesday for 6 lessons. We also have cake & coffee and a great laugh together, and we always finish by 9:15pm. You are welcome to come!"

Example 2: "I lead our kindergarten group for GatewayKids on Sundays. We are looking for 2 new helpers who can work along side our teachers - you don;t have to know what you are doing or have experience, the teachers take care of that. We need people to assist the teachers with set up before the service, and help the kids with crafts and their snacks. If you are interested, you can sign up for either once a month or twice a month, and you can do a trial Sunday first to see if it's the right fit for you - and we are only asking people to commit up until the summer vacations - so that would be serving either 6 times or 123 times in the next 6 months - are you interested?"

3. Process

Once you have decided on the term or calendar that you are following (the amount of times you will meet, the times you will start and stop, when this term ends etc) and you are clear about the purpose of the group or team, people will start to join. To keep people on-board, avoid boredom and drifting. make use of "events" and "process" - have an event, followed up by regular gatherings, in a rhythm. This is how we build Sunday attendance - Big Day (e.g. Easter), then follow-up event (e.g baptisms), then a short message series (process) and end with some kind of celebration event.

4. People

Open and Closed groups:

- is your group our team open to everyone or are their entrance requirements, (like being able to play an instrument, being vetted by the police etc)?
- open at start and then close
- closed at start and then open
- open for a season, closed for a season
- Note: if permanently closed, your group will die.

Involving people in helping to lead:

Create non-technical tasks (host, pastoral care, admin, cook or baker etc) as well as purpose-specific roles (group leader, youth counsellor etc). Look for the 3 C's
competence - commitment - chemistry

5. Prayer

Many people are lacking in confidence to pray outloud or to pray specifically for another person. There are ways to combat this in group & team situations, which boosts the morale of the individuals and the whole group: The Prayer of Three

Have your group or team break into three's. Each person in that Group of Three shares three prayer requests - something about themselves, something about another person, something about the church. The group of three then pray for one another (laying on hands) and for the other requests (maybe just a couple of sentences etc). This creates a loud & lively prayer time in the room yet a private and quiet personal experience for each group of 3.

Section 4. Clear Communication

A tale of two cities: Styling your Ministry to the People you are seeking to reach

Remember that many words that have a religious meaning to us, were originally non-religious terms that would have been understood by everyone (baptism, deacon, apostle, repent, sin, salvation).

1 Corinthians 9:20-23

To the Jews I became as a Jew, in order to win Jews. To those under the law I became as one under the law (though not being myself under the law) that I might win those under the law. To those outside the law I became as one outside the law (not being outside the law of God but under the law of Christ) that I might win those outside the law. To the weak I became weak, that I might win the weak. I have become all things to all people, that by all means I might save some. I do it all for the sake of the gospel, that I may share with them in its blessings.

When the early Christians were preaching to Jews who knew the Old Testament, they used Old Testament quotes and familiar religious terms (like Son of Man or messiah) to explain the gospel. When they were preaching to non-Jews who came from a different religious background, they used **their** figures of speech and quotes from their literature:

This can be seen in the apostolic preaching to two different cities: **Jerusalem** (Acts 2:14-41) and **Athens** (Acts 17:16-43) - **Epimenedes and the altar to unknown god** and **“in him we live..”**; **Aratus and “we are his own offspring”**. Epimenedes (who came from Crete and whose writings were well known there) is also quoted by Paul to Titus (who was then leading the church in Crete) in Titus 1:12-13

Most revivals and Christian movements have had “everyday language” as a hallmark.

Greek as the universal language

Latin as the language of the Empire

Luther's course language and Calvin's legal-speak

The Jesus People and the “eternal trip”

Today we can use the language of TED Talks, motivational speakers, self-help gurus, and spiritual teachers as a bridge to explaining the gospel.

The danger of creating a “christian geek” culture

learning all the right terminology is not a sign of spiritual growth

“ever learning but never coming to a knowledge of the truth” - fruitless never-ending- discussions

this is especially true for the following people: those brought up in church, from a “Christian camp” background, Bible college students, those who have adopted an “intellectual” post-modern worldview.

Example of unclear “geek-talk” on a church website:

Would you frequent a business who had a sign like this on its door and website?

“We are a service-oriented industry, seeking to capitalize on market share opportunities by an aggressive ongoing R&D program”

Would you even understand what they are talking about or what they have to offer?

Well, what about this one that I came across -

“We seek to be an Apostolic Community and Company of Prophets, pursuing the supernatural, living in Revival, developing a culture of honour, and walking in Kingdom authority”

How about we just talk like normal people for a change? I often wonder if piling on the jargon is a way of hiding our insecurities about the fact that we don't really know who we are, what we believe or where we are going. I'm not meaning to be critical - I have done these things too - but I'm trying to be better and clearer and I'm challenging us all to think a bit more about how "weird" we often present ourselves as Christians. How about just saying this:

"We are a friendly and welcoming church, made up of normal people who are discovering how the message of Jesus can make a positive difference in our lives, and we would love you to be a part of our community"

It's not perfect, it could be tweaked, but at least it's clear. And unWeird.

When communicating - either in writing, media, or person, remember to move people's emotions (heart), give clear information, (head), and show how you have personally applied it to real life (experience)

Public Speaking

Pathos -heart

Logos -information presented novelly

Ethos - credibility through a proven application

Becoming Precise with your Philosophy of Ministry

A philosophy of ministry is more specific than the biblical purposes of the church. All churches should share the biblical "givens"—the marks and duties of the church. All churches are called to worship God, to build up the saints, to witness to the nations, and so on. But a philosophy of ministry makes the church distinct, describing a vision for the church that is specific and unique to that congregation. It is more specific than a church's denomination or theology. For example: a Pentecostal church of 600 people in a suburban area will have more in common (philosophy-wise) with a Calvinist church of 600 in a suburban area than they will with a Pentecostal church of 100 in the inner city.

C. Peter Wagner describes the differences between four Assemblies of God congregations in one town. One is traditional, well-ordered in its service and appealing to community "pillars", while another emphasizes dynamic evangelistic preaching services of the 19th century revivalist type. A third has a very family oriented program and appeals to young professional couples, while another congregation attracts college professors, students and singles who appreciate innovative worship formats and music. All are growing Assemblies of God churches in good standing. (Wagner's books mentioned at the end of the Growth Barriers section will help you to identify and write your own philosophy of ministry).

The Power of Vision:

It is vitally important to be driven by an internal, compelling vision. Many people get confused about the difference between vision, values, mission, and goals. Basically, all people want to know is: **who we are, where we are going, how to join us**

The next page shows how we deal with this at the church I lead, Gateway Alliance Church in Edmonton, Alberta, Canada:

Gateway Alliance Church: The 2020 Vision

who we are:

We are a people who **Love God, Love People, and Love Life!**

"Love God with your whole being, and love others as you love yourself" (Matthew 22:37-39)

where we are going:

By the end of **2020AD**, to be a church of **1,000 gathering publicly** each Sunday and meeting as **20 groups of 20+ people**, where we teach God's word in a **helpful and life-enhancing** way.

"I taught you all that is helpful, both publicly and in homes" (Acts 20:20)

how to join us:

Connect - on Sunday, **Grow** - in a group, **Serve** - on a team

*"He makes the whole body **connect** together perfectly. As each part **serves** in its own special work, it helps the other parts **grow**, so that the whole body is healthy and growing and full of love."* (Ephesians 4:16)

The Gateway Globe

On this one image we have our entire vision statement. This was modified from The MetaGlobe by Carl George (Prepare Your Church for the Future)

Section 5: Growth Barriers

When it comes to church growth, experts have identified certain “growth barriers” - these are points at which a church can get stuck, plateau and then decline. The reason is not theological or spiritual, it is sociological - it is to do with people management. The common barriers are:

75 - 75% of churches are under 75 people - people regard it as “one big happy family”.

To break this barrier, the Lead Pastor must personally hand-pick and mentor new lay-leaders, continually cast a vision for growth to develop a culture of growth, improve the quality of the Sunday service to make it feel more like an “event”, improve the physical surroundings - make it “feel” like a bigger church than it is.

200 - This is the largest number of people that a Senior Pastor can actually “pastor”.

To break this barrier the key strategy is to develop a system of lay-led small groups and delegate pastoral care, fellowship, and discipleship to the group leaders. You need to find the right kind of small group that fits in your situation, with your people, and with your culture and philosophy of ministry. It could be home based small groups, house churches, cafe churches, task teams, or classes that meet at the church facility. You also need to train and be available to group leaders. Lead Pastor - *“I will spend time with you if you are a leader of 10 or more people”* (Carl George)

- **Pastor:** from shepherd to rancher
- **Church:** from one community to multiple communities
- **Structure:** two-winged - small groups & lay-leaders plus Sunday
- **Strengths:** identify your current growth-engines

400 - This is where people resist change because they think the church is big enough.

To break this barrier, the ministries of the church (Children, Youth, Worship, Operations, etc) need to have a staff member - someone gifted and competent in their field of ministry. Their job is not to be a “mini-senior-pastor” but to develop three skills - to pastor the people in their team/ministry (spiritual function), and to hone their skills in the area of ministry they are involved with (technical and practical function), and to increase their team members through recruitment (leadership function).

- **Staff:** become leaders and trainers, rather than doers
- **Board:** focus on oversight and accountability, not management
- **Members:** become the volunteers, team leaders, and ministers
- **Culture:** focus on quality improvement and unique identity

800 - This is where people-management become a complex issue and many leaders avoid learning new skills.

To break this barrier, the structure of the staff and the tasks of the Board (whatever you call them - elders, deacons, trustees etc) need to be restructured with new job descriptions and goals - this will probably involve the input of someone from outside your congregation - like a church growth expert or an apostolic leader who is also proficient in church growth principles. Also, seriously consider adding another service time.

- **Consistency:** consistently excellent quality in public worship & events
- **Simplicity:** a simple, single, system of inclusion, involvement and advancement
- **Clarity:** clear communication in vision and promotion of main activities
- **Availability:** multiple service options available

Church Growth Principles for Breaking Growth Barriers

1. Set a 3 year goal to go beyond the current barrier - it must be done in 3 years to stop the 'force of gravity' pulling the church back down. Breaking the barrier quickly stops people from resisting it as they don't yet realize how much the church is changing. (They will like it once it changes, but some will resist it before it changes). Main barriers = 200, 400 and 800.
2. Growing people - and growth-oriented-people - must be made the pace-setters. Controlling people prefer smaller churches, growing people prefer larger churches.
3. A small church is NOT a microcosm of a large church - it is a totally different kind of organization.
4. The church must change from being "one big happy family" to being a gathering of many families.
5. There must be an upbeat, positive, friendly, growth-oriented culture in the church, especially the leaders.
6. Explosive growth seems to come from short periods of inspiration and effort.
7. To break a barrier, concentrate on only 3 (or 4) activities. Don't waste time, energy or money on non-growth ministries and activities.
8. These 3 (or 4) activities must be the ones which will produce growth - in YOUR situation and with your resources. Those are the 3 (or 4) activities that you will devote the next 3 years to - so think through them carefully!
9. If you intentionally target younger people (with the style of service, dress, music, teaching style, location etc) you attract both young and older people. If you intentionally target older people, you only get older people. Music is the #1 area to get right here.
10. The culture of the church is formed by the worship style, the teaching style, the leadership style, and the atmosphere that you are creating.
11. The main thing is and always will be - the Sunday Service. Build the Sunday service into a fantastic experience, make everything else a small group or team.
12. Establish a network of lay-led cell groups. All new ideas and ministries will begin as cell groups. All pastoral care and discipleship are done through groups. You must continually start new groups, don't just expect existing groups to grow.

13. Don't worry too much about "quality". Flood the church with new people and then build around them and gradually (and continually) improve as you go.

14. Continually improve the quality of the Sunday services - the facilities, welcome, atmosphere, music, sound & media, worship, teaching, children's ministry and fellowship time.

15. Plan regular Big Days in the annual calendar to which members will invite all their friends and family.

16. Don't waste time over-panning. Create a basic simple plan and run with it.

17. Two major growth factors are consistent prayer and developing an expanding infrastructure - the leaders prayer lives (senior leaders, staff, group leaders) must be consistent, passionate, and growth focused. Also continually look for ways to develop leaders and raise them up from the congregation.

18. Staff must not be "mini-senior-pastors" doing the same work that the senior pastor does. They must be "specialists" who lead an area of ministry. They must be strong on personal growth so they are constantly improving their skills, attitude, vision etc.

19. Staff and teams: CIA - Chemistry, Integrity, Ability. Don't put high maintenance people or flat people on your team! If you don't yet have the finance to hire staff, begin by appointing "lay pastors" - but only if they have the CIA.

20. Lead Pastor - only do what only you can do. Eliminate all else. Teach, cast vision, lead, pray, advise core leaders.

21. Find ways of attracting a continual flow of first time visitors. Having a great church is not enough if no one knows about it.

22. Mobilize members for ministry. Develop a culture of service where people want to get involved in serving in one or more teams & groups. Ensure that team & group leaders are always recruiting new people.

23. People: accept everyone who walks through the doors; love everyone, but move with the movers. People come and people go. Give people space to settle in. Be warm and friendly but don't over welcome them or make them feel pressured.

24. Develop a senior leadership team of 5 people at the most. A unified SLT grows the church twice as fast. Each member must have: distinct roles, clear responsibilities, and measurable goals. Every area of ministry should be connected to someone in the SLT.

Section 6: "All By Itself"

God has built into creation, a self-growing facility - it is in all life. If the conditions are right (light, temperature, food, water etc) things become healthy, and healthy things grow "all by themselves". This principle can also be seen in organizations, including churches. Rather than artificially build a robot, we are seeking to grow a living body. Rather than copy some other model of ministry, we are to discover what God has done, is doing, and wants to do in our community.

Mark 4:26-32

Jesus also said, "The Kingdom of God is like a farmer who scatters seed on the ground. Night and day, while he's asleep or awake, the seed sprouts and grows, but he does not understand how it happens. The earth produces the crops **all by itself**. **First** a leaf blade pushes through, **then** the heads of wheat are formed, and **finally** the grain ripens. And as soon as the grain is ready, the farmer comes and harvests it with a sickle, for the harvest time has come." Jesus said, "How can I describe the Kingdom of God? What story should I use to illustrate it? It is like a mustard seed planted in the ground. It is the smallest of all seeds, but it becomes the largest of all garden plants; it **grows long branches**, and birds can make nests in its shade."

Mark 4:1-20

Once again Jesus began teaching by the lakeshore. A very large crowd soon gathered around him, so he got into a boat. Then he sat in the boat while all the people remained on the shore. He taught them by telling many stories in the form of parables, such as this one: "Listen! A farmer went out to plant some seed. As he scattered it across his field, some of the seed fell on a footpath, and the birds came and ate it. Other seed fell on shallow soil with underlying rock. The seed sprouted quickly because the soil was shallow. But the plant soon wilted under the hot sun, and since it didn't have deep roots, it died. Other seed fell among thorns that grew up and choked out the tender plants so they produced no grain. Still other seeds fell on fertile soil, and they sprouted, grew, and **produced a crop that was thirty, sixty, and even a hundred times as much as had been planted!**" Then he said, "Anyone with ears to hear should listen and understand."

Later, when Jesus was alone with the twelve disciples and with the others who were gathered around, they asked him what the parables meant... Then Jesus said to them, "If you can't understand the meaning of this parable, how will you understand all the other parables? The farmer plants the seed of God's word in others. The seed that fell on the footpath represents those who hear the message, only **to have Satan come at once and take it away**. The seed on the rocky soil represents those who hear the message and immediately receive it with joy. But since **they don't have deep roots, they don't last long. They fall away as soon as they have problems or are persecuted** for believing God's word. The seed that fell among the thorns represents others who hear God's word, but all too quickly the message is crowded out by **the worries of this life, the lure of wealth, and the desire for other things**, so no fruit is produced. And the seed that fell on good soil represents those who **hear and accept God's word and produce a harvest** of thirty, sixty, or even a hundred times as much as had been planted!"

Luke 13:6-9

Then Jesus told this story: “A man planted a fig tree in his garden and came again and again to see if there was any fruit on it, but **he was always disappointed**. Finally, he said to his gardener, ‘I’ve waited three years, and there hasn’t been a single fig! **Cut it down. It’s just taking up space in the garden.**’ “The gardener answered, ‘Sir, give it one more chance. Leave it another year, and I’ll give it special attention and plenty of fertilizer. If we get figs next year, fine. If not, then you can cut it down.’”

Matthew 13:24-30

Here is a story Jesus told: “The Kingdom of Heaven is like a farmer who **planted good seed in his field**. But that night as the workers slept, **his enemy came and planted weeds** among the wheat, then slipped away. When the crop began to grow and produce grain, the weeds also grew. “The farmer’s workers went to him and said, ‘Sir, the field where you planted that good seed is full of weeds! Where did they come from?’ “‘An enemy has done this!’ the farmer exclaimed. “‘Should we pull out the weeds?’ they asked. “‘**No,**’ he replied, **‘you’ll uproot the wheat if you do.** Let both grow together until the harvest. Then I will tell the harvesters to sort out the weeds, tie them into bundles, and burn them, and to put the wheat in the barn.’”...

1 Corinthians 3:1-9

Brothers and sisters, I could not address you as people who live by the Spirit but as people who are still worldly—mere infants in Christ. I gave you milk, not solid food, for you were not yet ready for it. Indeed, you are still not ready. You are still worldly. For since there is jealousy and quarrelling among you, are you not worldly? Are you not acting like mere humans? For when one says, “I follow Paul,” and another, “I follow Apollos,” are you not mere human beings? What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task. I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only **God, who makes things grow**. The one who plants and the one who waters have one purpose, and they will each be rewarded according to their own labor. For we are **co-workers** with God; **you are God’s field**

The 8 Principles of Healthy Churches

German church growth & health researcher, Christian Schwartz, studied thousands of churches throughout the world (of all sizes, and stages) to identify what marks of church health cause churches to grow “all by themselves” (regardless of style or theological stream). He discovered 8. The key is not only in the noun but also in the verb - its not just “ministry” which is important, but “gift-based ministry”, people discovering their God-given gifts and ministering out of them, rather than out of a sense of duty. This can be reflected in **the Minimum Barrel:**

Empowering Leadership
Gift-Based Ministry
Passionate Spirituality
Effective Structure
Inspiring Worship Service
Holistic Small Groups
Need-oriented Evangelism
Loving Relationships

Recommended Books & Resources:

C. Peter Wagner - Your Church Can Grow
C. Peter Wagner - Your Church Can Be Healthy
C. Peter Wagner - Leading Your Church to Growth
Carl George - Breaking Growth Barriers
Carl George - Prepare Your Church for the Future
Christian Schwartz - Natural Church Development

<https://careynieuwhof.com/>

Nelson Searcy - audio downloads on various growth barriers.
John Wimber audios - on Church Planting and Church Planning.

For resources on discovering your gifts, abilities, strengths, and personality type:

experiencetherock.com/mp3/message/2009/broken/spir_gift_sur.PDF
discpersonalitytesting.com/free-disc-test/
16personalities.com
strengthsfinder.com
go-cce.com/ministry_match.php

For resources on developing a culturally-relevant ministry & message:

Recommended book: Eternity in their Hearts by Don Richardson
Recommended book: What the New Age is saying to the Church by John Drane

The Rancher Model of Lead Pastor

Someone who trains & mentors a team to perform the work of ministry, rather than does it all himself. Images from "Breaking Growth Barriers" by Carl George.

Figure 1

Are You *One* Care Giver?



or

a Maker of Care Givers?

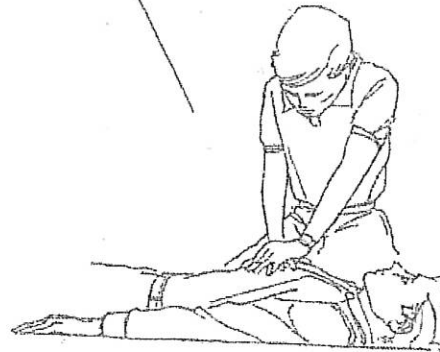
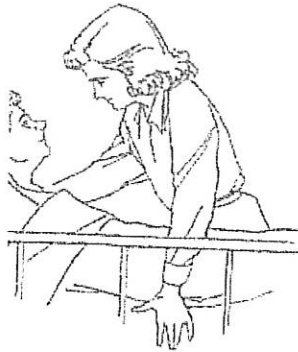
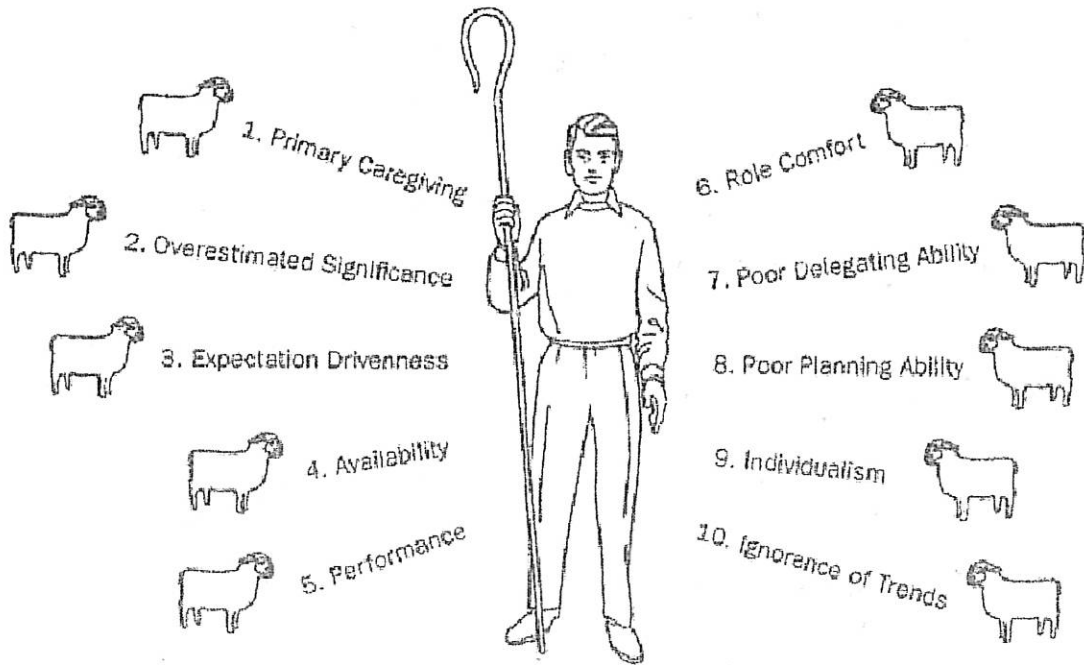
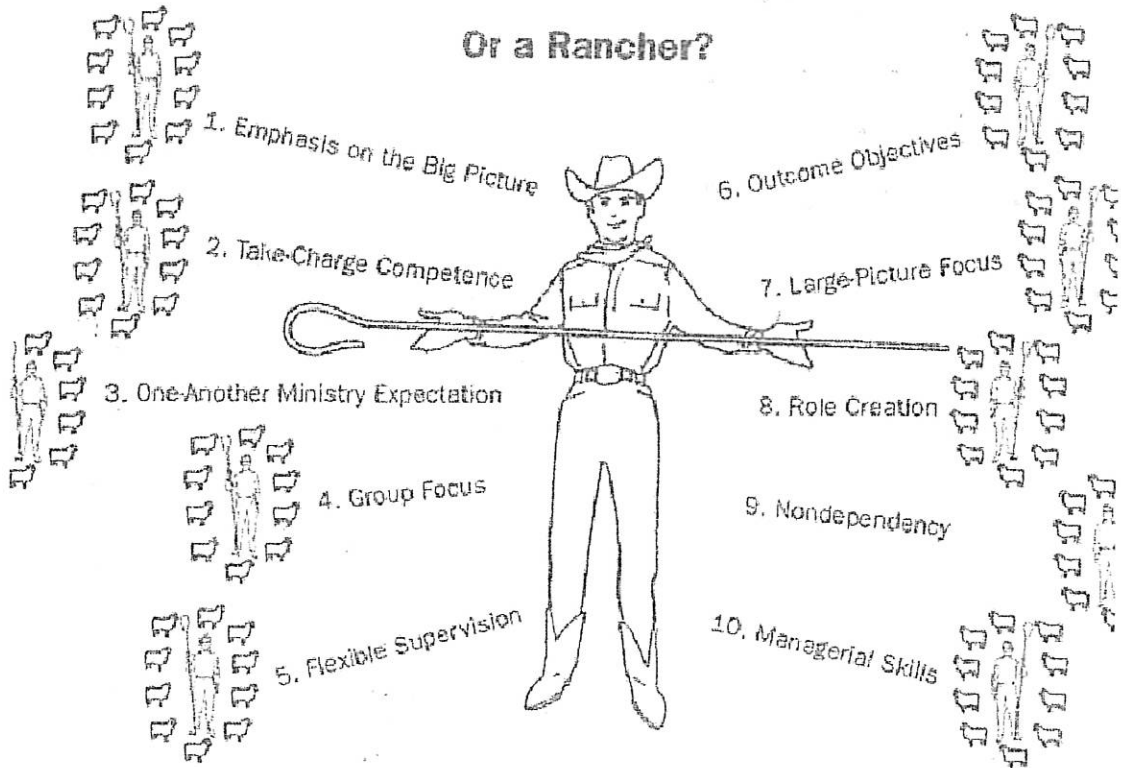


Figure 4

Are You a Shepherd?

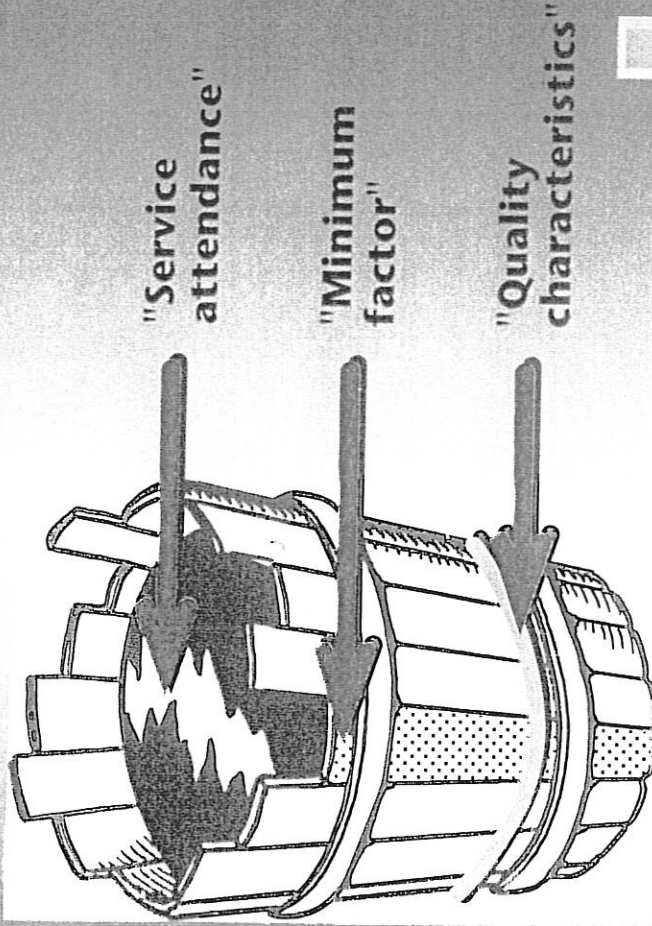


Or a Rancher?



The minimum barrel

The shortest stave determines the amount of water the barrel can hold



Part 2: The minimum factor

In this picture of the minimum barrel, the staves represent church quality and the quantity, the quantity. This clearly illustrates the significance of the minimum factor for church development.

**Part 3:
6 biotic
principles**

Biotic element (Release of the "all by itself" principle)	Ministry area
<i>Empowering</i>	leadership
<i>Gift-orientated</i>	lay ministry
<i>Passionate</i>	spirituality
<i>Functional</i>	structures
<i>Inspiring</i>	worship service
<i>Holistic</i>	small groups
<i>Need-orientated</i>	evangelism
<i>Loving</i>	relationships

A chart of the eight quality characteristics: while the areas of ministry (right hand column) exist in virtually every church, the secret of growing churches is their ability to follow the "all-by-itself" principle in every single area (left hand column).