

***TP 204 – EVANGELISM AND CHURCH GROWTH***



**Teacher's Handbook  
Nazarene Theological Institute**

Nazarene Theological Institute  
Church of the Nazarene

**TP 204: Evangelism and Church Growth**  
Certificate and Diploma Level  
SYLLABUS

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**Course description**

The course explores the concepts of evangelism and follow-up that are appropriate to the context of the student. It also presents church growth in quality and quantity by the planting of new churches and the maturing of existing ones.

**Rationale**

*Narration*

The Lord, on leaving the earth, gave to his disciples the great commission to make of all nations disciples, a commandment which includes the work of evangelism. Pastors and evangelists in the Church of the Nazarene need to note carefully, however, that the work begun in evangelism is not finished until new converts take their place in ministry in a local church as disciples who exercise the spiritual gifts that the Holy Spirit has accorded them.

The ministry of making disciples of Jesus happens in the local churches. In the Church of the Nazarene this ministry includes the work of the district and of the World Mission endeavor. The minister must understand his or her role in the larger work of evangelism and church growth. Therefore, this course presents to the students the theories and practical ways of leading such a ministry according to the spirit, the practice, and the Articles of Faith of the Church of the Nazarene.

## *Program Outcomes*

The following programs outcomes assigned to this module identify the competencies that the student should acquire and/or develop by means of this course:

- CON 11 an understanding of the principles of evangelism, of the growth of the Church, and of starting new churches, and the missionary task in the Church within the world
- COM 4 ability to teach the Word of God and to disciple those who can disciple others
- COM 6 ability to apply principles of church growth, planting new churches and evangelism in a local church
- COM 7 ability to do both public and personal evangelism
- COM 11 ability to have and share a vision in a local church
- COM 15 ability to equip saints for ministry
- CAR 8 be faithful to the Church of the Nazarene and have a co-operative spirit
- CXT 2 understand the context in which s/he lives and be able to see his/her context in an objective manner
- CXT 6 understand the legal rights and responsibilities of the local church and its personnel

## *Course outcomes for this module*

To achieve the competencies noted above, this module organizes its activities and assignments around the following specific objectives, such that, at the end of the course, the student will:

1. Be able to distinguish a number of different means of evangelism to conduct through the local church or personally (CON 11; COM 6, 7; CXT 2)
2. Know at least one system of follow-up for new converts so that they will become engaged in ministry (CON 11; COM 4, 11, 15; CAR 8)
3. Will know and put into practice the four "P's" of an evangelistic campaign (CON 11; COM 4, 5, 11 & 15; CXT 6)
4. Will know how to plant a new church through different existing structures—the local church, a district project, and independent campaign (CON 11; COM 6; CAR 8; CXT 2)
5. Will be familiar with the proposed method by the Church of the Nazarene for planting new churches by means of the film "Jesus" (COM 6, 7, 15; CAR 8; CXT 6)

6. Will be able to work together with other pastors to create the objectives of a program of evangelism and church planting (COM 6, 11; CAR 8; CXT 2)

The lessons and activities of this course present the following percentages of the 4 'C's:

Content	17%
Competency	54%
Character	12%
Context	17%

### **Textbooks**

*Paquet de l'Orientation à l'Implantation et à la Croissance de l'Eglise*

Préparé par le District du Sud de la RCI.

*From Jesus Film to the Viable Church* translation in French.

Coleman, Robert. *Le plan du maître de l'évangélisation.*

« Evangélisation et Croissance de l'Eglise, teachers' notebook »

« Evangélisation et Croissance de l'Eglise, exercise workbook »

The Bible

### **Students' responsibilities**

1. The student must be present on time for each session of the course, with his/her Bible and the textbooks and note books. **(10% of final grade)**
2. The student should be prepared for a 10 question True-False quiz made up by the teacher and administered at 8 a.m. on Tues, Wed, Thurs, and Friday. The quiz will be based on the material covered in class on the previous day (course outcomes 1, 2, 3, 4, 5, 6) **(20% of final grade)**
3. The students will be assigned to a small group to discuss the various evangelism and church planting strategies presented in class and participate in reporting summaries of their discussion to the entire class (course outcomes 1, 2, 3, 4, 5, 6) **(20% of final grade)**
4. *Diploma level* -- The student will write up in 500 words or less (front and back of a single sheet of paper) a detailed description of an evangelistic program over Easter based on the four "P's" of evangelism, i.e. planning, preparation, presentation, pursuit.

*Certificate level* – The exercise is the same, except a detailed oral report of at least 10 minutes will be made by the student to the teacher.

(course outcomes 1, 3) **(20% of final grade)**

5. The student, working with his or her small group, will put together an 8-10 minute skit illustrating principles for helping new Christians become active ministers in the local church. *The skit should also include at least one mistake churches make when trying to keep new people.* At the end of the skit, the teacher will ask the rest of the class what principles were demonstrated by the skit. Have fun with this! (course outcome 2) **(10% of final grade)**
6. The same small groups used in # 3 above will prepare two church planting strategies for a new church: 1) by extension of an existing church, noting the social context of the church and of the extension; 2) a district project, noting the participation of several churches, the choice of the new pastor, and the long-term financial package. This group report should be written up by the group secretary, to be handed in to the teacher at the end of the group presentation. *Be creative in how this is presented.* Each member of the groups should participate in some way in the group presentation of the report. (course outcomes 1, 4, 5, 6) **(20% of final grade)**

Note: Your teacher will tell you when each of these assignments is due.

## **Course outline**

This course is designed as an intensive course taught over a period of five days. It is broken up into 13 lessons that should be taught sequentially.

Using the Monday-Friday intensive format outlined below, and with 36 in-class hours required (see *Program Handbook*, p. 19), here is a schedule that can be followed, allowing for all assignments to be completed by Friday evening, with an early Saturday morning departure:

Daily schedule, Monday to Friday (7 hours per day in-class, with 8 hours on Friday)

8 a.m. to 10:00 a.m. – session 1  
10:00 – 10:30 – break  
10:30 – noon – session 2  
12:00 – 1:30 – lunch break

1:30 – 3:30 – session 3

3:30 – 4:00 – break

4:00 – 6:00 – session 4

EVENING: free after supper to work on assignments

*Note to teacher:* It is recommended that all lessons be concluded by Friday morning, allowing for group presentations to be given on Friday afternoon. You may want to have groups skits presented on Thursday afternoon.

## References

The author of the course prepared the teacher's manual using ideas taken from the works cited in the bibliography.

## Bibliography

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Bustle, Louie E. *Church Growth*. Kansas City, MO: Beacon Hill Press, 1990.

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Channey, Charles L. *Church Planting at the End of the Twentieth Century*. Wheaton, IL.: Tyndale House Publishers, Inc., 1993.

Coleman, Robert E. *The Master Plan of Evangelism*. Tarrytown, N.Y.: Fleming H. Revell Company, 1991.

Gainsbrugh, Jonathan. *Winning the Backdoor War*. Placerville, CA.: Gainsbrugh Resource Ministry, 1993.

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Simson, Wolfgang. *Houses that Change the World*. Waynesboro, GA.: Authentic, 2001.

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Warren, Rick. *The Purpose Driven Church*. Grand Rapids, MI.: Zondervan Publishing House, 1995.

# Lesson 1

## Introduction to the Syllabus, Materials and General Expectations

### FIRST FACTS

#### 1. The Primary Mission of the Church

"The primary mission of the Church and, therefore, of the churches is to proclaim the gospel of Christ and gather believers into local churches where they can be built up in the faith and made effective in service, thereby planting new congregations throughout the world."<sup>1</sup>

#### 2. An all inclusive and flexible definition for a local church

"Any group that meets regularly for spiritual nurture, worship, or instruction at an announced time and place, with an identified leader, and ***aligned with the message and mission*** of the Church of Jesus Christ can be recognized as a church and reported as such for district and general church statistics."

#### 3. God empowering the Church

**Acts 1:8** *"You will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth"*

#### 4. Body-Life Evangelism

Acts 2: 42-47 <sup>42</sup>*They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer.*

<sup>43</sup>*Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. <sup>44</sup>All the believers were together*

***and had everything in common.*** <sup>45</sup>*Selling their possessions and goods, they gave to anyone as he had need. <sup>46</sup>Every day they*

*continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, <sup>47</sup>praising*

*God and enjoying the favor of all the people. **And the Lord added to their number daily those who were being saved.***"

The church is the **body of Christ**. He is the head and we are the body through which he works. Our responsibility is to OBEY the leading of the Holy Spirit.

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<sup>1</sup> Hesselgrave, David J. *Planting Churches Cross-culturally: A guide for Home and Foreign Missions*. Grand Rapids: Baker Book House, 1980.



**Discussion:** How does the church today do evangelism? Where does discipleship fit in?

## Lesson 2

### Overcoming Barriers and Enemies of Evangelism

#### Discussion questions:

What causes us to fear witnessing and evangelizing?

What would overcome the cause of each fear?

#### Overcoming Barriers and Enemies of Evangelism

##### Cause

##### Cure

Lack of biblical knowledge

Scripture **memorization**

Lack of assurance of salvation

Call for commitment, dedication to call, declarations of assurance

Lack of know-how

Learning a plan/presentation

Lack of training

Field **experience** with a model

Possibility of failure

Consideration of alternatives and willingness to fail

Social disapproval

Fresh infilling of the Holy Spirit

#### **Within the church itself, obstacles that inhibit evangelism exist. They are mindsets or statements such as:**

- Evangelism is not my spiritual gift.
- I just live my life; don't ask me to say anything (Rom. 10:14).
- I just sow the seed and leave the harvest to God.
- I am waiting for the Spirit to prompt me (Matt 28:18-20).
- It's not "my thing."
- Everyone's going to make it in the end. A loving God will not send anyone to hell. (Jn. 6:39; Matt. 25:31-46)
- People are naturally good.
- I don't want to judge anybody (Matt. 7:1) (Matt. 7:6) (Lk. 6:37).

*"For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline." (2 Tim 1:7)*

Evangelism is not to be feared, as it is **God's work** that he does through us because of love, his love to us that causes us to love others.

**Group Discussion** – 15 minutes

The teacher will split the class into small groups of 4-5 students. The groups should have students at various levels, including a good mix of older and younger students, and those enrolled in the certificate or diploma levels. This will be your working group for the remainder of the class, the group in which you'll work on the various class assignments – see pp. 3-4.

Go back over the material in the first two lessons, and then discuss this question:

*What responses would you give to those who used the various excuses under the section talking about obstacles, or things that inhibit evangelism? Try to make your responses based upon the Bible.*

Choose a person from your group as a spokesperson. He or she should be ready to make a 2-3 minute oral report to the whole class, highlighting how you answered the question.

## Lesson 3

### First Encounters with God

**Activity:** Give a few minutes for each person to reflect on his or her earliest recollection of an encounter with God. After a few minutes, give opportunity for persons who are willing to briefly share their experiences.

*The truth is, that even before we knew of His existence, God initiated contact with us through:*

- **Creation**
- Inner impressions
- **Conscience**, a call to right living
- Worship experiences
- Love of people
- Our subconscious mind
- Converging **circumstances** (or divine providence)
- Desire for meaning
- Desire for goodness
- Our **emotions**
- Inner longings
- The Bible
- Jesus

### **Prevenient Grace**

"All people, however, have spiritual longings. God made us each that way. Sometimes we imagine those longings to be simply of human origin. But God places those desires within the human heart. Those longings can become sources of spiritual openness. Let's examine some of those human desires."<sup>2</sup>

What are some of these desires that well up from within us?

- The human need for **hope** - God uses this as a means of communicating His grace.
- The human spirit desires success, longs to be free, desires forgiveness, asks for acceptance, and hungers for **healing** and **wholeness**. Behind each of these, God is at work.

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<sup>2</sup> From Lyle Pointer and James Dorsey, *Evangelism in Everyday Life* (Kansas City: Beacon Hill Press of Kansas City, 1998), 23.

The Christian who witnesses is to discern the workings of the Holy Spirit in the **pre-Christian** period of the life of the one to whom the Holy Spirit has directed us to witness. The Holy Spirit works through the normal transitions of life and the Christian witness might aid the Spirit in encountering the heart of unbelievers leading to their conversion.

The prevenient grace of God is the love of God that **precedes** salvation. We can describe this grace as the drawing power of God. From a human standpoint we might call His grace a spiritual awakening. People may respond immediately, weeks later, or perhaps even decades later to God’s powerful invitation to relationship. Christian witnesses will be most effective when they listen for how God’s Spirit is at work in the unbeliever’s life. When Christian witnesses affirm God’s work by commenting favorably, they reinforce the power of those initial encounters with God. We might say, “You are so blessed to have had that spiritual insight.” Or, “That is so special. I am encouraged to hear you talk about God in those ways.” As we **affirm** the Spirit’s work in the life of the unbeliever, he or she naturally opens up to more of the Spirit’s work.

### **Paradigm of Conversion**

A paradigm is a way of looking at something. There are many ways of looking at salvation.

What happens in conversion?

- Through prevenient grace, God’s love **searches** for sinners. God awakens unbelievers’ desire for a close relationship with Him. Unbelievers experience a spiritual awakening or increased awareness of God.
- Our response to grace results in our **conversion**.

### **Paradigm of Conversion<sup>3</sup>**

<b>God’s Part</b>	<b>Our Part</b>
Gives new life—John 3:3	Repent—Mark 1:15
Pardons—Romans 5:1	Trust Christ to save—Romans 10:9
Adopts—Romans 8:15	
Cleanses from sin—1 John 1:9	

<sup>3</sup> From Lyle Pointer, *Better than Imagined* (Kansas City: Beacon Hill Press of Kansas City, 1999), 5.

**Leader:** *Have the students look up the scriptures. They may have suggestions for other scriptures that would also be good.*

We often say that unbelievers today prefer to “test drive” the Church before they commit to “buying it.” They need a relationship to pass the test of trust before they can trust the message. People make decisions today not as much on the basis of truth as on the basis of **relationship**.

When God changes (converts) us, His work transforms us into a new, clean, forgiven child of His. We become part of his family and develop new relationships through Christ and our new interests in Him.

### **Group Discussion: Nurturing relationships (15 minutes)**

Meet with your small group, and consider this question:

*How are relationships nurtured?*

Give time to each group member to share stories about how the Lord has used their relationship with someone else to lead that person to Christ, perhaps through drawing them to involvement in the local church. It may even be the story of their own conversion, how God used someone else to lead them to Christ.

When all have been given a chance to share, try to determine what some of the common factors are in the stories. Are there any principles that emerged that we all can use when doing friendship evangelism?

Close your group time by asking each member “to think of at least three people who need the Lord for whom you will pray and with whom you will nurture a relationship.”

*Spokesperson:* Be ready to share with the class one of the stories from a group member, plus one principle that you discovered together about how God uses relationships to reach others for Christ.

## **Lesson 4**

### **Cultural Values**

**Every person loves something or someone.** The **love** of a person's life mirrors what a person **values**. Some people value security. In that case, they will make decisions that maintain feelings of confidence, physical safety, and psychological comfort. Others have a strong need to belong. If they feel their standing among their friends is endangered, they will highly resist whatever threatens them.

The primary values of one person might be professional while another's priority may be family. One individual's primary interest may be sexual while another's might be economic security. In each of these cases, what a person values determines how the person will **behave**.

**When the Christian who witnesses appeals to unsaved people, he or she must know what they value.** He or she recognizes the various levels of need people possess. Christianity offers the Church to those who want to belong, the Bible for those who desire guidance, and salvation to those who feel lost and unfulfilled. The work of the witness becomes clearer when we know the **heart** of the unbeliever—when we know what he or she loves.

**The values of unbelievers can prohibit the acceptance of the gospel.** For example, the person who is willing to do whatever is necessary to succeed in business knows his or her values are in **conflict** with the Christian values of honesty and integrity. His or her value system prevents him or her from accepting Christ. At the same time the Christian witness can describe God as one who wants to see each person be successful, even if the definition of success held by the unbeliever compared with God's definition may be worlds apart.

Nevertheless, the Christian witness appeals to the success-focused individual on the basis of a God who is an ally, not an opponent. The appeal of the Christian witness is similar to Jesus' appeal to the crowds who were hungry; He fed them.

The values of unbelievers determine their behaviors and their beliefs. Whatever a person loves generates a **belief system** to support that love. Let's take an extreme example. Pastors who become immoral justify their immorality on the basis of, "I couldn't help myself. I wasn't looking for love, it just happened. God wants me to be happy." In each statement, the beliefs were supportive of the illicit relationship. Unbelievers reject

Christianity for the same reason the immoral pastor rejects Christianity. Both value something contrary to the gracious love of God.

The Christian witness will weave the values of the unbeliever into a presentation of the gospel, where appropriate. Just as God seeks to meet the needs of people, the **gospel** presentation must also. While this principle could degenerate into absurd salesmanship, the Christian witness sees God as meeting the needs of those He loves.

Overwhelmingly, the work of the Christian witness must heighten the value of a relationship with Jesus. A relationship with Jesus brings forgiveness, purpose, security, stability, joy, and love. Jesus is loved for who He is: our God, **Creator**, and Sustainer.

Jesus Christ calls for the ultimate allegiance of every heart. When the unsaved person chooses to love Him wholeheartedly, genuine conversion occurs. God **transforms** those who love His Son.

### ***Group Discussion: 15 minutes***

Read Acts 8:26-40. Note that Philip used the fact that the eunuch was reading a book to start up a conversation.

Choose *one* of the following situations, and then discuss how you would enter into conversation with that person and guide it in order to share the Gospel with them:

1. *Marketplace encounter* – You go to the market to buy rice. The woman from whom you usually buy your rice is crying. When you ask if everything is O.K., she shares that her youngest daughter, only six years old, is sick at home with a high fever. *What would you do?*

2. *Public transport* – You are taking a journey to the north of your country, to meet up with the “Jesus” film team for a showing. The person next to you is reading a book. You look at the title: *Powerful spells to get you what you’ve always wanted*. What would you say to your fellow traveler?

*Spokesperson:* Be ready to give a 2-3 minute report to the whole class on what your group decided. Make sure you tell them which of the two questions your group chose.



## **Lesson 5**

### **The Church on Mission and Ministry**

Jesus' work was very **purposeful**. He made several statements during His ministry about why He came to earth. One declaration was "*For the Son of Man came to seek and to save what was lost.*" (Lk. 19:10).

**Reflection:** Can the class think of ministry mission statements?

*Possible answers:*

- *He came to heal the sick, and minister to the poor (Lk. 4:18- 19).*
- *He came to give life and give it more abundantly (Jn. 10:10).*
- *He came not to be served, but to serve (Mk. 10:45).*

It is estimated that 10 percent of the people in the church have the gift of **evangelism**. Are you among the 10 percent or among the 90 percent who do not have the gift of evangelism? Everyone has one or more spiritual gifts, all of which God uses to bring unbelievers to himself. In fact, evangelism would not be effective if the other spiritual **gifts** were not first operating simultaneously and effectively in the local church.

**Reflection:** What spiritual gifts do you believe God has given to you? Do the others in the class see the same or other God-given gifts in you? How do these gifts relate to evangelism?

### **The Church at Ephesus**

Read through Ephesians 3:7-11.

**Ask:** What are the main points of this passage in relation to our work in the church?

*Possible answers:*

- *We are servants to the gospel (7).*
- *We easily feel inadequate (8).*
- *God's grace empowers us to preach (7-8).*
- *Our proclamation is to be clear on what has been mysterious and hidden (9).*
- *God's purpose is to make Christ known (10-11).*
- *God wants to work through the church (10).*

## **The Church in Mission**

The church is to become **missional**, because Jesus came to accomplish the mission of reaching lost people. This is seen as early as the birth announcement of Jesus. The angel said, *"Today in the town of David a Savior has been born to you; he is Christ the Lord"* (Lk. 2:11). An angel also told Joseph, *"She [Mary] will give birth to a son, and you are to give him the name Jesus, because he will save his people from their sins"* (Matt. 1:21).

This **salvation** would be made possible through the Incarnation, God living in human form (Mt. 1:23). Further explanation of the Incarnation is found in Philippians 2:5-11, where the result of God becoming human is that *"every tongue confess that Jesus Christ is Lord, to the glory of God the Father"* (Phil. 2:11).

When Jesus ends His ministry, He sends His disciples to complete the task He has started, *"As the Father has sent me, I am sending you"* (Jn. 20:21). For the same reason God sent Jesus to earth, Jesus sends His followers throughout the earth. The church is to become the agent of the kingdom of God.

One of the means by which God wants the church to bring people to Him is through the ministry of **reconciliation**. *"And he [God] has committed to us the message of reconciliation. We are therefore Christ's ambassadors, as though God were making his appeal through us"* (2 Cor. 5:19-20).

This same theme is picked up by Jesus in the high priestly prayer when He prays, *"As you sent me into the world, I have sent them into the world"* (Jn. 17:18). Jesus continues to pray, *"My prayer is not for them alone. I pray also for those who will believe in me through their message"* (Jn. 17:20).

Two additional themes surround effective ministry to an unbelieving world: **sanctification** and **unity**. Jesus first prayed, *"Sanctify them by the truth; your word is truth"* (Jn. 17:17). Then He prayed about sending the disciples into the world. After He prayed for an unbelieving world, He once more prayed for the unity of His disciples, *"May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me"* (Jn. 17:23).

## **God is a missionary God.**

Charles R. **Gailey** wrote a book, *Mission in the Third Millennium*, in which he describes God as a missionary God. He then traces from the Old Testament to the New Testament how God revealed himself as desiring that all people everywhere come to know Christ as Savior. To Abraham God said, "*All peoples on earth will be blessed through you*" (Gen. 12:3). God then spoke to Abraham's son Isaac, "*Through your offspring all nations on earth will be blessed.*" (Gen. 26:4). God spoke to then the third generation, Jacob, "*All peoples on earth will be blessed through you and your offspring*" (Gen. 28:14).

God was hopeful that **Israel** would become an instrument of good news to all peoples. David picked up God's all encompassing concern, "*Declare his glory among the nations*" (1 Chr. 16:24). Solomon added, "*That all the peoples of the earth may know that the Lord is God and that there is no other*" (1 Kings 8:60). God instructed Isaiah, "*I will also make you a light for the Gentiles, that you may bring my salvation to the ends of the earth*" (Isa. 49:6).

Unfortunately Israel did not follow through on God's intention to be an agent of redemption to all peoples. **Jonah** is an unfortunate example of human resistance to God's call to go to Nineveh. Jonah's lack of concern for non-Jewish people was contrary to the mission of God, which is that none should perish.

God wisely decided to send His own Son, Jesus, to be the ultimate missionary. Jesus concluded His ministry by saying, "*And this gospel of the kingdom will be preached unto the whole world as a testimony to all nations*" (Mt. 24:14). Even with that clear directive the disciples were hesitant to venture into another culture.

**Peter** required a special revelation with Gentiles begging him to come and minister to them (**Leader:** Have Acts 10 read). Notice this powerful insight captured by the Apostle Paul, "*The Scripture foresaw that God would justify the Gentiles by faith, and announced the gospel in advance to Abraham: 'All nations will be blessed through you'*" (Gal. 3:8). So the very character and heart of God expresses itself in great love for all **cultures**.

John the beloved disciple understood the heart of God, "After this I looked and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and in front of the Lamb" (Rev. 7:9). So the missionary God sends a church to do His missionary work.

### **Small Group Bible Study Activity** (10 minutes)

*Divide the class into groups of 2-3. Have them read 1 Corinthians 12:4-31. What are some of the concepts surrounding spiritual gifts and their use in the local church?*

### **Spiritual Gifts**

*This lecture responds to the question posed in the small group Bible study.*

Let's examine how various spiritual gifts are used by God to reach unbelievers, remembering that gifts are the **equipment**, the supernatural, spiritual anointing or enabling by which we serve/minister. Ministry includes **variety** as well as unity.

- We are the body of Christ and each of us is one of the parts of the body (24b-27).
- No ministries are better than any others (25).
- **Every** Christian has a spiritual gift (7).
- Unity comes from the Holy Spirit (8-9, 11, 4-6).
- Variety comes from the various gifts (4-6).
- God puts us **together** according to His plan (18, 24).
- The weaker parts of the body are more indispensable (22-23).
- Though none is better than the others, there is greater value placed on some gifts than others (28-30).
- We should desire the greater gifts (31).
  - The best gift is in fact a grace.
  - Love is characteristic of those who are most effective in using their spiritual gifts.

How many gifts are there?

Depending on how one counts, there are 16 to 24 spiritual gifts outlined primarily in Romans 12, Ephesians 4, and 1 Corinthians 12.

Some of those listed include: service, **helping**, mercy, giving, exhortation, teaching, **wisdom**, knowledge, prophecy, pastor, apostle, evangelist, leadership, administration, **discernment**, language, interpretation, healing, miracles, and faith.

How can we define spiritual gifts?

C. Peter Wagner writes in *Your Spiritual Gift Can Help Your Church Grow*, "A special attribute given by the Holy Spirit to every member of the body of Christ according to God's grace for use within the context of the body."

- Gifts are the "equipment" God gives us.
- Gifts are supernatural, spiritual anointing or enabling.
- Gifts are charismata—love gifts or power graces.

What are the **dangers** of spiritual gifts?

- We can use them as a sign to ourselves and others that we are more spiritual than others.
- We may feel we are more obedient.
- We may give off the feeling that we have more faith than those who do not have our gift.
- We can **generalize** that because we have a particular gift, everyone should have the same gift.
- We can allow spiritual gifts to become ends in themselves, rather than a means to the end of winning and discipling others.
- We can conclude that our gifts are not as important as someone else's and therefore minimize our worth or the value of the gift.
- We can allow ourselves to be **defined** by our spiritual gifts and refuse to do anything outside of what our spiritual gifts are.

What are the values of spiritual gifts?

- We know where God wants us to minister and to serve, both in locale and within a particular local church.
- We become more **confident** in our ministry.
- We are strengthened in our faith when we know our gifts.
- We are comfortable in our service or ministry when we know God has equipped and placed us for His purposes.

What spiritual gifts are not:

- They are not natural talents alone.
- They are not the **fruit** of the Spirit (Gal. 5:22-23).
- They are not Christian roles.
- They are not counterfeit gifts.

How can I discover my spiritual gifts?

- Explore the **possibilities**.
- Experiment with various roles in an attempt to discover what your spiritual gifts are.
- Examine your feelings about what you are able or unable to do.
- Evaluate your **effectiveness**.
- Expect confirmation from the body.

Spiritual gifts relate to evangelism in the following ways:

### ***Mercy***

This gift expresses **love** toward the unbeliever.

### ***Faith***

People who have this gift are excellent in **prayer** and have a vision for what God wants to accomplish here on earth.

### ***Discernment***

This means being sensitive to the **needs** of people. People who have the gift of discernment pick up on other people's concerns, and care for others' emotions and human spirits.

### ***Miracles***

A miracle is an **unusual** intervention of God's Spirit through the human who has this gift.

### ***Hospitality***

Hospitality is shared fellowship. This gift encourages people to open their **homes** and **hearts** to other people.

### ***Tongues (Languages)***

This is the communication of God's Spirit through people.

### ***Service***

Service is the gift of ministry. People who serve meet a variety of human needs. For example, winsome evangelism promotes random acts of **kindness**.

### ***Helps***

The person with this gift seeks out a leader and comes alongside him or her to free the leader to do the work of ministry.

### ***Administration***

The person with the gift of administration manages and **organizes** people in order for organizations to run smoothly and meet human needs.

### ***Leadership***

This is the ability to help people do new things or to reach new vistas in ministry.

### ***Apostles***

The person with this gift is the person who has the God-given ability to start new churches. This person may be authorized by God to supervise multiple churches. This person may also be granted the ability to minister cross-culturally.

### ***Giving***

The gift of giving enables the church to have all the resources of time, talent, and finances in order to do the work of ministry.

### ***Pastoring***

This is the gift of **nurturing** and caring for souls.

### ***Prophet***

The person with this gift proclaims the **gospel** and occasionally will be predictive in his or her message.

### **PRAYER:**

Lord of the harvest,  
Continue to open doors around us so the good news of Jesus can spread.  
Make us aware of all opportunities around us to share Your Word and Your  
love.  
Give us courage and passion to be Your witnesses.  
AMEN.

**Take Home assignment:** Have the students pray about and consult others with respect to what they perceive their primary and secondary spiritual gifts to be. Let them report back at the next session and explain why they understand their primary and secondary gifts to be what they are.



## Lesson 6 Keys for Church Growth

The bottom line is that **every** church can grow, pastors and leaders just need to discover how. For this to happen, the following issues need to be addressed:

- They cannot be satisfied with the church if it has *"a form of godliness, but denying the power thereof."* (2 Timothy 3:5)
- Those in the church must regain a genuine **concern** for those who are lost in sin.
- They must develop an innovative **strategy** for growth in your church.
- It will be vital to involve all, inspire all, train all, and coordinate all.
- Who it is who actually builds the church. *"I will build my church."* (Matt. 16:18).
- Help comes when we go to the Word.
- Discipleship systems, not programs, must be put in place.
- A sense of true **community** must be nurtured within the community of faith so that **all** new believers can be incorporated and embraced with the love of Christ.

### **A good foundation precedes solid progress**

At the helm of a healthy growing church that is evangelizing and making disciples of new converts, one will always find a leadership team that provides vision, leads by **example** and knows how to involve and engage those who understand that they have been saved to serve. These kinds of leaders know that churches must be **organized** for growth, or growth will stop or never happen.

We often start with the wrong question: "What will make our church grow?" Instead, the right question is: "What is **keeping** our church from growing?"

In many instances, the reason for no growth is directly related to the issue of church health. In nature, all healthy organisms grow into vibrant reproducing specimens. In a similar way, the church is an organism that is designed to grow if healthy. Unfortunately good health isn't always apparent in a church for: *"He has lost connection with the Head, from whom the whole body, supported and held together by its ligaments and sinews, grows as God causes it to grow."* Colossians 2:19.

It has been said that *the health of a church not measured by its seating capacity,  
but by its sending capacity.*

**Reflection:** What do you think of this statement? What is church health? What does it look like?

Research has revealed that most healthy large churches are led by a pastor who has been there for a long time. This **longevity** leads to leadership stability and continuity in fulfilling the God given vision and mission of the church.

### **Five Dimensions of Church Growth**

Scripture teaches us that the Primitive church *"... devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."*

(Acts 2:42- 47)

As a result of their aforementioned approach to Christian lifestyle and community, the Church:

- Grew warmer through **fellowship**
- Deeper through **discipleship**
- Stronger through **worship**
- Broader through **ministry**
- Larger through **evangelism**

**Reflection:** Has your local church achieved any of these? What's holding it back? How can that be resolved?

We read in Acts 19:20 that within a short period *"all the residents of Asia heard the word of the Lord, both Jews and Greeks."* The church grew so rapidly because the Holy Spirit was in it, the people were filled by the Holy Spirit, and they were converted into a new lifestyle where fear had no place. In the reality of today's context, it is important to never confuse **methods** with the **message**. The message must never change, but methodology must always change or be adapted to the reality of each new generation.

What drives your church? Is it tradition, personality, finances, programs, buildings, events, seekers? Nothing will revitalize a discouraged church faster than rediscovering its **purpose**. As Christians we're called to belong, not just to believe. It's important to focus on growing a church by growing people with a process, instead of trying to grow a church with a program.

In *The Purpose Driven Church*, **Rick Warren** uses the Acts 2:42- 47 passage to identify the 5-fold purpose for the church, a purpose driven model that allows for the local church to be properly structured in order to succeed in the purpose for which the body of Christ (Church Universal) was created. (*See Table: Explaining the Church's Purposes*)

Without a system and a structure in place to balance the five purposes, the danger exists that your church will overemphasize the purpose that expresses the gifts and passion of its **pastor**, instead of the purpose for which the church was created. As a result of this unconscious imbalance, churches often fall into one of the following categories:

1. The Soul Winning Church (Evangelism)
2. The Experiencing God Church (**Worship**)
3. The **Family** Reunion Church (Fellowship)
4. The Classroom Church (Teacher)
5. The Social Conscience Church (Service)

For a church to be healthy, it must be balanced in these purposes. It must have a life development process (**discipleship** system) and circles of **commitment** (accountability and service).

## Explaining the Church's Purposes

Purpose	Task	Acts 2:42-47	Objective	Target	Life Component	Basic Human Need	The Church Provides	Emotional Benefit
Outreach	Evangelize	<i>"...added to their number daily those who were being saved."</i>	Mission	Community	My <b>Witness</b>	<b>Purpose</b> to Live For	A <b>Focus</b> for Living	Significance
Worship	Exalt	<i>"They devoted themselves to... breaking of bread and prayers... praising God."</i>	Magnify	Crowd	My <b>Worship</b>	<b>Power</b> to Live on	A <b>Force</b> for Living	Stimulation
Fellowship	Encourage	<i>"...devoted to the fellowship... all the believers were together... they ate together."</i>	Membership	Congregation	My <b>Relationships</b>	<b>People</b> to Live With	A <b>Family</b> for Living	Support
Discipleship	Edify	<i>"They devoted themselves to the apostles' teaching."</i>	Maturity	Committed	My <b>Walk</b>	<b>Principles</b> to Live By	A <b>Foundation</b> for Living	Stability
Service	Equip	"They gave to anyone as he had need."		Core	My <b>Work</b>	<b>Profession</b> to Live Out	A <b>Function</b> for Living	Ministry

## Ten ways to be Purpose Driven

- 1) **Assimilate** new members on purpose.
- 2) Program around your purposes.
- 3) Educate your people on purpose (Life Development Process).
- 4) Start **small groups** on purpose (seekers, support, service, growth).
- 5) Add stuff on purpose as initiated by the laity.
- 6) Structure on purpose (Mission Team- community, Magnification- Crowd, Membership- congregation, Maturity- committed, Ministry- Care).
- 7) Preach on purpose (for balanced healthy believers).
- 8) **Budget** on purpose (purpose of Church).
- 9) **Calendar** on purpose (two months emphasis per year per purpose).
- 10) **Evaluate** your ministries and church on purpose.

## Who is your target?

Matthew 15:24: *"He answered, 'I was sent only to the lost sheep of Israel.'"*

Galatians 2:7: *"On the contrary, they saw that I had been entrusted with the task of preaching the gospel to the Gentiles, just as Peter had been to the Jews."*

Matthew 10:5-6: *"These twelve Jesus sent out with the following instructions: 'Do not go among the Gentiles or enter any town of the Samaritans. Go rather to the lost sheep of Israel.'"*

Our **target** determines when, where and how we communicate our message. As a church, it is therefore vital to define your target: geographically, demographically, culturally, and spiritually. The key is to be sensitive to the leading of the Holy Spirit and to follow his leading in defining your target, remembering that with time He could change your target, hence the need for continual **evaluation**.

## Knowing whom you can best reach

John 1:41: *"The first thing Andrew did was to find his brother Simon and tell him, 'We have found the Messiah' (that is, the Christ)."*

Matthew 9:10: *"While Jesus was having dinner at Matthew's house, many tax collectors and 'sinners' came and ate with him and his disciples."*

The first observation a church visitor makes:  
Is there anyone like **me**?

As a result of this type of question or observation, it is important to ask "what kind of leaders do we have?" The pastor doesn't attract first time visitors, but he or she is a major **reason** they come back. You'll attract who you are, not who you want, unless you become like those you want.

**What were you looking for when you finally chose the church you are now a part of?**

**Who is receptive?** People in **transition** and under **tension**  
God uses both change and pain to make people receptive to the Gospel.

**Developing Your Strategy:**

**1 Corinthians 9:22b:** *"I have become all things to all men so that by all possible means I might save some."*

**Matthew 4:19b:** *"... And I will make you fishers of men."*

- Know what you are fishing for.
- Go where the fish are biting.
- Learn to think like a fish.
- Catch fish on their terms.
- Use more than a hook (different strategies, methods and ministries).

**How Jesus attracted Crowds**

Matthew 4:25: *"Large crowds from Galilee, the Decapolis, Jerusalem, Judea and the region across the Jordan followed him."*

Mark 12:37: *"David himself calls him 'Lord.' How then can he be his son?"  
The large crowd listened to him with delight."*

He loved them, met their needs and taught them in **interesting** and **practical** ways.

Jesus attracted crowds by loving unbelievers.

- Love **unbelievers** like Jesus did.
- Create an atmosphere of acceptance.
- As a pastor, show love.
- Be accepting **without** approving of sin.

Jesus attracted crowds by meeting peoples needs (find the key to their heart)

- A church will never grow beyond its capacity to meet needs.

Mark 10:1: "Jesus then left that place and went into the region of Judea and across the Jordan. Again crowds of people came to him, and as was his custom, he **taught** them."

Matthew 7:28: "When Jesus had finished saying these things, the crowds were amazed at his teaching."

Matthew 22:33: "When the crowds heard this, they were astonished at his teaching."

Mark 11:18: "The chief priests and the teachers of the law heard this and began looking for a way to kill him, for they feared him, because the whole crowd was amazed at his teaching."

Mark 12:37: "David himself calls him 'Lord.' How then can he be his son? The large crowd listened to him with **delight**."

Jesus attracted crowds by teaching in a practical, interesting way. Jesus **began** with people's needs, hurts and interests.

Luke 4:18-19: "The Spirit of the Lord is on me, because he has anointed me to preach good news to the poor. He has sent me to proclaim **freedom** for the prisoners and recovery of sight for the blind, to release the oppressed, to proclaim the year of the Lord's favor."

Matthew 9:36: "When he saw the crowds, he had **compassion** on them, because they were harassed and helpless, like sheep without a shepherd."

Jesus related truth to life.

Mark 12:37: "David himself calls him 'Lord.' How then can he be his son? The large crowd listened to him with delight."

### **Increasing the size of your church is simple if the following principles are understood:**

1. A crowd is not a church, but to grow a larger church you must first attract a crowd.
  - a. Make it as easy as possible to attend.
  - b. Improve **pace** and flow of the service.  
Make visitors feel comfortable- begin and end with greeting time.
  - c. Brighten up the environment and create an attractive atmosphere.
  - d. Publicity and information.
  - e. **Minimize** internal announcements.
  - f. Continually evaluate and **improve**.

2. Remember whom you are serving.
  - a. 2 Corinthians 4:5: *"For we do not preach ourselves, but Jesus Christ as Lord, and ourselves as your servants for Jesus' sake."*
  - b. Colossians 3:23-24: *"Whatever you do, work at it with all your heart, as working for the Lord, not for me, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."*
  
3. When preaching to the unchurched
  - a. Make the **Bible** accessible to all.
  - b. Clear application
  - c. Plan titles/series to appeal to the unchurched.
  - d. Be consistent in your preaching style.
  - e. Choose guest speakers carefully. Their message should **complement** and not conflict with your teaching.
  - f. Preach for commitment.
  
4. The importance of turning Attendees into Members (Vital organ of a living body)
  - a. Ephesians 2:19: *"Consequently, you are no longer foreigners and aliens, but fellow citizens with God's people and members of God's household."*
  - b. Romans 12:5: *"So in Christ we who are many form one body, and each member belongs to all the others."*
  - c. This is done by establishing a required **membership** class.
  - d. Encouraging every member to join a small group.
  - e. Remembering that the church must grow larger and smaller at the same time.
  
5. Developing **Mature** Members
  - a. Ephesians 4:12: *"To prepare God's people for works of service, so that the body of Christ may be built up."*
  - b. Ephesians 4:14 *"Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming."*
  - c. 2 Corinthians 13:9: *"We are glad whenever we are weak but you are strong; and our prayer is for your perfection."*
  - d. Raise the level of commitment
  - e. Help people develop spiritual growth habits (word, prayer, tithing, fellowship).
  - f. Build a **balanced** educational program.



6. Training Members Into Ministers
  - a. Ephesians 2:10: *"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do."*
  - b. Ephesians 4:12: *"To prepare God's people for works of service, so that the body of Christ may be built up."*
  - c. Teach the Biblical Basic for every members ministry by emphasizing the Four Pillars of lay ministry: Romans 12: 1-8
7. Every believer is a minister.
8. Every ministry is important (1 Corinthians 12:18-22).
9. We are dependent on each other.
10. Ministry is the expression of your **SHAPE** (**S**piritual gifts, **H**earth (center of motivation), **A**bilities, **P**ersonality, **E**xperience).
11. Streamline the organizational structure and its meetings so that it's Ministry and not maintenance.
12. Structure for **growth** not control - Leading is not controlling.
13. Allow the people to initiate ministry.
14. Establish a ministry placement process.
15. Provide on-the-job training.
16. Never create a ministry without a minister.
17. Establish minimum **standards** and guidelines.
18. Allow people to quit or change ministries gracefully.
19. Trust people: **Delegate** authority and responsibility.
20. Provide the necessary support.
21. Renew the vision regularly.

22. Don't worry about the growth of your church. Focus on the purposes of your church. **Successful** ministry is building the church on the purposes of God in the power of the Holy Spirit and expecting the results from God.
23. Leadership that is not afraid to **believe** God.

**Activity: 30 minutes (Easter and Evangelism)**

Meet in your small groups to discuss assignment # 4 – see page 4.

This is an individual assignment, that needs to be done individually by each student (whether written or oral), and will be graded accordingly. However, take this time to discuss together in the small groups possible directions that students might pursue.

*Use the space below to organize your ideas.*

## Lesson 7 Evangelism Methods

Once the church is structured for growth, it is time to introduce individuals and entire congregations to some **methods** of evangelism that have proven to be consistently effective through the ages and that if adapted to context can continue to be successful today.

During this lesson we will briefly look at the following methods of evangelism:

1. The **Master's** Plan of Evangelism
2. A Biblical and Historical Strategy
3. The Jesus Strategy
4. Each one - **Win one**
5. The Big Brother and Big Sister Model
6. Houses of Prayer
7. Evangelistic Campaigns
8. Church and Pastoral Multiplication

### **The Master's Plan of Evangelism**

1. **Selection:** *"When morning came, he called his disciples to him and chose twelve of them, whom he also designate apostles."* Luke 6:13.
  - a. People were his method.
  - b. People willing to learn: *"When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus."* Acts 4:13.
  - c. Concentrated on a few without neglecting the masses.
  - d. Application= #1 Lay a solid foundation in **people**.
2. **Association:** *"And teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."* Matthew 28:20.
  - a. He stayed with them.
  - b. Closer as it got to the end
3. **Consecration:** *"Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls."* Matthew 11:29.
  - a. He **required** obedience.
  - b. Followers must count the cost.
  - c. To obey is to learn.

4. Impartation: *"And with that he breathed on them and said, 'Receive the Holy Spirit.'" John 20:22.*
  - a. He gave himself away.
  - b. He sent another **Comforter**.
  
5. Demonstration: *"I have set you an example that you should do as I have done for you." John 13:15.*
  - a. He showed them how to live
    - i. The practice of prayer
    - ii. Using Scripture
    - iii. Supremely soul winning
    - iv. **Teaching** naturally and always
  
6. Delegation: *"Come, follow me,' Jesus said, 'and I will make you fishers of men.'" "*
  - a. He assigned them worth.
  
7. Supervision: *"Aware of their discussion, Jesus asked them: 'Why are you talking about having no bread? Do you still not see or understand? Are your hearts hardened?'" Mark 8:17.*
  - a. He kept check on them.
  
8. Reproduction: *"You did not choose me, but I chose you and appointed you to go and bear fruit—fruit that will last. Then the Father will give you whatever you ask in my name." John 15:16.*
  - a. He expected them to **reproduce**.

### **A Biblical and Historical Strategy**

#### Intro: Accelerated Church Multiplication

1. How the Holy Spirit worked in **Acts**
  - a. The Church **multiplied**. Acts 4:4: *"But many who heard the message believed, and the number of believers grew to about five thousand" (TNIV).*
  - b. The Church **united**. Acts 6:7: *"So the word of God spread. The number of disciples in Jerusalem increased rapidly, and a large number of priests became obedient to the faith."*
  - c. The Church **grew**. Acts 9:31: *"Then the church throughout Judea, Galilee and Samaria enjoyed a time of peace. It was strengthened; and encouraged by the Holy Spirit, it grew in number, living in the fear of the Lord."*

- d. The church's **influence** was far-reaching. Acts 11:21: *"The Lord's hand was with them, and a great number of people believed and turned to the Lord."*
  - e. The church was **Scripture-honoring**. Acts 12:24: *"But the word of God continued to increase and spread."*
2. Paul's mission
- a. To point people to Christ
  - b. To disciple new believers
  - c. To **train** for leadership

### Strategies That Impact the World

- 3. Aggressive church multiplication
  - a. Catching the **vision**
  - b. Impacting our world
- 4. The strategy
  - a. Impact and transform individuals
  - b. Impact and transform neighborhoods
  - c. Impact and transform **communities**
  - d. Impact and transform cities
  - e. Impact and transform regions and **countries**

### By the Book

- 5. Intro: While many books have been written, our strategy is based on the word of God.
- 6. The **promise** of the Holy Spirit's power. Acts 1:8: *"But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."*
- 7. The promise of the Holy Spirit's **guidance**. John 16:13: *"But when he, the Spirit of truth, comes, he will guide you into all truth, He will not speak on his own; he will speak only what he hears, and he will tell you what is yet to come."*
- 8. The Example of Moses. (Exodus 18)
  - a. The biblical account
  - b. The results
- 9. The Need for External Leadership
  - a. Taking the message to the streets
  - b. Go and make disciples. Matthew 28:19: *"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."*
- 10. The Example of Paul
  - a. Paul's aim was not only to grow the church but also to grow **leaders**.

- b. His priority—to exalt Christ
  - c. His plan—to mentor others
  - d. His method—to develop additional leaders
11. The Best Leader of All—Jesus
- a. Jesus’ leadership stands alone.
  - b. He impacted the world.
  - c. He employed external leadership.
  - d. His **strategy** was successful.
    - i. Jesus still calls His Church to follow Him.
    - ii. Operating at four important levels
      - 1) Level One—individuals
      - 2) Level Two—leaders
      - 3) Level Three—**daughter** churches
      - 4) Level Four—mother churches
12. Overcoming Church Problems
- a. It overcomes by going.
  - b. It overcomes by recruiting.
  - c. It overcomes by equipping.
13. The Potential
14. Believers have incredible **potential**.
15. Believers can impact their world.
16. Follow the Leaders
- a. It’s up to you!
  - b. Be a part of a movement that impacts your world.

## The Jesus Strategy

Intro: The Life and Ministry of Jesus

- It changed lives.
- It changed **history**.

I. Jesus depended on His Father. John 12:49: *"For I did not speak of my own accord, but the Father who sent me commanded me what to say and how to say it."*

A. He depended on His Father for His life and ministry.

B. Jesus began and ended His ministry by praying to His Father (Matt. 4; Luke 22:42).

C. Jesus prayed for His disciples (John 17:1-21).

1. He reaffirmed His ministry purpose.
2. He communicated His **intent**.
3. He **encouraged** His disciples.
4. He revealed His strategy.

II. Jesus Had an Evangelistic Purpose. Luke 19:10: *"For the Son of Man came to seek and to save what was lost."*

A. He was focused on the main thing.

B. He was **never** sidetracked.

C. He coordinated His efforts.

III. Jesus Wisely Selected His Disciples (Matthew 10).

A. He found workers and put them to **greater** work.

B. He carefully chose His disciples.

IV. He Motivated His Disciples (Luke 10:22-24).

A. After selecting His disciples, He motivated them.

B. He spent **time** with His disciples.

C. He took great interest in His disciples.

V. He Instructed His Team (Matthew 10:5-11:1).

A. He told them what they had to do (vv. 5-8).

B. He told them what they should not do (vv. 9-10).

C. He told them what they could expect (v. 10).

D. He gave them **information** that they needed (v. 11).

E. He told them where they should stay (vv. 11-12).

F. He told them how to respond (vv. 13-15).

- VI. He Gave Responsibility to His Team. **Matthew 21:6:** *"The disciples went and did as Jesus had instructed them."*
- A. Jesus was the Master Coach.
  - B. Jesus allowed them to practice their principles.
- VII. He Gave Them Authority. Luke 9:1: *"When Jesus had called the Twelve together, he gave them power and authority to drive out all demons and to cure diseases."*
- He gave them credentials.
- 1. To enter the **stronghold** of the enemy
  - 2. As **ambassadors** of the King
- VIII. He Periodically Evaluated the Work. Luke 10:17: *"The seventy-two returned with joy and said, 'Lord, even the demons submit to us in your name.'"*
- A. Kingdom efforts need quality control.
  - B. We must evaluate our **influence**.
  - C. Evaluation reveals necessary adjustments.
- IX. He Clearly Articulated the Mission. Matthew 28:19-20: *"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."*
- A. Go and make disciples.
  - B. When the church puts this into practice, it becomes a living organism that reproduces itself.
- X. He Enabled the Team. Luke 24:49: *"I am going to send you what my Father has promised; but stay in the city until you have been clothed with power from on high."*
- A. The **promise** is fulfilled (Luke 24:49).
  - B. Before Pentecost
  - C. After Pentecost



## Each One - Win One

Intro: Evangelism Is Not Accidental! Each one needs to be challenged to win one.

- A. Evangelism happens on **purpose**.
  - 1. It will take a plan to reach the unchurched.
  - 2. When one person catches the vision it can start a wildfire.
- B. The Holy Spirit wants to help us build the church.
  - 1. To **impact** and transform our community
  - 2. To start new churches

### I. The purpose

- A. Each One Win One is based on **biblical** principles.
- B. Every believer is a part of that plan.

### II. Preparing the Church Through Prayer

- Every church has its own **personality**.
- 1. Not every evangelistic strategy fits.
  - 2. It begins with the pastor.

### III. The Dedication Service

- A. The strategy of each one winning one is launched.
- B. The moment of dedication.
  - Call for commitment to
    - a. Try to win **one** person to Christ.
    - b. Pray that God will help.
    - c. List the persons for whom they will be praying.
    - d. **Disciple** the new Christian.

### IV. The Follow-up

- Intro: Promotion should take place every week.
- A. **Share** the results.
  - B. Introduce the new converts.
  - C. Prepare a certificate of recognition for each one who has won someone to Christ.
  - D. Schedule prayer meetings.

### V. Drawing the Net: Receiving New Members

- A. Allow the congregation to see the importance of membership.
  - 1. It creates enthusiasm.
  - 2. It creates **victory**.
  - 3. It motivates.
  - 4. It **sets** goals,

5. It helps fulfill the **Great** Commission.
  6. It stimulates growth.
- B. Preparing the new converts.
1. Create membership classes.
  2. Elements of membership that should be included
    - a. **Mentors** invited to stand with the new convert
    - b. Share how God has blessed each new convert.
    - c. Ask for a **testimony** from each new convert.
    - d. Explain the Each One Win One plan and call for new commitments.
    - e. Invite the convert to win a new person to Christ.
    - f. Invite the mentors to win **another** person to Christ.

## VI. Overcoming Evangelism Barriers

- A. The Devil (**1 Peter 5:8**)
- B. Tradition
- C. Disorganization
- D. Insincerity
- E. Fear
- F. Inferiority

## **The Big Brother/ Big Sisters Model**

Intro: The Big Brothers/ Sisters Model responds to the need of discipleship after conversion in that it provides:

- A. **Adequate** follow-up.
  - B. Discipleship of the new believers.
- I. Presentation of the Big Brothers/ Big Sisters Model
- A. Begins with a service of **dedication**
  - B. A service of consecration
  - C. Basic steps
    1. Praying for 10 unsaved friends
    2. Inviting those 10 to an **evangelistic** campaign
    3. Discipling those who accept Christ
  - D. Holding the consecration service for Big Brothers and Big sisters
- II. The Big Brothers and Big Sisters Meeting
- Selling the Plan
1. Begin with prayer.
  2. Read **2 Timothy 2:2**.
  3. Ask each person to pray for 10 people.

4. Explain what Big Brothers and Big Sisters are to do.
  - a. Pray each day for the salvation of every person on their list.
  - b. Become accountable **daily**.
  - c. Following the 60 days, invite all 10 to the evangelistic campaign.
5. Explain the work of the Big Brothers and Big Sisters.
  - a. Identify all who **attend**.
  - b. Encourage those who attend to decide for Christ.
  - c. Identify all who accept Christ as their personal Savior.
6. Explain the work of Big Brothers and Big Sisters after the evangelistic campaign.
  - a. Disciple the new believer.
  - b. Make a **personal** visit to every person that you invited.
  - c. Begin a discipleship course with the new believer.
  - d. Teach new believers the basics.
  - e. Talk to the new believers about the infilling of the Holy Spirit.
  - f. Invite new believers to the local church.
  - g. Guide new believers toward **baptism**.
  - h. Invite new believers to membership.
  - i. Ask the new believer to become a Big Brother and Big Sister.

- III. Characteristics of Big Brothers and Big Sisters
- A. They pray.
  - B. They are **members** of the local church.
  - C. They have taken a basic course in discipleship.
  - D. They are **faithful**.
  - E. They are **willing**.

## **Houses of Prayer**

- I. The Purpose of Houses of Prayer (HoP)
  - A. To pray (Acts 4:23-31)
  - B. To disciple
  - C. To **increase** the Kingdom
- II. The Biblical Basis for HoP (Acts 2:46)
- III. Strategies for Starting HoP taking into consideration the church and community
  - A. How many need to be started?
  - B. What types of **homes**?

C. Where to meet?

IV. What Happens in the HoP?

A. The **agenda**

B. The leaders – there should be three leaders for encouragement and accountability

One of the leaders records:

1. Prayer **requests**

2. The **date** of each prayer request

3. Names and addresses

4. Dates of answered prayers

5. The chapter of Acts read

V. What to **Avoid**

A. The HoP should not include preaching, rather an in-depth study.

B. Leadership should not come from any church but the mother church

C. Food and refreshments should **not** be served.

D. The meeting should not last longer than **45** minutes to an hour.

E. The three leaders should not belong to any other HoP.

F. Prayer requests should not be focused on believers' needs alone.

G. The **unconverted** should be invited.

VI. **Who** Is Targeted?

A. The pastor must encourage every believer in the mother church to join a prayer cell.

B. The pastor should watch for members of the congregation who are **gifted** in HoP leadership.

C. Caution should be used in selecting core leadership.

D. HoP leaders should come from the **covenant** membership of the church.

E. The pastor is primary in developing leadership for the HoP.

F. Each participant in a HoP is going to be expected to invite some individual at some time to a HoP. The ultimate goal is the multiplication of the HoP.

VII. How is Leadership Expanded?

A. The role of the pastor is critical.

B. Discovering the commitment of leaders is essential.

C. **Multipling** leaders is fundamental.

## VIII. The Discipleship HoP (The **Mother** House)

- A. Leaders should be given solid spiritual food through Bible study.
- B. Prayer strategies should be taught.
- C. Leaders should be motivated to carry out the **church's** mission.
- D. Leaders need to ask questions and discuss problems.
- E. There should be an **evaluation** of what is taking place in each of the HoPs.

## IX. Benefits of a HoP

- A. It stimulates the development of workers.
- B. The church and the pastor are **decentralized**.
- C. Prayer is systematically offered for specific needs.
- D. There is **growth** in the local church.
- E. Members are disciplined.
- F. Sinners are saved.
- G. Multiplication happens.

## **Evangelistic Campaigns**

Intro: While popularity for evangelistic campaigns has waned, they can still be a powerful tool if used correctly. A key principle is to do the Work in Advance.

- A. Evangelistic campaigns take **perspiration**.
  - B. Evangelistic campaigns take **inspiration**.
  - C. The principles of evangelism
    - 1. God does not want any to perish.
    - 2. God wants everyone to come into the Kingdom.
    - 3. He acts in accordance to His will.
    - 4. He wants the believer to be **sanctified**.
- I. Evangelistic Campaigns can work very successfully through a combination of:
- A. Big Brothers and Big Sisters
    - 1. Consecrate Big Brothers and Big Sisters two months in advance.
    - 2. Begin to pray for 10 people.
  - B. Houses of Prayer
    - 1. Begin HoP **three** months in advance.
    - 2. Invite unsaved persons who have been prayed for to these campaigns three weeks in advance.

## II. Planning for an Ever-Increasing Harvest

A. Six months in advance

Intro: Begin to implement Big Brothers and Big Sisters and prayer cell plans.

1. Big Brothers and Big Sisters should begin working with all who accepted Christ in the previous campaign.
2. Invite new converts to baptism class.
3. Develop **sermon** theme based on *Basic Bible Studies* for new converts.
4. Fellowship should be planned for new converts and the church.
5. Pastor should begin follow-up in Big Brothers and Big Sisters.
6. HoPs should be evaluated.
7. A new **cycle** of prayer cells should be launched.
  - a. A local coordinator should be appointed.
  - b. Areas of the community should be targeted.
  - c. Homes should be chosen.
  - d. Leaders should be **trained**.

B. **Five** months in advance

1. New converts should have completed the membership class.
2. The Each One Win One plan should be re-implemented.
3. Big Brothers and Big Sisters should **continue** their work.
4. The pastor should continue to promote HoPs.
5. Remind the congregation of our call to win the lost.

C. Four months in advance

1. New converts should be guided in **discovering** their spiritual gifts.
2. Promote Theological Education by Extension.
3. Preach on the infilling of the Holy Spirit.
4. Big Brothers and Big Sisters should continue to do their work.
5. HoPs should be evaluated.

D. Three months in advance

1. Be aware of those who are not attending church **regularly**.
2. Set a date for Big Brothers and Big Sisters consecration service.
3. Posters, flyers, and Big Brothers and Big Sisters forms should be printed.
4. Preach on the need to impact the city for Christ.
5. Hold a HoP evaluation, including which HoPs should become missions and which missions should become a new church.

E. Two months in advance

1. Big Brothers and Big Sisters should be **consecrated**.
2. The Each One Win One poster should continue to be displayed.

3. Train Big Brothers and Big Sisters.
4. Seek to **involve** as many people as possible.
5. Promote plans weekly.
6. The evangelistic campaign should be promoted.
7. HoP **celebration** services should be scheduled.

F. One month in advance

1. **Altar** workers should be trained.
2. Neighborhoods should be canvassed.
3. Celebration services should be conducted.
4. Remind Big Brothers/ Big Sisters to **invite** the 10 they have been praying for.
5. The multiplication of HoPs should be planned.

G. Conduct the evangelistic campaign.

H. Immediate follow-up of converts

- I. Disciples the converts and incorporate them into the body life of the church (**SHAPE**).

III. Results of an Evangelistic Campaign

- A. Accelerated church multiplication will result.
- B. Churches will be established.

IV. Citywide Evangelistic Campaigns

- A. Produced under a spirit of **cooperation**.
- B. Evangelistic campaigns still work if they are worked.

## **Group Discussion: 30 minutes**

Choose a spokesperson who will take notes during this time. This should be someone different than the person who presented last time.

As a group, pick one of the evangelism methods outlined in the lesson, and then answer the following questions:

1. What characteristics of the evangelism method are appealing?
2. What parts of the evangelism method are likely not to work?
3. In what way would you modify the method to make it more useful in your ministry setting? What would you delete? What would you add?



## Lesson 8

### Multiplying Churches and Pastors

The ultimate aim of church growth and evangelism is discipleship and development of the new convert and congregation into the image of Christ so that they will naturally multiply, thereby causing the church to grow exponentially.

Intro: Multiplication is a Mind-set That Contributes to Growth (Acts 2:44-45)

- A. The **Early** Church was concerned with mission.
- B. The result was accelerated growth.

Each Church Plant a Church: This must be the goal of every local congregation and must be embedded in the DNA of every existing and new church. The following is a simple strategy:

- A. The **mission**
  - 1. Houses of Prayer grow into a mission church.
  - 2. The mission is established.
- B. The new church
  - 1. The mission grows by establishing its own Houses of Prayer (HoP).
  - 2. New people are invited to become part of the mission and HoP.
  - 3. The mission is given the opportunity to become its own church.
  - 4. The new church is **organized**.
  - 5. The new church continues to grow.

New Church Pastors need to be aware of the following problems and solutions:

- A. The "growing church" **problem**
  - 1. Resources
  - 2. How will the new pastor fit into the new church?
  - 3. Fewer young people entering ministry
- B. The new solution
  - 1. Laypersons are **potential** pastors.
  - 2. Its roots are in the Early Church.
  - 3. How is this accomplished?
    - a. Each pastor trains leaders in the discipleship cell.
    - b. Potential pastors will be given the opportunity to lead missions.
  - 4. Trusting **God** to supply.

## Support System

- A. Education by Extension/ decentralization of pastoral education
- B. Involving the educational institutions
- C. Provide **opportunities** for educational institutions
- D. Added benefits of Education by Extension/ decentralization

## **Goals and Leadership**

Intro: Early Church Leadership – “everything rises and falls on leadership”.

- A. Paul had a **passion** for Christ (Philippians 3:7-11).
- B. Paul was passionate about winning souls (1 Corinthians 9:16-22).
- C. Paul was passionate about doing things the right way (Titus 3:14).
- D. Paul was passionate about setting a course of **action** for his life (Philippians 3:12-16).

A. Vision – “For lack of vision the people perish”.

A. Setting goals for the vision – if the church is to be successful in its purpose to transform society, then it needs to have goals, a vision and a strategy with action plans to accomplish the declared vision.

### Guidelines

- 1. Goals should be written out.
- 2. Goals should be promoted.
- 3. Goals should be definite and **measurable**.
- 4. Goals should be evaluated.
- 5. Goals should be set in faith.
- 6. Goals should be **guided** by the Holy Spirit.

B. Reaching goals

- 1. Goals should be **reachable**.
- 2. Goals should have long-range and short-range dimensions.
- 3. Goal barriers should be dealt with.
- 4. **Motivation** should be used to reach goals.

What motivates Christians to reach goals?

- a. Biblical preaching
- b. Promotion
- c. Incentives
- d. Recognition
- e. Example

B. The Leader and the Team – this relationship is vital to success.

- A. Form the team
- B. **Supervise** the team.
- C. Motivate the team through:

1. Enthusiasm
2. **Relationship**
3. Reporting
4. **Encouraging**
5. Freedom

C. Where Do We Go from Here?

A. We've examined the plans.

B. We've cast the **vision**.

C. We've set some reachable goals.

D. Now what?

1. We **pray**.
2. We **practice**.
3. We **plan**.
4. We **project**.

## **Lesson 8**

### **Three Health-Enhancing Habits**

As mentioned earlier, church growth and evangelism have a lot to do with church health. The following lesson will identify three health-enhancing habits that could help transition an uninvolved and uncaring congregation into one that cares about the souls of its neighbors.

**Reflection:** "What kind of leadership causes church growth?"

(**Leader:** Supply the following answers if they do not come up in the group discussion)

**Motivation:** Their pastors and lay leaders *want them to grow*.

**Information:** Their pastors and lay leaders *understand what causes growth*. Motivation without how-to knowledge (information) gets the same result in churches as in most other endeavors.

**Determination:** Their pastors and lay leaders *persistently apply their how-to-do-it knowledge*.

It's about **persistence** in the face of change resistance.

If a leader possesses these three growth enhancing leadership qualities, where and how should he or she begin?

### **Change the Attitudes**

Like high blood pressure in humans, lack of evangelism motivation in lay leaders is a **silent** killer. They feel fine, but the end result is church death. The membership declines slowly. The constituency does not notice the fatal trend until it has damaged the vital organs almost beyond repair: young-adult membership percentages, worship attendance, Sunday school attendance, and financial giving dwindle and disappear over time.

Preaching and teaching the biblical answers to the following questions is one way to begin.

**Do we give enthusiastic energy to evangelization efforts, even if our church does not need to grow larger for financial reasons?** Leaders in growing churches do not wait for the pragmatic pressure of financial need to force them into making evangelization a priority. Their energy and efforts grow out of the deep **theological**

conviction that evangelization is one of the basic reasons every congregation exists.

**Do we put as much effort into making disciples as we give to servicing disciples?** Many churches operate like factories whose goal is to manufacture pastoral care and spiritual growth for the members. Making people more Christian and making more Christian people are both critically important. Both are necessary aspects of health care, but neither substitutes for the other. Both need to be done.

### **Change the Atmosphere**

Like insufficient oxygen in the air human beings breathe, lack of a positive congregational atmosphere is one of the surest **predictors** of membership decline. Once that atmosphere deteriorates, a church's negative pattern becomes more obvious to outsiders than to long-term members.

**Do we have a strong sense of *esprit de corps*?** (Do we have frequent opportunities to have fun together while working to achieve common goals?) *Esprit de corps* is most often seen (a) in new congregations where people work together to overcome challenging odds and (b) in churches where members work together to overcome a **disaster**. The sense of bonding that derives from seeking to achieve meaningful goals is essential to every congregation's health. When this spirit is lost, the church eventually loses its future and zeal.

To reverse oxygen starvation in a deteriorated atmosphere, develop a list of not more than **three** goals that **85 percent** of your members agree are important. If necessary, bring in an outside consultant to help develop those three goals. Invite one or more outside resource leaders to advise how to achieve those three or fewer goals in light of your church's size and community circumstances.

**Do we communicate warmth, friendliness, and caring concern?** Churches whose leaders provide an atmosphere of warmth and **caring** (not just towards one another but toward hurting people in their communities) often find their membership accelerating.

## Change the Actions

**How can leaders encourage the actions that accomplish membership recruitment?** Using methods that facilitate positive answers to the following questions is one way to begin.

**Do we motivate our members to invite friends and acquaintances to visit our worship services?** Fewer than 10 percent of mainline church members feel comfortable in “personal witnessing.” However, 80 percent of church members will invite people to visit their worship service- if leaders provide appropriate motivation and how-to-do-it methods.

**Do we enthusiastically greet and talk with visitors in our worship services?** In some congregations, a stranger cannot get far into the building without a friendly greeting from several people. Other churches act as if people do not need social interaction. This attitude must change.

To reverse this habit in **midsize** and large churches, ask members to greet one person they do not know after the benediction before they greet someone they know. To reverse this habit in **small** churches, assign governing board members the three pews in front of where they always sit as their hospitality zone. Ask them to greet any newcomer in that area either before or after worship.

**Do we send “welcome home” signals to first-time worship visitors during the next six days?** Make the first contact some form of home visit no later than Monday evening. In cities, visit the front door. Many worship visitors operate from the church-shopper mentality. They intend to visit several churches before selecting a church home. Three kinds of friendly contact during the first six days after they attend the first time influences many visitors to return next week- instead of visiting a different church. **Two** visits often begin a new habit pattern. In rural settings, enjoy the hospitality offered.

## Go Public

**Minutes** of an important committee meeting are recorded in Acts 15. The Church authorized the Apostle Paul to offer Christ beyond the walls of their familiar culture. The Church’s birth date had occurred long before that, at Pentecost (Acts 2). The Jerusalem Council is another equally important birth date: The church’s leaders decided to reach out to the **Gentiles**, not just the Jews.

Nor do contemporary congregations grow by accident. The pastors and lay leaders must facilitate some kind of conscious or unconscious

"Jerusalem Council." Otherwise, the powerful *status quo* attitudes, atmosphere, and actions of the 64 percent majority who prefer that things stay the same trap the congregation's future in walls built by its past.

**Reflection:** How can your congregation begin these three health-enhancing habits?

Let each student think about this, and write down two or three ideas. After about ten minutes, encourage students to share with the class what they wrote down.

## Lesson 9

### 21 Strategic Principles

The Africa Region has adopted 21 Strategic Principles to guide it in its strategy and approach to **evangelism** and church **planting**. Each Field has adopted the principles and it is expected that each district and local Nazarene pastor will embrace these principles as their own.

These 21 strategic principles are **foundational** to everything that we do in the Africa Region. These principles formulate a **philosophy** of ministry that guide the creation and implementation of the action plans and policies of the Church of the Nazarene in Africa. We covenant together that we will...

#### 1. **Embed the Nazarene Core Values into the movement of God in Africa.**

We will endeavor to facilitate an identity (DNA) that permeates every Nazarene, local church, district, and field in Africa that includes three factors: **D**ivine Truth, **N**urturing Relationships, and **A**postolic Mission. This includes the belief and experience of the central doctrine of our Church (salvation by grace through faith in Christ) and our distinguishing doctrine (**purity** of **heart** and **life** through the baptism of the Holy Spirit subsequent to saving faith). It also includes a passion for the vision and mission of the Church of the Nazarene in the Africa Region.

#### 2. **Develop Systems of Multiplication for Church Growth and Training.**

The Lord has called us to **multiply** both in our propagation of the human race and in our task of making disciples. Addition results when we lack appropriate systems of multiplication. We will develop systems that facilitate the multiplication of disciples, leaders, and local churches.

#### 3. **Implement Saturation Evangelism.**

We are committed to the proclamation of the Gospel message in a variety of relevant ways in order to saturate the cities, towns, and villages of the Africa Region (and beyond). We will use public evangelism, personal evangelism, distribution of literature, and whatever ways are effective in the context of our ministry.



**4. Expect and Affirm a “Book of Acts” Multiplication.**

Jesus Christ still desires and is still able to build and multiply His Church through His disciples, as He did in the first century, as seen in the Book of Acts. We will expect God to move in the same way **today** and we will affirm multiplication when we see it take place in and through our members, local churches, districts and fields.

**5. Execute Intentional Planting of Churches that Plant Churches.**

Every church should intentionally plant new churches and these new churches should be developed to have passion and vision to plant new reproducing churches.

**6. Plant Churches using Reproducible Methodologies.**

We will use methodologies in planting and developing new churches that are easily reproduced in their contexts with local resources. We will purposely influence our local Nazarene churches in Africa to take their focus off from buildings and keep them centered on the harvest field. House Church Methodology will be used wherever it is relevant.

**7. Accomplish Rapid Reproduction of Churches and Members.**

All Nazarenes will be trained and influenced to reproduce themselves through personal evangelism. We will teach our new converts that immediate witness to the lost is essential to their spiritual growth. Likewise every Nazarene church will be equipped and encouraged to plant a new church within the first six to twelve months and to continue this practice until Jesus comes.

**8. Implement a System of Every Leader Mentoring a Leader(s).**

We will equip and encourage every Nazarene to both be discipled by someone and to disciple another. Every leader should mentor someone to be a leader, as well as be mentored by another Nazarene leader.

**9. Achieve Rapid Incorporation of New Believers.**

We will strategize and implement a system in every local church to rapidly assimilate new converts into a local church, either the one responsible for the conversion of the new believer or in a new house church developed through the influence of the new believer.

**10. Empower and Deploy Local Leaders and Members.**

We are committed to empower and release into ministry all members of our local churches. Further, we will purposely decentralize power and authority to each Nazarene to use his or her God-given gifts to make disciples in the nations. We will deploy to our mission as many leaders as God gives us.

**11. Develop an Organic Church with a “Moves to the People” Missiology**

In our theology and missiology we stand against the strategy of opening the doors of our churches and waiting for the lost in our communities to come to us. Rather, we will take the church to the lost, meeting them in the market place, the schools, the universities, the sports arenas, wherever the lost can be found. We will bring them to the saving knowledge of Jesus Christ and wherever possible will plant a church through their relationships where we found them.

**12. Experience Discipleship and Fellowship through Conference.**

We will strategically plan to regularly bring together local churches organized in geographical clusters to meet for fellowship, worship, compassionate evangelism, discipleship, and training. We will use this experience to firmly implant the core values of the Church of the Nazarene in the Africa Region in all of our members.

**13. Foster Extraordinary Prayer from our Leaders and Members.**

We are committed to extraordinary prayer, as modeled in the life of Jesus, when he prayed in the Garden of Gethsemane. He faced a cruel death on the cross. Although Jesus asked the Father to remove this terrible experience that was facing Him, He prayed that the Father’s will would be done, not His. We want to foster such a prayer life for Nazarenes across our Region. If Nazarenes in Africa would pray that God’s will be done, even if it brought suffering and death to us, oh, what God could do through us. Further, we are committed to the Extraordinary Prayer Requests that have been identified by the regional leadership team.

**14. Make Mission a Priority over Personal Rights and Privileges.**

It is our desire that we would be so committed to the mission that God has given us that our personal rights and privileges would become of little concern to us. We will teach and expect that all Africa Nazarenes would rise to such a commitment.

**15. Develop Leaders who Attempt the Impossible, even at Risk of Failure.**

We want to develop an environment in our region, fields, districts and local churches, where our leaders will not be afraid to fail. They will attempt the big things for God. It is better to fail at doing the big thing for God, than to succeed in the small thing. If our people know that they will not be criticized for failure, they will not be afraid to attempt the impossible.

**16. Develop a Contextualized Church and Mission.**

We will contextualize the message and the messenger. We will not change the truth of the Gospel, but we will dress up the Gospel in clothes that are friendly to the cultures of our target communities.

**17. Develop a God-dependent Church.**

In the Africa Region we will develop members, local churches and districts that are dependent only upon God. They will look to God for their every need. They will not be dependent upon outside funds for their resources for ministry.

**18. Utilize a Non-Sequential Approach to Mission.**

We will not organize and implement the tasks necessary to accomplish our mission in a sequential manner. Rather than completing one task before we start another, we will implement tasks in parallel. For example, we will do evangelism and discipleship at the same time, rather than thinking of doing evangelism first and then discipleship. Most tasks necessary to our mission can be worked at in parallel.

## **19. Maintain a Vision and Mission Focus.**

We will put all considerations for ministry and the resourcing of ministry through a funnel that asks the simple question: “will this assist us in accomplishing our vision and mission?” If it will, then we should consider doing it. If it does not, it should be immediately rejected.

## **20. Implement Strategy-Centered Policies.**

All policies should be made to support our strategy. If a policy undermines our agreed upon strategy (in any way), then we should revise that policy. Policies, whether written or oral, should be flexible and made to serve us in the implementation of our strategy, rather than us serving the policies.

## **21. Maintain a Leadership Bias.**

In everything that we do, we need to be building leaders. This happens by doing ministry together, whether developing vision and mission, or evaluating policies and procedures, or carrying out ministry tasks. It is our privilege to build leaders who are building leaders, who will change the world. Let this be of the highest priority on our “To Do” list.

**Leader:** Make sure the strategic principles are understood by the students. Take a short time to answer any questions that arise.

### **Group Discussion – 30 minutes**

Break into your regular small groups. Discuss together the various principles, and find specific ways in which members of your group have already applied at least three of the twenty-one principles.

Choose a different spokesperson from last time. Have them present to the whole class a brief oral report of your findings.

## **Lesson 10**

### **Spiritual Growth in Devoted Disciples**

For far too long the church has talked about “follow-up,” as though the most important aspect of spiritual relationship had been accomplished, namely, **salvation**. The Bible knows nothing about follow-up. The message of the Gospels and the Epistles is one of “follow- through,” because evangelism and discipleship are not merely moments in time, but an **eternal** relationship beginning now. To fail to follow through with discipleship after evangelism is to fail the new believer.

As we work with new believers in their spiritual **journey**, it’s important to converse with them about life, its struggles, and then to share with them some advice and wisdom. The following are some examples of advice that can be shared:

#### **Focus your attention on Jesus.**

Many people are uncertain about how to live a Christian life. We need an example. Often we look at other people and find ourselves disappointed. Jesus lived **consistently**. What He did, you and I are to do.

#### **Prioritize the Lord’s priorities.**

Your life is already full of activities. Family, work, perhaps education and now life with Christ, all ask for some of your time. We need to select some things as having a place of priority in our lives. Because we accept Christ as Savior, we must now follow His advice, “*Seek first his kingdom and his righteousness, and all these things will be given to you as well*” (**Matt. 6:33**).

#### **When you stumble and sin . . .**

The Bible recognizes this as a possibility, “*My dear children, I write this to you so that you will not sin. But if anyone does sin, we have one who speaks to the Father in our defense—Jesus Christ, the Righteous One*” (1 John 2:1). Our failures need not be final. God kindly and gently **restores** us into a loving relationship with Him when we ask.

#### **Address your attitudes.**

**Criticizing** others and ourselves is a disease that eats on the human heart. Giving and receiving criticism often poisons our outlook, dampens our enthusiasm, and damages relationships.

### **Cultivate Christian friendships.**

You will continue to influence the friends you've always had. But now you need friends who will encourage you in your newly found relationship with Christ. You are going to be forming new habits, new associations, and new ways of thinking. **Christian** friends can be very helpful in that learning process.

### **God not only saves you but also wants to improve you.**

If you hear the word "sanctification," understand that word to mean God's **continued** cleansing in your life. While you were saved from your sins, He continues to want to purify your heart, life, and conversation. Be open to His continuing work. Note carefully the Apostle Paul's prayer for his Christian friends, *"May God himself, the God of peace, sanctify you through and through. May your whole spirit, soul and body be kept blameless at the coming of our Lord Jesus Christ. The one who calls you is faithful and he will do it"* (1 Thessalonians 5:23-24).

### **Participate in the life of the church.**

Jesus started the church in order to help us live the Christian life successfully. The church gives **wise** counsel, **constant** inspiration, enriching worship experiences, all for the sake of bringing us nearer to the heart of God.

✓**Full class reflection:** What would you say to a new Christian about each of the following areas: prayer, Bible study, witnessing, worship, and stewardship?

### **Facing Struggles**

New believers need to understand that while their relationship with God has changed, that the world they still live in has not changed. It is therefore vital that they are helped with **tools** to help them face struggles.

Read John 9:1-38.

### **Further reflection:**

- What struggles will the recently healed man come to face?
- What does the scripture say to us about Jesus?
- What does Jesus do?

### **Developing Devoted Disciples who *will make Disciples***

As ministers to new believers, we must develop a sense of how people develop spiritually. Relationships are vital to the development of new

believers in Christ. Through relationships we can **model** the life of Christ, coach about how to live, and prompt people to make decisions that are thoroughly Christian.

Christian workers must continue their relationship with new believers after their conversion. We can seek to answer the questions they are asking. We can provide stability in the **process** of change. We can introduce them to the principles of spiritual development.

New converts immediately profit from **involvement** in the body of Christ. Just as Jesus intentionally sought out the healed man, so we are to make an effort to follow-through on new believers. Our first contact should be in person, if at all possible. We are to show **concern**. We are to become interested in their lives as we interest them in the life of Christ. We open conversations by getting to know their background and current situation. **Open**-ended questions are essential to good conversations. Here are some sample questions:

- Tell me about your job. What do you like about it?
- What about your job is fulfilling?
- What was your family like growing up?
- Tell me about your closest friends. What do you like most about them?
- What are your hobbies or interests?

Be careful to **respect** the other person's time, for it is as important as your schedule.

We can discover the needs of new believers. Their needs will become apparent as we continue **conversations** with them.

Genuine concern draws people into the church. We must look for ways to help them understand they are adopting a new value system with new motivations and perspectives. The result will be that new converts will begin to act differently. Encourage them with **hope**. Explain they are developing new thought patterns, ways of behaving, and a new basis for relationships. They will begin to experience the results of living in the Spirit: love, joy, peace, patience, faithfulness, goodness, meekness, and self-control.

As we discover where people are in their life's journey, there will be some who are facing physical, emotional, financial, and relational difficulties. We must serve as a careful and kind **counselor**. There may be times when we must ask someone else to help with the difficulties they face, for we may not have the expertise to deal properly with them.

New believers need **assurance**—assurance of salvation, assurance that their fears and uneasiness are natural. Remind them you will be available to encourage and to lift.

Help them to see they can begin to nurture **themselves** through Bible study, prayer, and fellowship with other believers, small groups or Sunday School classes, and continued worship experiences.

Help the person begin to talk about God's involvement in his or her life. Help them to **learn** to testify. Enable them to see how God is at work. Encourage them to declare to others in positive ways how God is active in their hearts.

New believers experience a **variety** of emotions. These feelings are caused by internal conflicts and changing relationships. Fears may be triggered by external pressures.

Just as people who buy expensive items often have what is called "buyer's remorse," so new believers will rethink the decision they have made. They will decide within the next **48** hours after they've accepted the Lord whether or not they should continue on the path they have chosen. They may react by saying, "What do I do?" "Am I really forgiven?" "Do I have to right all the wrongs I have committed?" "What about my smoking and/or my drinking?"

Remember the blind man found himself caught between what Christ had done for him and what the community was unwilling to accept. Like the blind man, new believers may feel caught between two different worlds.

We must encourage new Christians. The new lifestyle they chose may not feel natural for a while. Help them keep their focus on Jesus. Rally other Christians for support.

As we teach new believers about their new life in Christ, we will explain that some things change in a **moment** and others will change over a **period** of time.



## **Group Discussion: 20 minutes**

How can we help new believers feel safe?

How can we build a trusting relationship with new converts?

How would you go about addressing lifestyle issues contrary to civil law, the Bible, or practices of good health? Would you treat these differently? If so, how?

If you encounter resistance from a new Christian, what might you do to soften that resistance?

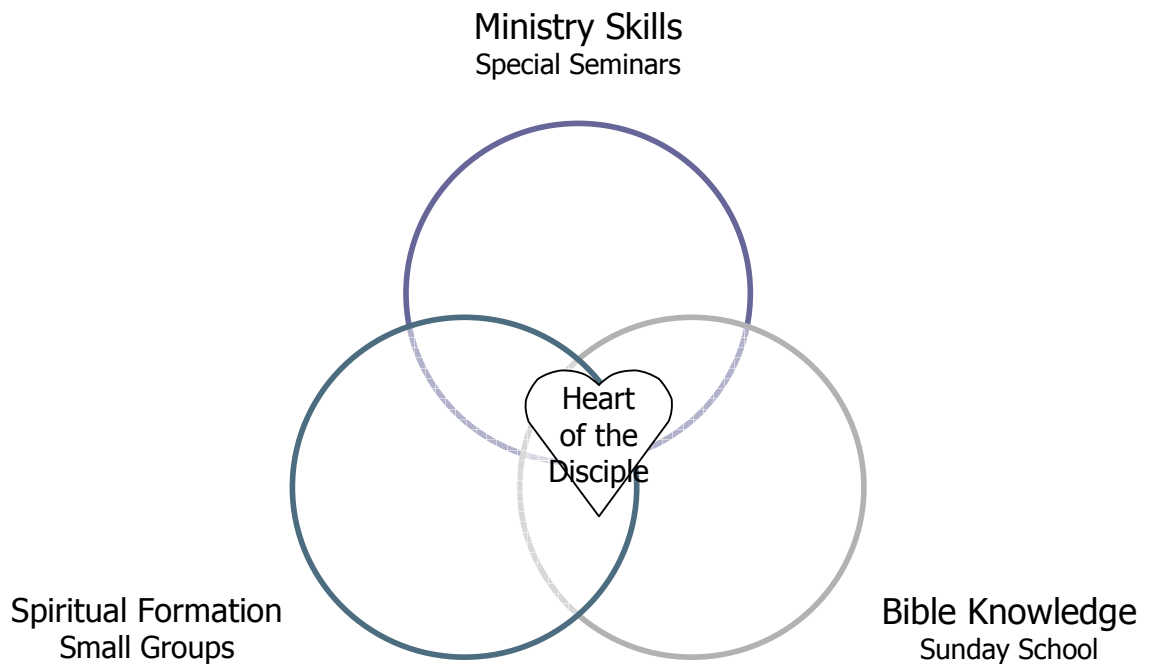
*As usual, be ready to have your small group spokesperson present a brief report on your answers to the whole class.*

### **The following strategy contextually adapted should be adopted by each local church.**

Jesus gave us the great commission to “go and make disciples.” In the midst of all we do to build the kingdom of God, the development of disciples who disciple others must be at the **heart** of our strategy. Many approaches could be taken but we must remember the context in which we find ourselves in Africa. We have rapid church growth, limited numbers of teachers and leaders, lower education levels, written language barriers, distribution challenges, and lack of resources.

In this environment we need a simple **realistic** reproducible track that will disciple believers at all ages and produce leaders who will produce leaders for the future. The following system seeks to establish three general points of growth each believer needs and will determine the outcome of the materials developed to help believers grow in their faith.

- |    |                        |     |                     |
|----|------------------------|-----|---------------------|
| I. | Needs of the Disciple  | II. | Venues for Training |
|    | A. Biblical Knowledge  |     | A. Sunday School    |
|    | B. Spiritual Formation |     | B. Small Groups     |
|    | C. Ministry Skills     |     | C. Special Seminars |



In our churches we need to match the materials to the **venues** and needs of the discipling process. **Biblical** education should be the main focus of our Sunday School materials. We should focus on the history and stories of the Bible. We need to teach our people where to find the core verses of our theology and to identify the major characters of the Biblical story. At each level from children to teens to adults these themes should be central to these materials.

Small groups are the best venue to focus on the **formation** of the disciple. We must begin with what it means to be a follower of Christ, the **catechism** of the faith, the purpose of membership in the church, and the spiritual formation of believers. These discipleship materials need to be geared towards small group leaders and follow a sequence that builds from one level to the next taking a new believer step by step towards maturity in the faith.

Developing leaders requires further training in special areas of ministry. There needs to be continuing education and skill development for the disciple. Areas of practical ministry, developing administrative skills,

learning how to handle **finances**, dealing with parenting and having good marriages are all possible courses that could be offered. This type of training is best developed in short 6 to 8 **week** classes that can be offered at different times throughout the year to help believers discover their gifts and improve their lives. It can also be used in a weekend retreat type format that will allow a group to focus on one aspect of ministry skills with intensity.

We believe in the powerful principle of multiplication. In any church planting movement there must be a component of intentional **systematic** approaches to maturing new believers and training churches how to plant other churches. Our prayer is that through this initiative that the African Church will grow incredibly not only in number but also in the maturity of their faith. Our future depends on it. The greatest principle of discipleship is demonstrated with one word in the great commission that our Lord Jesus Christ gave to us. He said, "**Go!**" We might translate that to simply "Just do it!" We must model and practice discipleship at every level within our church. Our faithful diligence to follow these words of Christ will result in the church planting movement we believe is God's calling on our lives.

## **Part I - Biblical Knowledge**

Developing disciples that will have the knowledge of the Word of God is a primary concern for our believers. As churches grow and **respond** to new believers there must be a sequential educational component of training up disciples to become mature believers in the faith. The following is a three-year cycle of Bible stories considered **essential** to the faith of a believer. It is important that a person receives a **comprehensive** view of scripture and understands the full story of God. It is important to bear in mind that this three-year cycle is the start of a spiritual discipline that will continue with the believer for life.

The yearly track will begin with a foundation of Old Testament stories from the Pentateuch, the books of the prophets, and the wisdom literature. The stories will then proceed to the life and teachings of Christ and then will conclude in the witness of the disciples and the early church who lived out these truths. In this pattern the new believer will learn the **connection** between the story of God, the testimony of the life of Christ, and the connection of these truths to their daily lives.

The initial three year cycle will focus on the following key themes:

### **Year One**

#### **Character of God – Character of Christ – Christian Character**

Understanding **who** God is greatly affects the way we respond to Him. The believer must grasp the stories of creation, the fall, the flood, and God's promises to individuals like Noah, Abraham and Moses in order to honor God and understand his plan for humankind. God's **character** is also seen in his response to key figures in the Bible like Abraham, Isaac, and Jacob, Moses, Daniel, Joseph, David and some of the prophets like Elijah and Isaiah. God's character is revealed through the Old Testament in how he chose leaders, was faithful to them, or disciplined them for disobedience.

As we move to the New Testament we get a further glimpse of the character of God through his son Jesus Christ. From his birth, his baptism, his teachings about the kingdom of heaven, **parables** and stories of his life we see that Christ models the character of God but in human form. The stories of Jesus healing, driving out demons, walking on the water, his death and resurrection all illustrate his **fulfillment** of the Old Testament promises and draws us closer to him as we relate to the redeemer who lived among us and shared his life.

Jesus made disciples while on earth and it is through their lives that we glimpse the first expression of what it means to be a follower of Christ. We will explore stories of Pentecost and the character of the Holy Spirit and reference scriptures through Paul's letters of the character of those who are filled with the Spirit. We then follow the lives of the **apostles** through Acts with stories about great characters like Peter, Steven, Paul, and Timothy. This would follow a theme of **understanding** the character of the Father, Son, and Holy Spirit and the character of those who follow Him throughout history. The first year's theme lays the foundation of the story of God.

### **Year Two**

#### **Call of God – Call of Christ – Call of the Disciple**

The call of God on a person's life is the greatest moment of faith. This sequence of stories will focus on how God calls his people to be his servants. When we witness how God called **ordinary** people to do **extraordinary** things it challenges the new believer to be available to

Him. We will begin with the call of Abraham and the covenant, the call of Moses to lead the people out of Egypt, Samuel, Saul, David, Gideon, Esther, Deborah and other key people called by God and used as vessels to accomplish his purpose.

Jesus was very careful in selecting ordinary men and women with **passion** and **faith** to carry on his mission here on earth. When we move to the New Testament we will focus on the calling of the disciples, the call to faith of Nicodemus, the call of Peter to be the cornerstone of the new church and through Jesus teaching in parables and stories the importance of being the hands and feet of Christ.

The call of the disciple is done through the **power** of the Holy Spirit. We will examine the calling of Paul and the missionary stories where new believers were called to ministry. Other stories will include Peter and Cornelius, Paul and Silas in the jail, Phillip and the Ethiopian, and other stories where the Spirit of God moved people to action and how God rewarded their faithfulness. The purpose of this year's theme is to understand God's calling on people's lives all through history and what steps we must take to be **available** to his calling as well.

### **Year Three**

#### **The Way of God – The Way of Christ – The Way of the Disciple**

The only way to really know God is to walk with Him. It is a **journey** where the trip is just as important as the destination. We must examine those who walked with God through both tough times and good times and see how their relationship **deepened** with every experience they had. The Old Testament is full of stories of those who faithfully walked with God, like Abraham, Joseph, Miriam, Job, Elisha, and Joshua who loved God and served him through obedience.

Jesus plainly stated that he was the way to God. As we look at the way Jesus walked among his peers we experience the journey of the disciple. Jesus expressed many great teachings like the **beatitudes**, the Lord's Prayer, and the mission to seek and to save the lost. This was the model of the way to God as he drew away and spent time in prayer, **fasted** in order to focus his efforts, and spoke of the way to heaven and his promised return for the believers.

We then must examine the way of the new disciples of Christ. We will follow their journeys to see how they were restored to the way of Christ, how the Holy Spirit gave them power to be **witnesses** and to testify about

the way of Christ. When we begin to grow in Christ we deepen our knowledge, faith and trust in Him. This is learning to walk with God and to follow the way of the disciple. If we are to be people of the way, we must abide and **commune** with God through disciplines for spiritual growth. The main goal of this year's materials is to deepen the walk of the disciple.

## **Part II - Spiritual Formation**

A true disciple is a person who has a deep abiding love for the person of Christ, an unshakable faith and confidence in the Word of Christ, and is committed to Christ in obedience and service. A brief profile of a disciple would be:

1. They are **totally** committed to Jesus Christ. This means that every activity and every thing in their life is surrendered to Christ's Lordship (Luke 14:26-27, 33).
2. They are diligently saturating their life with the Word of God through consistent Bible intake (John 8:31).
3. They are developing their **devotional** life by consistently having a daily quiet time and growing in their prayer life (Psalm 5:3; Mark 1:35).
4. Love (demonstrated by a servant-heart) and loyalty characterize their regular involvement in the fellowship of the local believers (1 John 1:3; Hebrews 10:24-25).
5. They demonstrate their desire to make Christ known to others by regularly sharing their personal testimony and by presenting the gospel with increasing skill (John 15:8).
6. They have identified their spiritual gifts and matched their area of ministry to be **effective** members of the body of Christ (Romans 12:6-8)

The goal is to see new believers develop into the profile of a true disciple of Christ. The way of a disciple is a journey with Christ where each step draws them closer to God. This discipleship process might be best described as phases leading into membership, **maturity**, ministry and **mission**. We must develop a cyclical pattern of discipleship that involves every believer in the church and gives him or her a passion to become a disciple maker. A true disciple maker is a one who is consciously allowing Christ to reproduce His life, through them, into the lives of others.

Small group settings are the most ideal venue for developing this spiritual formation. The group leader walks through the core beliefs and

characteristics of a Christian. They gain an understanding of what it means to live a life filled with the Holy Spirit. They encourage and give meaning to the **sacraments** of baptism and communion within the body of the church. The group will share their burdens with one another, pray for each other, and practice the **disciplines** of the faith together like fasting, praying, visitation, and acts of compassion.

With each phase use basic formats of literature that will facilitate discussion in these groups. These key studies are the core of what must be taught within a two year period. Leaders should **begin** with the outlined steps and then **supplement** with scripture and other literature for further development of the disciples that attend their small groups. As new leaders emerge in the groups, they should be guided into establishing a new small group of their own as they progress from disciple to disciple maker.

### **Phase 1 - Member – Knowing Christ**

Focus on training a new believer in the basic beliefs of a Christian and bringing them to the point of membership in the church. Literature to be used will be the Basic Bible Studies 8 week course, a **baptism** class and a membership class.

### **Phase 2 - Maturity – Growing in Christ**

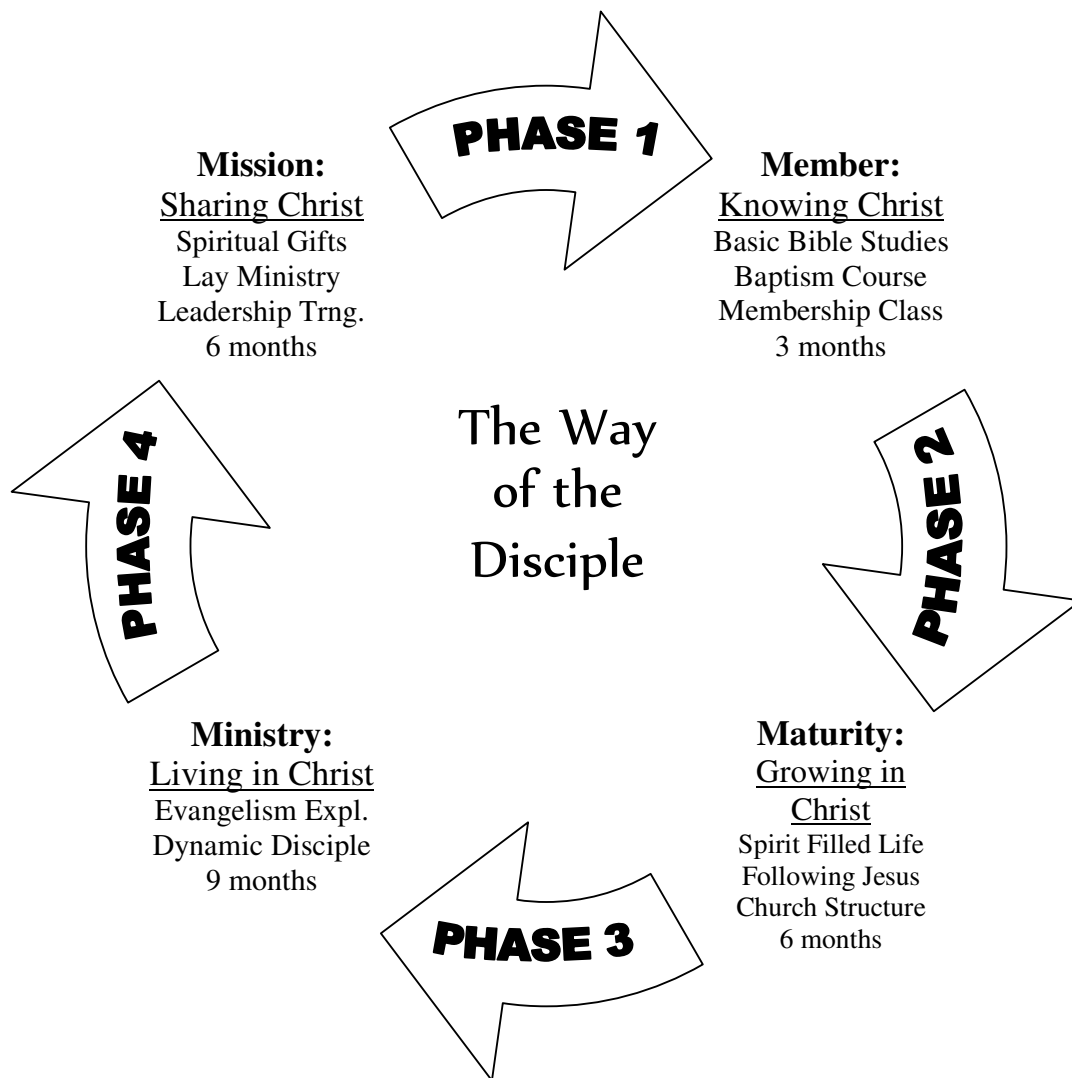
Focus on developing the new disciple into the Spirit filled life and following a catechism of beliefs and **doctrines** of the church. Literature to be used will be the Spirit Filled Life Studies 8 week course and the Following Jesus Together book study.

### **Phase 3 - Ministry – Living in Christ**

Focus on acting out the faith of a disciple and developing spiritual disciplines that build the **body** of Christ. Literature to be used will be the Evangelism Explosion and Dynamics of Discipleship.

### **Phase 4 - Mission – Sharing Christ**

Focus on identifying the spiritual gifts of the disciple and providing lay leadership **training**. Literature to be used will be Spiritual Gifts, Jewel of Great Price, and Leadership Manual.



### Part III - Ministry Skills

As disciples grow there will be natural leaders that need to be mentored into future leaders. Most of our churches are led by lay leaders who need continuing education in both ministry and life skills. The church should be **intentional** in providing occasional seminars or retreats where these courses can be offered. The district leadership can be instrumental in offering such courses within **zones** of the local churches so that many may benefit.

Leadership courses are critical to helping our church grow so that it can handle both the **administrative** aspects of ministry as well as keeping vision and strategy alive in the church. Each church must help their leaders grow in the areas of finance, marriage and parenting,



understanding other religions and their beliefs like our Muslim context here in sub-Saharan Africa, and knowing how to handle conflict.

A healthy church should schedule these seminars or retreats at least **three** times a year. These courses should develop as part of the educational program for the district and will offer **certificates** of ministry to those completing the approved courses. In time these courses may even be offered through online access. The specific listing of courses and training manuals available are still in development and will be made available to the churches as our districts grow.

## **Summary**

The burden of church growth and development is the responsibility of the **present** leaders of the church. To be successful in mentoring and discipling new believers, one must establish a mind set within the church that this is not only the great commission Christ gave to us, but that disciple making is the very **reason** of our existence. Jesus' mission on earth was summed up in one verse "*The son of man came to seek and to save that which was lost.*" (Luke 19:10) As Christians we have the same mission.

The local church is at the heart of spiritual formation of new and old believers alike. We must convince the pastor of the need to find the means to get materials in the hands of their **members**. Regular discipleship, small group meetings, Sunday school and Bible study hours at the church must have motivated and Godly teachers and leaders. Each pastor must be encouraged to seek the necessary tools for their leaders and be **supportive** in this discipleship process. They must model through themselves the ability to disciple and train others.

Together as we work and encourage one another we will see God bless our efforts and mature the church into a New Testament church.

*"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up."* **Galatians 6:9**

## Lesson 11 "Addition Can Never Keep Up With Multiplication"

One of the key considerations in the discipling of new believers is to guide them to multiply, to help them understand that "Addition can never keep up with multiplication".

Growth comes from life. When **divine** life flows, growth takes place. There are different views of growth. Spectators see growth only as addition; the number increases by more and more people attending. DISCIPLE-MAKERS however view growth differently. For them *it is not increase by addition; rather it is multiplication by reproduction. **The key is not adding people but making disciples who produce more disciple-makers.*** The approach of the local church needs to be, "*Building leaders who are building leaders that are changing the world.*"

This is growth the way God intends. It is natural. A tree does not just keep getting bigger. It brings forth new trees, which in turn produces more trees. Just as the true fruit of an apple tree is not an **apple** but another **tree**, the fruit of a House of Prayer is not a new Christian but another House of Prayer, the fruit of a church is not a new House of Prayer, but a new church..." And the fruit of a disciple-maker is not a bigger group of disciples but new disciple makers.

**Growth by multiplication instead of addition has explosive potential.** *The Church Planting Movements calls it "multiplicative growth" and defines it as "extraordinary growth characterized by each part multiplying itself.* As a result, two may become four, and four may become eight to ten, etc., in multiplicative growth. This **contrasts** with incremental growth. Jesus refers to multiplicative growth in the parable of the soil. He illustrates that when the environment is right for reproduction, then the seed will multiply. Jesus said, "*Still other seed fell on good soil. It came up, and grew and produced a crop, multiplying thirty, sixty, or even a hundred times.*" (**Mark 4:8**)

For disciple-makers, creating the **environment** for reproduction is more important than simply increasing the size of a group. **God's power is essential for reproduction. It is possible to increase a crowd by simply using human methods. Multiplicative growth however must have God's power.** Caesar Fajarta declares, "*God is the God of multiplication.*" *In the church humans may be able to add but only God can multiply.*

What follows is an exciting system that has seen great success in multiplication and involvement of new leaders and members. If well planned and used correctly, the local church can see great growth as a result of discipleship.

### **The Master's Plan**<sup>4</sup>

The Master's Plan is designed to help a new believer go through the various stages from an unbeliever to a fully devoted Jesus Disciple-Maker of other disciples who will also become Disciple-Makers.

The parts are as follows, but after conversion they do not need to be sequential: Unbeliever, Believer in Jesus, Follower of Jesus, Disciple of Jesus, Servant of Jesus, and a Disciple maker for Jesus. It all begins when someone moves from being an Unbeliever to becoming a born again believer in Jesus.

The Believers Course - Within **days** of a person accepting Christ, immediate follow-through begins with a trained disciple-maker who goes over the plan of salvation again and prays with the new believer again and then gives the new believer assurances of salvation and records the new Christian's name, address, e-mail address, phone number and any specific prayer requests.

A Bible is given to them if they don't have one.

Additionally, follow-through begins immediately with a next day phone call and in-home visit within the first **72** hours of conversion.

Personal follow-through continues with a same-sex **coach** or mentor who will walk with the new believer through the 8 weekly lessons of "The Basic Bible Studies" designed for new Christians.

The new believer is invited into a LIFE GROUP (preferably the Life Group of the person who led them to the Lord or their follow-up worker) that meets weekly for prayer, fellowship, and encouragement in God's Word, evangelism and praying for their lost friends. Everyone is **welcome** to a LIFE GROUP regardless of whether or not they are believers. These groups are "open" and can run from 3 to 25 people. Weekly attendance and involvement in the LIFE GROUP is strongly encouraged for the new believer. The LIFE GROUP is the "life-line" for the new believer and this group becomes their spiritual **family**. The hope is that, someday,

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<sup>4</sup> All material for this course can be obtained through the Church of the Nazarene or local church leaders can use the concept and write their own materials for their respective contexts.

everybody in the church will be in a weekly LIFE GROUP.

Believer's Pre-Encounter Class - The new believer is then encouraged to attend a Believer's Pre-Encounter Class that will prepare them for an Encounter Weekend Retreat that is aimed at building up their faith and understanding of God and His Word. The Believer's Pre-Encounter Classes (4 sessions) are a **prerequisite** for the Encounter Weekend.

The Encounter Weekend Retreat (9 sessions)- The Encounter weekend is a powerful tool that God uses to truly set people free to walk in daily **victory** over the enemy and in the life of the Holy Spirit. Sessions include training in the power of the cross, forgiveness, inner **healing**, sexual purity, being set free, the filling of the Holy Spirit and the vision of The Master's Plan.

The Followers Course - 3 months (12 weekly sessions x 2 hrs.) - This "Post-Encounter" class is designed to help the Believer who has been through the Encounter Weekend to grow and become "More than a Believer" and to become a faithful Follower of Jesus. Classes include material on basic Biblical doctrines, practical daily **holiness** and establishing a dynamic **daily** meeting with Jesus. Assignments include weekly Bible memorization and reading the New Testament through once in 3 months. The growing Follower of Jesus is encouraged to continue to attend their LIFE GROUP for weekly support, encouragement and prayer.

The Disciples Course - 3 months (12 weekly sessions x 2 hrs.) - This next level of classes is designed to help the Follower of Jesus to grow and develop and become "More than a Follower" and to become a **Disciplined** Disciple of Jesus. Classes include material on Bible doctrine, practical Christian family life and what it means to be a true disciplined learner (the definition of a Disciple) of Jesus. Assignments include reading, weekly Bible **memorization** and reading the New Testament through again in this next 3 month quarter. The developing Disciple of Jesus is encouraged to continue to attend their LIFE GROUP and to add 3 people to their Leader's LIFE GROUP during the 3 months. The Disciple is preparing to someday launch their LIFE GROUP. This is valuable "observation" time for the Disciple of Jesus who will eventually become a Disciple-Maker of Jesus.

The Servant's Course - 3 months (12 weekly sessions x 2 hrs.) - The Servant's Course is designed to further grow the Disciple of Jesus into a **selfless** Servant of Jesus who leads by serving others as Jesus did. The original 12 Disciples of Jesus needed to be trained and coached by our Lord to truly become Christ-like Servants who delighted in ministering to

others and putting their needs ahead of their own ambitions and desires. Classes include further Biblical teaching into the heart and vision of the Father for His world as well as training in the areas of: servant-hood, LIFE GROUPS, evangelism, **spiritual** warfare, intercession and counseling new believers.

After an interview with the pastor the growing Servant of Jesus is encouraged to launch their own LIFE GROUP during this 3 month period of time and to attend the Re Encounter Weekend Retreat for Servant-Leaders. Assignments include reading, weekly Bible memorization, **active** sharing of their faith with unbelievers, and reading the New Testament through again (for the third time since the Encounter)

The Re-Encounter Weekend Retreat - This retreat continues the process of preparing the Disciple of Jesus to become "More than a Disciple" and to truly become a Servant of Jesus who is a servant-leader of their own LIFE GROUP. **Attitudes**, vision, faith, temptations, spiritual warfare, and the dynamics of dying to self and the spiritual health and vitality of servant-leaders are dealt with in the power of the Holy Spirit at the Re-Encounter. The heart issues of true Servants of Jesus are explored and **cleansed** by the sanctifying of God's Word and His Spirit.

The Disciple-Maker's Course - 3 months (12 weekly sessions x 2 hrs.) - The Disciple-Maker's Course completes the year's long training from Believer to Disciple-Maker of Jesus. In this advanced course the Servant of Jesus continues to grow and learn and moves into the area of making Disciples of Jesus just as our Lord commanded us to do. These classes include training in Christian maturity, the Holy Spirit and fruitfulness and Disciple-Making disciples who will in turn become Disciple-Makers of Jesus. Additional training will be given in the areas of spiritual gifts, **contagious** Christianity, **harvesting** souls, and the mature Christian's life and walk with God.

The Disciple-Maker continues to serve their LIFE GROUP and begins to mentor, coach and disciple the people of their group. Assignments for the last 3 month quarter of training includes: reading of the Word, growing their LIFE GROUP to 10 people, getting their LIFE GROUP people to attend the Encounters and begin down the path of the Master's Plan courses, active **sharing** of their faith, Bible memorization and a fourth journey through the New Testament.

The devoted Disciple-Maker of Jesus continues the multiplication process with their LIFE GROUP. As the Disciple-Maker serves their new LIFE GROUP

and demonstrates faithfulness, fruitfulness (the group grows and souls are saved), and **commitment** to the vision of reproduction and multiplication they will be invited into their leader's LEAD GROUP. These are small groups of no more than **12** that are "closed" in the sense that they are not open to everyone. LEAD GROUPS are for faithful, fruitful servant-leaders who have all been through the above training in its entirety. These groups meet each week for mutual love, encouragement, training, prayer, accountability, and strategizing on how to reach more people for Jesus.

Eventually, each servant-leader will see the people in his/her LIFE GROUP move through the Believer's, Follower's, Disciple's, Servant's and Disciple-Maker's stages until all are in closed LEAD groups and leading open LIFE GROUPS.

### **Discussion: 30 minutes**

The LIFE groups model was developed in a Western setting. However, the principle of accountability and development of spiritual gifts is an old one, used by John Wesley in 18<sup>th</sup> century England, as he put into place Methodist classes and bands.

Discuss in your small groups how the LIFE model could be adapted into the setting of the average local church in Africa. Would you simplify, making fewer "levels," or add more levels on? What Bible precedents can give us guidance in this task? What other factors will guide you as you devise an equivalent of LIFE groups for your setting?

Be ready for your spokesperson to present to the whole class your adaptation of the LIFE model for your own setting.

## **Lesson 12**

### **Reaching our Neighbors**

Most of the population in Africa has strong ties to **Islam** and **Animism**. As a result of this, the Africa Region has developed an approach to ministry to our neighbors that will allow them to stay receptive to the approaches of the Gospel. This strategy has been adopted by all the Fields of Africa and it is expected that pastors, members and districts will adopt it as their own philosophy.

### **Africa Region Philosophy**

#### **Underlying our Strategies to Reach our Neighbors**

#### **Introduction**

Strategy development for the Africa Region is guided by the Regional Strategy document entitled, *"The 21 Essentials of Africa Mission Strategy."* This document lays out a foundational philosophy for the development of strategy on all fields of the Africa Region for all ministry contexts. It, therefore, applies to mission and ministry to our neighbors, as well. There are, however, certain essential elements that guide the development of our strategy to neighbors that are especially **critical** when working in neighbor-hoods. There are also certain obstacles that must be especially **avoided** while developing and implementing a mission and ministry to our African neighbors. These Neighbor-specific essentials and obstacles are outlined here.

#### **Ten Essential Elements for Every Neighbor Context:**

1. Practice a Christ-like lifestyle, characterized by a life of **righteousness**, extraordinary prayer, and fasting.
2. Initiate and develop loving, **hospitable** and compassionate relationships.
3. Live a life of **compassion** to relieve the suffering of others as an expression of the love of Christ.
4. Contextualize the message and the messenger. Preferably keep the convert in his or her local setting. Prepare him/her to live as a disciple in that setting. Protect his/her **confidentiality**.

5. Exercise **wise** expressions of boldness to avoid hazardous exuberance, being wise as a serpent and harmless as a dove.
6. Develop a working knowledge of the teachings of the Bible and the prospect's holy book(s). Draw **selectively** from the experience of other practitioners and available resources.
7. Lead prospects to the teachings of the Bible from their own religious books. Begin with the **Torah** and progress steadily toward the Gospel message at a natural pace (preferably using Chronological Bible Study Methodology). Allow questions to guide teaching.
8. A loving, personal, comprehensive presentation of the Gospel message will be given **without** any rush to decision.
9. Persevere. Exercise passionate **patience** in anticipation of a joyful new birth.
10. Be clear about the lifestyle changes that will and will not be expected of the convert in following Christ. Be clear about the potential and possible **consequences** of his/her decision.

### **Three Additional Essentials for Highly Gospel-Resistant Neighbor Contexts:**

1. **One-on-one** evangelism and discipleship is necessary.
2. Depending on the context, an **underground** ministry strategy will be used to protect the security of our evangelists, the individual converts, and the integrity of the on-going mission and ministry.
3. Where relevant, underground fellowship groups will be formed to provide opportunities for evangelism, worship, discipleship training, leadership development, social interaction, and Christian fellowship.



## **Ten Obstacles to Effective Mission and Ministry in Every Neighbor Context:**

1. Confrontational evangelism, including argumentative approach to the prospect, condemning attitudes, **stereotyping** of people, and intolerance of one's individual religious beliefs.
2. Profaning and **disrespecting** sacred elements of their faith through criticism or inappropriate behavior, and showing disrespect for the Bible or the prospect's holy book(s).
3. Unproductive discussion leading to sidetracking the evangelist from presenting the claims of the Gospel, and/or letting **fear** prevent evangelism to take place.
4. Using new believers as trophies. Seeing prospects as **objects** rather than human beings (which usually results when an evangelist is project-oriented).
5. Mandating a change of name and dress after conversion, and/or **public** exposure of new believers.
6. Offering a **cheap** grace to the prospect/convert and/or allowing an abuse of Christian freedoms by the evangelist and other leaders of the Christian Church.
7. **Improper** interaction with the opposite gender and/or evangelizing children irresponsibly.
8. Telling the prospect what he or she believes, **instead** of asking them what they believe and using the "help me understand approach."
9. Failure to offer the prospect **satisfying** answers to their objections to Christianity.

10. Using **programmed** evangelistic approaches instead of listening to the questions of the prospect and offering solutions to those questions. Using a one strategy fits all contexts approach to evangelism and discipleship.

**Two Additional Obstacles to Avoid  
in Gospel-Resistant Neighbor Contexts:**

1. Engaging a **group** rather than an individual.
2. Making public announcements through newsletters, web sites, or other (especially) written communications that **shame** our neighbors and expose our mission and ministry among them.

## **Lesson 13**

### **Church Planting Movement Principles**

The desired outcome of evangelism is the start of a new church that will result in the start of a new church that will result in the start of a new church. Research has shown that the fastest growth in the Church happens through new church **plants**, and not the growth of existing churches. When churches are planted in **clusters** and the proper foundations are put in place from the onset, the groundwork is laid for a potential Church Planting Movement to take place.

The following principles are from the research of David Garrison as listed in his book, *Church Planting Movements*. These principles conclude this course and through them bring together the various lessons taught.

#### **What is a Church Planting Movement?**

A Church Planting Movement is a **rapid** and exponential increase of **indigenous** churches planting churches within a given people group or population segment.

#### **Universal Elements of a Church Planting Movement (CPM)**

Every one of the following elements was found in every CPM Garrison studied.

1. Extraordinary **Prayer**
2. Abundant Evangelism
3. Intentional Planting of Reproducing Churches
4. The **Authority** of God's Word
5. Local Leadership
6. Lay Leadership
7. House Churches
8. Churches Planting Churches
9. Rapid Reproduction
10. Healthy Churches

**Reflection questions** – Students should be given 10 minutes to work on these questions with a partner. The teacher can then lead the class through the questions, and invite students to share their answers.

1. What is a **Church Planting Movement**?
2. Which of the Universal Elements of **CPMs** do you think are the most important in making **CPMs** possible?

3. Which of the Universal Elements of **CPMs** are already realities on your district?
4. In which of the Universal Elements of **CPMs** is your district the most lacking? What can be done about this?
5. What can be done to build into the church culture a **CPM** DNA?

### **Common Elements of a CPM**

The following elements were found in **most** of the CPM's Garrison studied:

1. A Climate of Uncertainty in Society
2. Insulation from Outsiders
3. A High **Cost** for Following Christ
4. Bold Fearless Faith
5. Family-Based Conversion Patterns
6. Rapid Incorporation of New Believers
7. Worship in the **Heart** Language
8. Divine Signs and Wonders
9. On-the-Job Training
10. Missionaries Suffered

**Class questions for reflection** – Follow the same procedure used above.

1. Do societal problems on your district make it more or less likely that a **CPM** would take place?
2. Does persecution help or hinder a **CPM**?
3. Should we strategize to evangelize **families**? Why or Why not?
4. How quickly should we incorporate new believers into the church? How quickly is it done on your district?
5. Is it best to translate good western hymns into the local language or to write indigenous music for church worship?
6. Is the **God of miracles** active on your district? Why or why not?
7. Are you willing to **suffer** in order to have a **CPM** take place in your ministry?

## **CPM Killers.**

Garrison discovered that the following were all factors that contributed to the **death** of existing CPM's:

1. **Control**
2. Educating Pastors Outside Ministry Context
3. Growth by Addition and Professional Evangelists
4. Focus on Familiar Cultural Groups
5. Perfectionism
6. **Subsidy** for Church Planting
7. Unsanctified Leaders, Pastors, and Members
8. Sowing the Seed Sparingly
9. **Territorialism**

**More questions for class reflection** – same procedure:

1. Which of the Movement Killers exist in your place of ministry? How can you rid yourselves of these barriers to CPMs?
2. What possible problems could arise if you systematically set out to rid yourselves of these movement killers?
3. Do you want CPMs on your district or place of ministry enough to begin the work of setting the environment so that CPMs can take place?
4. Where do you need to begin in developing a CPM environment on your district or field?

## **NOTES TO INSTRUCTOR**

**This concludes the content of this course. It is now up to you as instructor to wrap up the presentation and discussion part of the course through questions, answers and highlighting of areas of difficulty in understanding.**

The desired outcome of this course is not to have students recite by rote that which they have learned, but to have them equipped and prepared to return to their place of ministry with the knowledge to equip their people and put in place the conditions needed for evangelism, discipleship and the planting of churches who will plant churches who will plant churches. May God be honored and glorified through this most noble of endeavors.

## **Alternate assignments**

Depending upon the level of your students, here are some other assignments that could be used in place of the assignments outlined in the syllabus:

- Write on evangelism
- Write on God encounters witnessed
- Think of three to five unsaved friends or acquaintances. Assess where they are on the spiritual decision-making chart. Are any of them ready to hear the invitation and join you in your relationship with Jesus? Write a 1- to 2-page paper.
- Describe the way(s) you best explain salvation to the searching sinner. Write a 1- to 2-page paper.
- Compare the demographics of your church with your community. On a scale of 1 to 10, 10 being very open to different people and 1 being resistant to people, how would you evaluate the church where you worship? What needs to happen to open the hearts of church people to the mission field surrounding your church facility?
- Write a 2- to 3-page paper on the discipleship process you will adopt when you return to your place of ministry and how you will both be disciplined by someone and disciple someone.

Have students keep a journal for the duration of this course.

- Direct them to reflect on how God can use their gifts to reach those that you have identified as needing Jesus.
- Direct them to journal on concepts learned that they would like to put into action once they return to their place of ministry.
- Direct them to journal on lessons and concepts taught that they are personally struggling with.

Write of at least one person you know who needs the Lord, what their needs are and how you can be instrumental in leading them to Christ.

Write their names and commit to praying for them daily.

