
STRENGTHENING YOUR CHURCH

BECOME A CHURCH WITH AN IMPACT!

GUIDE FOR WORKSHOP LEADERS

Description

Strengthening Your Church Workshop enables church leaders to keep a congregation focused on its task as God's agent in a particular place. The workshop presents the importance of a Biblically defined vision, introduces leaders to the ten characteristics of a healthy church, and invites leaders to see their church as a system that can have a significant impact on its community.



more churches, stronger churches

LEADER'S GUIDE |

Strengthening Your Church Workshop enables church leaders to keep a congregation focused on its task as God's agent in a particular place as it joins God in his activity there. The workshop presents the importance of a Biblically defined vision, introduces leaders to the ten characteristics of a healthy church, and invites leaders to see their church as a system that can have a significant impact on its community.

This manual provides additional material and suggestions for people who wish to lead the workshop in their church or other churches. If you need help leading the workshop, please contact one of the Multiplication Network representatives in your country (list available on our website). The Network also offers two training events on church planting: Planting Healthy Churches and The Church Planter's Retreat. You can obtain information about these through our website or a Network representative.

Resources for Workshop Leaders:

1. Leader's Manual
2. Participant Manual
3. Color transparencies or PowerPoint slides (available on CD or through our website).
4. Help from an Integral Church Growth Trainer (visit our website for contact information).

The Multiplication Network promotes the growth and planting of churches through pastor and leader training. We provide free access to our materials, ready for downloading and printing, on our website: www.multiplicationnetwork.org

HOW TO USE THIS GUIDE |

This guide will enable you to lead participants through the workshop. Each page shows what appears in the Participant Manual in the main part of the page and information for the leaders in the margin or with a small font in the same manual. Answers for the Participant Manual are found in this guide on the participant pages in capitals, underlined and in bold print (for example: **GOD**).

For each session, the manual provides questions that participants may answer in pairs or small groups as time allows. There won't be time for participants to discuss all the questions for each session, so we encourage trainers to select the most pertinent ones so as to keep participants actively engaged.

We encourage each trainer to enrich the material using his or her own experiences, illustrations, and examples.

SUGGESTED SCHEDULE |

We have suggested a schedule for a one-day workshop. However, we encourage you to arrange the schedule according to what will work best for you and your participants. You could also hold the workshop over four weeks (one session per week) or during a Friday night and Saturday morning to keep costs low.

Each session is designed to last an hour and a half. Please leave enough time at the end for the participants to fill out the evaluation form.

If possible, please take a digital photograph of your workshop and email it to The Multiplication Network with your report of the event (see our website for a reporting form or page 31 of this manual for the information we'd like you to send us).

WORKSHOP MATERIALS |

Our goal is to make this workshop available to as many leaders as possible at little or no cost. You may photocopy the Participant Manual locally and work with the church(es) involved to arrange for refreshments and meals.

Feel free to create a different cover with art and a style more appropriate to the context in which the material will be used.

Multiplication Network

All Biblical references are from the New International Version, Copyright 1973, 1978, 1984.

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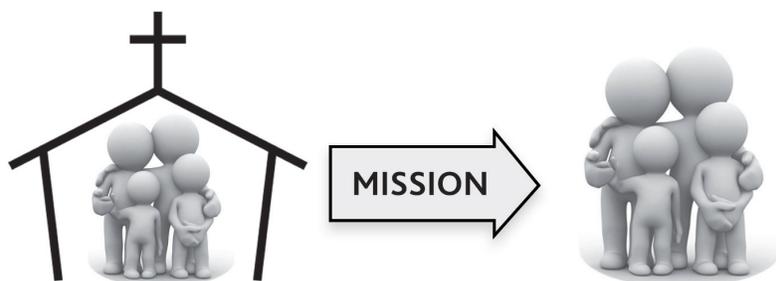
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SUGGESTED SCHEDULE	
Registration and Welcome	
Worship Time	30 minutes
SESSION 1	60 minutes
SESSION 2	60 minutes
Break	
SESSION 3	60 minutes
SESSION 4	60 minutes
Question & Answer Session, Evaluation, Closing	

SESSION 1

PASSION, VISION, MISSION



WHAT IS “INTEGRAL CHURCH GROWTH”?

Church growth is healthy when it promotes improvement in all dimensions of a church's life, rather than just an increase in the number of members or attendees. A healthy congregation sees itself in the broad framework of the purposes of God for the world, humanity, and the cosmos—renewal in all dimensions of life. The church takes the Reign of God as its starting point and seeks to extend God's Kingdom in all areas of life (home, community, work, etc.) through the impact of the Good News of Jesus Christ.

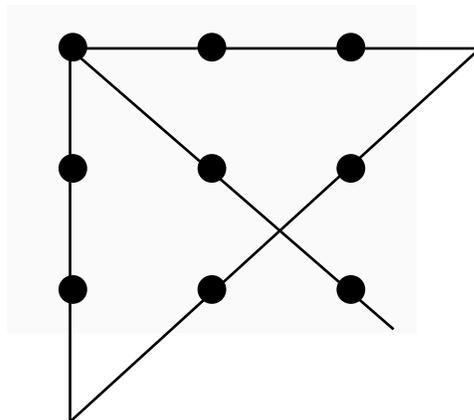
A FRAMEWORK FOR INTEGRAL CHURCH GROWTH

This session helps us remember that a devotional relationship with God is essential in order to carry out the work he is calling us to do. When we are passionate about God's work, we develop a vision of what God wants to do and can do through us. When we respond in obedience to God's call, the church turns outward in mission toward the world. This only happens when we understand what the Bible teaches us about the relationship between God, the church, and our community.

Exercise | Connect-the-Dots

Try to connect all the points by drawing 4 lines, but without lifting your pencil.

People are always surprised to find that to solve the problem one has to draw lines that go beyond where the dots are. At times we have to expand our way of thinking—“think outside the box”—in order to be faithful to God. It's important to recognize that we all have mental “dots” and philosophies of ministry that can keep us from being faithful to our mission and from seeing better results from our ministry.



This session begins with an explanation of healthy church growth.

“Bread on One Side and Milk on the Other” | Explain the importance of adapting church growth methods and strategies to the context.

Years ago grocery stores in the U.S. discovered a strategy for getting people to buy more. People came to the stores for certain basic items, like bread and milk, but would buy much more if they had to walk past other items and stands with special offers. Nowadays stores do all kinds of studies to find ways to get people to buy more as they shop, from the type of music they play (slower music so people walk at a slower pace), to the way they place items (locating the items they most want to sell at or near the customer's eye level).

If stores take so much time to study how people shop just to sell them more things, shouldn't we as Christians learn as much as we can about people and how they behave in order to be able to more effectively invite them to know Christ and become part of his people? Even though the basic message of life in Christ will never change, cultures and people's ways of doing things do change. So our methods and strategies for sharing the gospel will need to change to fit the context in which we are sharing Christ.

Vision | The main goal is that leaders understand the importance of having a Biblically based, clear, and inspiring vision that moves others to join God in what he is doing in their location.

The Role of Eyeglasses | A guy that needed glasses had a big surprise when he put them on for the first time and realized he could see much better! The Bible works very much like eyeglasses. When we see things through Scripture (ourselves, our life situations, our neighbors), we see things much more clearly. We begin to have God's perspective on our lives and our communities.

Biblical Examples | A church without a Biblically defined vision quickly becomes a social club, a community-service agency, or a spiritual "fast-food restaurant" where we come to get what we want. Instead, to be faithful to God, we need to organize our life as a congregation by what God says we are. We need to look at our congregations and our communities through God's eyes. What does God call us to be and do?

The Example of the Builders | Once a man approached three men who were working cutting stones and asked them what they were doing. The first said, "Earning a living." The second said, "Doing my job as a stone-cutter." The third said, "I'm building the most beautiful cathedral this city has ever seen." So often in the church we go about our work just thinking about the task of the moment—preparing a Sunday school lesson, taking a meal to a family in need, putting our money in the offering plate—without seeing the larger vision God has for our work: lives, families, and communities changed by the Good News of Jesus Christ.

VISION

Having vision is looking toward the **FUTURE** and seeing what God wants to do through you in order to achieve his redemptive purposes.

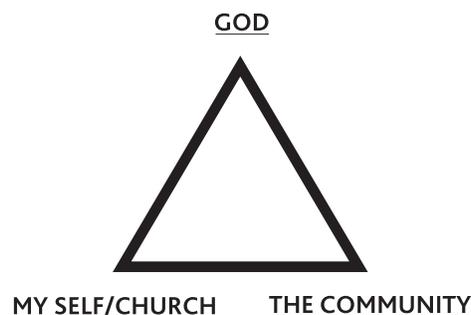
- The role of eyeglasses.
- **Biblical examples:** Scripture has many examples of leaders with a vision for what God wanted to do in and through them.
 1. **Abraham** to have many descendants, a land for them and be a blessing to the world: Gen. 12:1-3.
 2. **Noah** to keep his family and the animals safe in the flood: Gen. 6:13-14, 17-20.
 3. **Joshua and Caleb** to enter the land that God had promised Israel: Numbers 14:6-9.
 4. **Paul** to share the Gospel with Gentiles throughout the Roman Empire: Acts 26:13-18.
 5. **Jesus** to bring healing, hope, and freedom: Luke 4:18-19.
- A healthy church starts with a clear, motivating vision.
- Example of the builders.

Do you want to be a part of the work of building the Kingdom of God? When will you lay the first stone?

"And without faith it is impossible to please God, because anyone who comes to him must believe that he exists and that he rewards those who earnestly seek him." Hebrews 11:6

"Many are the plans in a man's heart, but it is the LORD's purpose that prevails." Proverbs 19:21

Diagram | Relationship between God—the Church—the Community



This section describes the relationships between God, the Church, and its community in a key order. As you lead the participants through each section, use examples or anecdotes from your own ministry that illustrate the point each makes.

Have the participants read the key verses that deal with the church's relationship to God. This relationship is key for the church to maintain its identity, vision, and passion. Our life comes from God. Unless we depend on him, we can never fulfill our mission. The greatest evangelists, pastors, and church planters are great because they nurture their relationship with God. Spending time with God through prayer and meditation on Scripture is essential for us to know him, to know his will, and to have the strength to serve him.

This diagram presents three relationships within a single picture:

1. Relationship between the Church and God

PRINCIPLE | For any congregation to make an impact on its community, nothing is as important as an ever-deepening relationship with the Lord.

“I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing.”

John 15:5

“Unless the LORD builds the house, its builders labor in vain.”

Psalms 127:1

2. Relationship between God and the community

PRINCIPLE | JESUS' INCARNATIONAL MODEL, Philippians 2:5-8
God is always at work around us. He is in a place long before the first evangelist or missionary arrives.

“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.”

John 3:16

“Jesus went through all the towns and villages, teaching in their synagogues, preaching the good news of the kingdom and healing every disease and sickness.”

Matthew 9:35

“When he saw the crowds, he had compassion on them...”

Matthew 9:36

3. Relationship between a congregation and its community

PRINCIPLE | God wants to work through us. We are his hands and feet and voice in this world. Before achieving great things, we must be faithful in the small things.

Jesus said to his Father, “As you have sent me into the world, I have sent them into the world.” John 17:18

Read the verses that deal with the relationship between God and the community. God has a heart for the lost. In Jesus' ministry, he went to the lost, the sick, and the outcasts in order to heal and restore them. God is also at work in peoples' hearts and communities before we are there. He calls us to participate in what he is doing, and he works through us as we reach out to people with the Gospel.

Finally, read the verses that deal with the church's relationship to its community. God calls us to be his hands, feet, and voice in the communities where he has placed us. Ask someone to give an example of a church they know of that nurtures its relationship with God and also is God's hands and feet in its community.

Story of Florence Chadwick | On the morning of July 4, 1952, Florence Chadwick dove into the cold water off Catalina Island in an attempt to swim to the coast of California—a distance of 22 miles. She had already crossed many different canals, rivers and lakes, but this day things were different. The water was very cold and the fog didn't allow her to see very far. After 15 hours of swimming, Florence was exhausted and asked the people following her to lift her into one of the boats. Her mother and trainer tried to get her to keep going, but after a few minutes she gave up, unable to reach her goal. When the boat got to shore, she realized that she had only been 700 meters from the shore when she quit. Upset, Florence explained that if she had been able to see the coast she would have made it despite the cold and the exhaustion, but the fog kept her from seeing it. Some months later Florence returned to Catalina Island and attempted the daring feat again. The cold water and fog were the same or even worse than the day of the first attempt, but she swam all the way to the California shore. When she was asked how she was able to do it, she answered, "This time the shore was already in my heart."

The question for us as Christian leaders is the same: Do we have God's vision for our communities in our hearts? Are we ready to fight against the wind and the tide in order to achieve the purposes that God has for us?

"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." Luke 4:18-19

"His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness.'" Matthew 25:21

Diagram | Passion, Vision, Mission



This part describes the concepts with a diagram that summarizes the mission of the church. The diagram is explained in the following way:

1. Because of its relationship with God, the church has a **PASSION** to serve him. The community sees this passion in action, which serves as the church's **TESTIMONY**.
2. God is at work in the community, and the Church catches this **VISION** as it understands what God is doing in the world. This gives the Church a sense of **PURPOSE**.
3. God sends the church in **MISSION** into its community and he adds his **BLESSING** as the church obeys him.
4. Everything revolves around the cross and the message of Jesus Christ.

When the church is in right relationship to God, it has passion for God's mission. When the church understands God's plan for the community, the church has vision. Then the congregation is ready to carry out its mission in the community. God's blessing grows the church as it bears testimony in word and in deed in the community.

Conclusion:

Story of Florence Chadwick, July 4, 1952, Catalina Island.

Challenge:

If not today, when? If not I, who?

The question for us as Christian leaders is the same: Do we have God's vision for our communities in our hearts? Are we ready to fight against the wind and the tide in order to achieve the purposes that God has for us?

SESSION 2

THE FIVE ELEMENTS OF A HEALTHY CHURCH

INTRODUCTION

This session provides a description of five essential elements of a healthy church:

1. Clear vision
2. Empowering leadership
3. Members involved in ministry
4. Stewardship of resources
5. Connection between the text and the context

Understanding these elements enables leaders to do strategic planning and evaluate their ministries.



Example | The man on the railroad tracks

In order to have a healthy and growing church, we must pay attention to all the parts of the church's life and ministry (the five elements and the five functions).

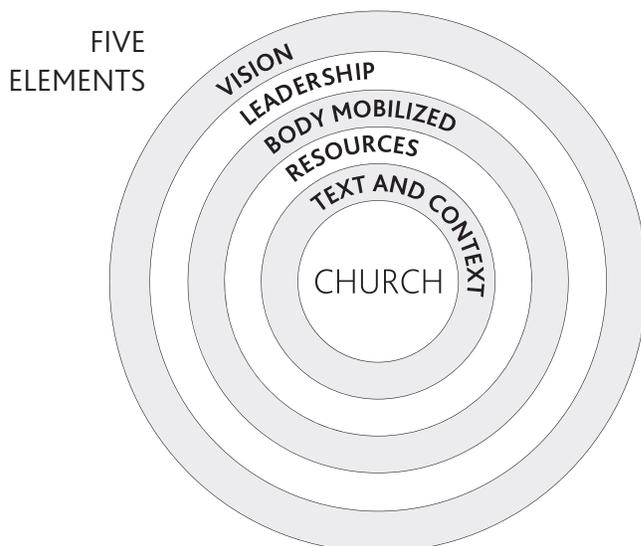
The man on the railroad tracks | There was a man who one day went walking on the railroad tracks. He felt the rails beginning to shake under him, but he didn't see any train, so he kept on walking. Then he heard the sound of a train that seemed very close, but he didn't see a train in front of him, so he decided to keep walking. What happened next? [He got hit by the train, which came up behind him.] The man was only trusting his eyes and didn't realize the train was coming toward him from behind. Not paying attention to the signs around us can have disastrous consequences! In the same way, in a congregation we need to consider all the signs of what's going on in the church's life, not just one or two aspects.

The point of Sessions 2 and 3 is that to have a healthy and growing church, we have to take care to develop all the parts of the church's life. Otherwise the church as a whole will suffer.

The 10 areas of a healthy church (5 elements in Session 2 and 5 functions in Session 3) are all interrelated and are all important for churches, no matter what the congregation's stage of maturity.

After the description of each element and function, there are a few statements that participants can respond to in order to evaluate their church.

Diagram | "Vital signs of a healthy church"



Clear Vision | The Biblical and theological aspects of vision—what God calls the church to be and do—were presented in Session 1. Here we address the role of a vision statement in a local church. Key aspects of a vision statement are that it is in line with what God teaches in the Bible, is clearly defined, is communicated over and over, and is embraced by both the members and the leaders.

Vision Statement to Analyze | Invite people to identify how the sample vision statement reflects the 8 key elements. Does it present a clear picture of a preferred future? Does it enable people to see things from God's perspective? Is it based on the redemptive purposes of God? etc.

1. CLEAR VISION | I Peter 2:9,12

The church sees clearly what God wants it to be and do as the Body of Christ in action in a particular place and time. This vision is aligned with the redemptive purposes of God and focuses the church on its mission. In a healthy congregation, decisions about ministry, funds, the building, etc., are made based on the mission.

8 Key Aspects of a Vision Statement:

1. It presents a clear picture of a preferred future.
2. It enables one to think of possibilities with God's "eyeglasses."
3. It's based on the redemptive purposes of God.
4. It's not satisfied with the status quo (the way things are at present).
5. It takes faith.
6. It's communicated in a simple form.
7. It moves one toward prayer and action/it gives a sense of urgency.
8. It's shared among leaders and members.

A Vision Statement to Analyze:

"Our vision is that every person and family in our town has the opportunity to accept Christ as Savior and Lord, to grow in their knowledge of him, and to use their talents and resources for his glory."

Exercise | Take Your Church's Pulse

Read each statement and indicate your opinion. ("1" indicates you disagree completely with the statement; "10" indicates you completely agree.)

- Our church has a clear and defined vision for a preferred future.

1 2 3 4 5 6 7 8 9 10

- I feel inspired by the vision of the church.

1 2 3 4 5 6 7 8 9 10

2. EMPOWERING LEADERSHIP | Ephesians 4:11-12

The church is served by leaders called by God who understand its vision, communicate the vision clearly to the congregation, and organize the members to make the vision a reality.

Characteristics of leaders in Scripture:

1. The leader is sent by God. (Jn 17:18)
2. The leader is a servant. (Phil 2:5-8; Mk 10:42-45; Jn 13:14-15)
3. The leader seeks God's guidance. (Ps 25:4-5)
4. The leader motivates and equips God's people. (Eph 4:11-12; II Tm 2:2)

Contrast between Leadership Styles:

THE AUTHORITARIAN LEADER:	THE SERVANT LEADER:
Says "Follow me!"	Says "Let's follow Jesus!"
Decides what his vision and goals are for the church.	Works with leaders to discern the vision and goals God has for the church.
Doesn't delegate, just gives orders.	Involves others.
Makes decisions on his own.	Invites others to participate in making decisions.
Complains about the weaknesses of the congregation.	Strengthens the congregation in its areas of weakness.
Does everything himself: preaching, visiting, praying, teaching, leading worship, etc.	Trains others to do ministry and affirms them.
Sees other leaders as competitors and threats.	Sees other leaders as partners and blessings.

Thinking that pastors are the only ones who can do things in the church is not only foolish—it's unbiblical. In Exodus 18:13-27 Moses had to learn how to empower others to do ministry so that the people could have the attention they needed and he wouldn't get burned out.

Reflect | Do you put others to work? Who in your church can you involve in different ways?

Empowering Leadership | Emphasize what Ephesians 4:10-12 teaches about the role of leaders to train and mobilize all members for ministry. The leaders' job is to know what the church's vision is, communicate it clearly to the congregation, and organize the members to use their gifts and resources to achieve that vision. The era of the "do-it-all-pastor" is over, and the time of the pastor as facilitator is here. The pastor should no longer try to do everything by himself, but instead should lead others to use their gifts in ministry. Everyone has a gift that should be used to bless others inside and outside the church.

Exercise | Take Your Church's Pulse

- There are leaders being trained and prepared for future positions of leadership.

1 2 3 4 5 6 7 8 9 10

- The leaders help and guide those desiring to become active in the church.

1 2 3 4 5 6 7 8 9 10

Mobilized Body | The members of the church work together using their gifts responsibly, both in the congregation and in the community. Emphasize the importance of having each person find out what his or her gift is and use it.

Share the following story | Once a Bible study leader gave each group member a wrapped gift. He asked, "What should we do with these?" Of course they said they should open it. Inside each found a puzzle piece. Then the leader asked what they should do to use the pieces. The members realized that they would have to put their puzzle pieces together to see what it would be. They put their pieces together, but realized that some pieces were missing! The Bible study leader told them, "Now we have to look for more people to lead to Christ, so their gifts will complete the work of the church!"

Ask | Each Christian has a gift to be used—do you know what yours is? Does your church help people identify their gifts and use them?

Moving Members into Ministry | All the members of your church should be nurtured in their relationship with God (be discipled), be trained for service, and be helped to find a ministry in which to use their gifts. Have participants work with partners or in small groups to identify the ways their church fulfills each type of ministry. Ask them to identify which categories have enough activities and which need more attention.

3. MOBILIZED BODY | I Corinthians 12:7; I Peter 4:10-11

The members of the church work together, using their gifts responsibly in the congregation and in the community. An effective pastor knows how to motivate and involve the members of the church. He or she delegates tasks to others so that they can use their gifts.

Successful work as a team involves:

1. A clear and inspiring goal
2. Work structured to achieve results
3. Competent members
4. Commitment of all members
5. A collaborative environment
6. A standard of excellence
7. Servant leadership

Exercise | Take Your Church's Pulse

- The church helps members to discover their gifts for ministry.

1 2 3 4 5 6 7 8 9 10

- I've been trained to serve or lead in the congregation and community.

1 2 3 4 5 6 7 8 9 10

Exercise | Moving Members into Ministry

INSTRUCTIONS | Think about the existing ministries in your church and list them under the following categories:

ENFOLD PEOPLE	BUILD PEOPLE	EQUIP PEOPLE	MOBILIZE PEOPLE
<p>Ways you get people connected to your congregation, make them feel welcomed, and invite them into relationship with Jesus Christ (examples: special worship services, concerts, community service projects, friendships with non-Christians, door-to-door evangelism, etc.)</p>	<p>Ways you disciple people and help them grow in their faith (Bible study groups, Sunday school, prayer partners, new member classes, women's ministry, men's ministry, mentoring relationships, etc.)</p>	<p>Ways you train people for specific ministries and help them identify and develop their gifts (evangelism workshop, class on spiritual gifts, seminar on finances for families, training people to lead worship or preach, training for small group leaders, etc.)</p>	<p>Ways people use their particular gifts inside and outside your congregation (meal preparation, visits to families, teaching, leading songs in worship, leading a class on a particular activity they are good at, having a soccer camp for neighborhood kids, cleaning the sanctuary, etc.). Anything that people are able to do can be incorporated into the ministry of the church!</p>

Now review your lists to see where your church is most effective and where you should take action.

ENFOLD PEOPLE	BUILD PEOPLE	EQUIP PEOPLE	MOBILIZE PEOPLE
<p>_____</p>	<p>_____</p>	<p>_____</p>	<p>_____</p>

With the leaders in your church, repeat the Moving Members into Ministry Exercise:

1. List the activities your church has for each type of ministry.
2. Ask whether the activities you list for each category are effective in that area.
3. Decide where you need to take action and what should be done.

Stewardship of Resources | The church challenges its members to be good stewards of their resources—time, treasures, talents, and temple of God (physical bodies)—in order to extend God’s Kingdom in the church and in the community. The church itself should also be a good steward of its resources.

Examples of good stewardship |

- The church takes good care of its building and facilities.
- The deacons or a special committee count and manage the finances—not the pastor. They keep accurate records of tithes and offerings and report regularly to the congregation how money is spent.
- The church encourages people to use their time well (caring for family, working, serving in the church and community).
- The church makes a budget that is in line with its vision.

A dynamic church is always at the limit of its resources and is investing what it has in its ministry and mission, not storing up resources for itself. Ask participants to give examples of how their churches help people manage their time, talents, treasures, and physical temple well. Ask them to share with a partner how their churches handle budgeting and bookkeeping.

4. STEWARDSHIP OF RESOURCES | I Corinthians 4:2; Proverbs 3:9-10; I Corinthians 6:19-20; Acts 20:35b

The church challenges its members to be good stewards of its possessions and goods as well as their own. All Christians can use these resources (time, talent, and treasure) to carry out their work in the Kingdom of God, both within the church and in the community. The church itself should use resources wisely and with transparency.

The Four “T’s” of Stewardship:

1. **TIME**
2. Talent
3. **TREASURE**
4. Temple of God (Our physical bodies)

Exercise | Take Your Church’s Pulse

- Our church practices good stewardship in terms of handling the budget well.

1	2	3	4	5	6	7	8	9	10
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- Our church teaches regularly about stewardship and tithing.

1	2	3	4	5	6	7	8	9	10
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5. CONNECTION BETWEEN THE TEXT AND THE CONTEXT | II Timothy 3:16-17; Acts 17:22-23; I Corinthians 9:19-22; Matthew 9:35-38

A healthy church takes into account its context (geographic location, social and economic factors, cultures, etc.). While the message of the good news in Jesus Christ does not change, the methods for sharing it do.

Exercise | Take Your Church's Pulse

- Our church is aware of the needs in our social context.

1 2 3 4 5 6 7 8 9 10

- Our church tries hard to build relationships in the community.

1 2 3 4 5 6 7 8 9 10

Conclusion:

Each church has its own distinctive personality and unique abilities. A church that is strong in the five areas we discussed in this session will be moved by the Holy Spirit to make a difference in its community in the name of Jesus. It will call people to find new life in Christ and help them to live in him, giving glory to God.

Emphasize the different social, economic, and cultural contexts that are found in different countries, provinces, cities, towns, and neighborhoods. Describe how these differences impact a church's evangelism, worship, organization, vision, tasks, etc.

II Timothy 3:16-17 | God's Word is the guide for life.

Acts 17:22-23 | Paul shapes his message to fit the people and the place.

I Corinthians 9:19-22 | Paul relates to people in a way they understand in order to reach them with the gospel.

Matthew 9:35-38 | Jesus went out looking for people and met them where they were.

Optional Activity | Have participants think about which of the five areas their church is strongest in, and which area their church is weakest in. Have them share about this with each other in a group of 3 or 4 people. Ask them to pick one area to work on and brainstorm how a church could improve in that area.

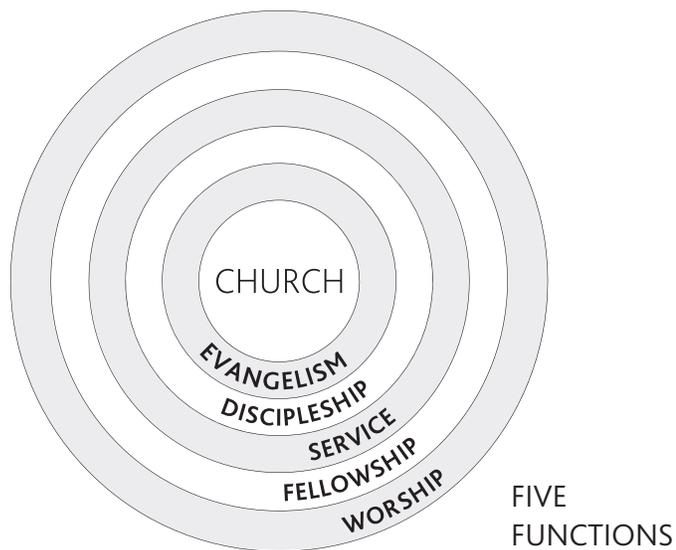
SESSION 3

THE FIVE TASKS OF A HEALTHY CHURCH

INTRODUCTION

Session 3 provides a description of the five tasks of a healthy church: worship, service, evangelism, discipleship, and fellowship. Evaluating a congregation in terms of these tasks helps leaders in their strategic planning.

Five Essential Tasks | Acts 2:42-27



Each task has an impact on the others.

1. **EVANGELISM** | Acts 2:47; II Timothy 4:1-2; Acts 5:42; Colossians 1:28-29

The church announces, in words and deeds that people can understand, that through Jesus Christ the Kingdom of God has come. It calls people to believe this good news, to turn their lives over to Jesus, and to become his disciples. Our lives give evidence of the new creation in Christ—a “living proclamation” of what God has done.

It is God who adds to the church. The Holy Spirit works in people's hearts, moving them to receive the life offered in Christ.

Questions to reflect:

- To how many people have I presented the Gospel in the last two months?
- How many believers has our church trained to share their faith?

Three Kinds of Changes Needed for People to Come to Know Christ:

1. **A CHANGE OF POWER** | People recognize their own weakness and experience the power of God in their lives through the work of the Holy Spirit, giving them life, breaking the power of sin in their lives, and bringing about the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control.
2. **A CHANGE OF BELIEF** | People's eyes are opened to accept that Jesus is who the Bible says he is: the resurrected Son of God. People come to see that God speaks through the Scripture and that what he says can be trusted.
3. **A CHANGE OF WILL** | People turn their lives over to Christ and submit to his will in all areas of their lives.

Exercise | Take Your Church's Pulse

Read each statement and indicate your opinion. ("1" indicates you disagree completely with the statement; "10" indicates you completely agree.)

- Our church trains and equips its members to give witness in the community.

1 2 3 4 5 6 7 8 9 10

- I feel personally involved in the evangelistic task of our congregation.

1 2 3 4 5 6 7 8 9 10

Follow-up with leaders of your church:

- How does our congregation encourage people to see God's power, hear God's truth, and respond with a whole-hearted commitment to Christ?

2. DISCIPLESHIP | Acts 2:42; Matthew 28:18-20; II Peter 3:18

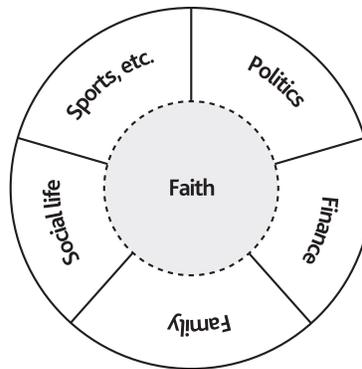
A healthy church helps people of all ages know Christ and his will better so that they follow him in all areas and aspects of their daily life. As we know him and his will better and depend on his Spirit, we become more and more like Christ in our:

1. Conduct
2. **THINKING**
3. Character
4. **COMMITMENT**

Diagram | Segmented Faith vs. Integrated Faith



Segmented Faith



Integrated Faith

Discipleship |

- Conduct (our behavior is more and more like that of Jesus: Philippians 1:27; Ephesians 5:1-2)
- Thinking (we have the mind of Christ: Philippians 2:5; Philippians 4:8)
- Character (we reflect the fruit of the Spirit: Galatians 5:22-24; Ephesians 5:1-2)
- Commitment (we commit ourselves to God's will no matter the cost: Matthew 26:39; John 6:38)

Segmented Faith | Faith is just another part of our lives. We think of God when we are worshiping him, but the rest of the week we go about our lives without thinking of him. We don't think about how God is related to our family life, our finances, politics, sports, etc.

Integrated Faith | Our faith in Jesus has an impact on how we treat our family, how we live in our community and nation, how we play sports, how we manage our finances, etc. In every area of life we seek to please God.

Exercise | Take Your Church's Pulse

- When a new person accepts Christ he or she is immediately discipled by someone.

1 2 3 4 5 6 7 8 9 10

- The church is helping me grow spiritually.

1 2 3 4 5 6 7 8 9 10

Follow-up with leaders of your church:

- How does our church help people grow in their relationship with Jesus Christ?
- What opportunities does our church provide for people to study the Scripture and apply it to their lives?

- What opportunities does our church have for people to pray together and for each other?
- How does our church help members learn to follow Jesus in their family life, their decision-making, their daily work, their use of money, and their use of time?

3. **SERVICE** | Acts 2:45-46 Galatians 6:10; Mark 12:31; James 2:17

The church holistically helps meet the needs of people and the community in the name of Christ and invites them to be his disciples.

The book of James makes clear that faith without works is dead (James 2:17). We serve others not to earn our salvation, but out of gratitude for what God has done for us.

Serving others with our gifts and resources is the visible proof of God's love for them.

Connections between Service and Evangelism:

1. Service is a result of evangelism: God's love makes us want to serve others.
2. Service is a bridge to evangelism: We do concrete acts of service first, and those acts of service open doors to share our faith.
3. Service accompanies evangelism: As we serve others, we speak of God's love for them in Christ.

Exercise | Take Your Church's Pulse

- Our church helps people with their physical needs.

1 2 3 4 5 6 7 8 9 10

- The people of the community know that we want to demonstrate Christ's love in practical ways.

1 2 3 4 5 6 7 8 9 10

Follow-up with leaders of your church:

- How do the members of our church serve their community?
- How does our congregation as a whole serve our community?

4. FELLOWSHIP | Acts 2:42, 44, 46; Galatians 6:2; Ephesians 4:25-26 and 5:2

In a healthy church, the members enjoy each other and bear one another's burdens, showing the love and compassion of God. This means we have to get to know each other and share in each others' lives, so we can know the best ways to help. The word in Greek for fellowship, *koinonia*, means "in common." Christian fellowship, then, is first of all to have Christ in common, and because of that to share who we are and what we have with our brothers and sisters in Christ. Small groups are one way that Christians can support each other and grow together in their faith.

Healthy churches understand that conflict is a normal part of life as a congregation. They resolve conflict in a constructive way, with a focus on how to handle the situation so that the church stays faithful to its vision and speaks the truth in love. Leaders need to be loving and respectful but firm. When members or leaders do not act according to Biblical guidelines, they need to be corrected in a caring but firm way.

- JOHN 17** | The theological basis for fellowship comes from the Trinity itself—the FIRST community.
- PSALM 133** | Already in the OT we see the value ascribed to the unity among believers.

Exercise: Take Your Church's Pulse

- The ministry of the church helps members grow in friendly relationship with others.

1 2 3 4 5 6 7 8 9 10

- There is a positive fellowship in our church.

1 2 3 4 5 6 7 8 9 10

In a world filled with isolation, loneliness, separation, and violence, it is imperative that the church provide a community of love, reconciliation, grace, and forgiveness.

Ask participants to mention other ways that members can get to know each other and help each other.

How leaders can address conflict in a church |

1. Identify the conflict (what people are disagreeing about).
2. Analyze the conflict as objectively as possible: its causes, behaviors that increased the conflict, etc. Do not let people attack each other with words—focus on behaviors, not people.
3. Identify what the opposing parties have in common.
4. Identify ways that the conflict can be resolved.
5. Select the way that is most faithful to God's commands in Scripture, most faithful to the vision and mission of the church, and most appropriate for the situation.
6. Invite people to ask for and offer forgiveness.
7. Implement the decision.

Follow-up with the leaders of your church:

- How well do the brothers and sisters in Christ in our congregation know each other?
- How have we seen them support and encourage each other?
- Does our church have a plan for addressing conflicts?
- What was the last serious conflict in our congregation, and how was it resolved?

5. WORSHIP | Acts 2:42, 47a; Psalm 47:1; Psalm 48:9; Romans 12:1-2

The church gathers together as God's family to listen to God and respond to God in praise, confession, thanksgiving, and intercession. In worship we recognize God's greatness and offer ourselves to him.

The worship service is a special time when God's people gather to meet with God together. This is a special encounter in which God speaks to his people and his people speak to him:

- God calls us to worship him—we respond by praising him together.
- God calls us to confess our sins—we respond by confessing our sins and asking forgiveness—God forgives through Jesus Christ.
- God speaks to us through his Word—we respond with confessions of faith, offerings, testimonies, and prayers of petition.
- God shows us his love in the Sacraments (Baptism and the Lord's Supper)—we receive the work of God through his Holy Spirit.
- God blesses us and sends us out into the world—we leave the worship place ready to serve God in our life tasks. The first verses of Romans 12 show that worship in the broad sense involves all areas of our lives. We live all our days in the presence of God, responding to his goodness and greatness.

Worship factors that can help a church to grow:

1. Warm welcome to visitors (making sure they have a place to sit/stand and explanations so they know what's going on).
2. Follow-up of visitors (some personal contact shortly after they've attended worship).

3. Room for new people in the worship area.
4. Solid Biblical preaching that is faithful to Scripture and relevant to people's lives.
5. Clear communication about ways people can become involved in the church.

Exercise | Take Your Church's Pulse

- The worship in our church nurtures and strengthens us for the Christian life.

1 2 3 4 5 6 7 8 9 10

- In our worship services the triune God is recognized: Father, Son and Holy Spirit.

1 2 3 4 5 6 7 8 9 10

Follow-up with the leaders of your church:

- Is our worship both reverent and joyful?
- Do we use the arts to God's glory?
- Do we put too much emphasis on one aspect (music, specific leaders, etc.)?

Analysis | Five Tasks

After participants fill out the chart, have them identify in which of the five tasks their church is strongest and in which area their church is weakest. Have them share this with partners or in groups of 3–4 people. As time allows, have participants share ideas for how to improve the weakest areas.

There are other important factors in the growth of the church that leaders will also take into account in their decision-making, such as its structure, programs, and communication, and the community and spiritual context in which the church finds itself. We'll deal with some of these in Session 4.

SESSION 4

THE TRANSFORMATIONAL SYSTEM

The example of the forest and the trees refers to the fact that in order to serve well, the leaders of a church need to understand not only each part of the ministry (the trees), but also the ministry as a whole (the forest).

INTRODUCTION

From the medical and scientific communities we have learned about organisms (living things) as systems—a whole with many parts that interact within the organism and with things outside the organism. This understanding of how systems work can be applied to organizations.

The church is both a living organism—the Body of Christ—and an organization. It's a complex and varied body with many subsystems, and it interacts with a particular environment. There is interdependence and interrelationship among all the subsystems forming one large system. This larger system also acts and reacts with other systems and its environment. Seeing this big picture of mutual relationships and interaction with the context is a perspective called "open systems." This concept helps us find practical and healthy ways to undertake and continue the work of "making disciples" and make the necessary changes as a mission-focused congregation.



You have to see the tree and also the forest.

PRINCIPLE | The church is a living organism as the Body of Christ, and at the same time it exists in concrete, visible organizations (congregations, denominations) through which God is at work in the world. The more we understand how an organization works, the better we'll be able to help our congregations function well.

Exercise | Scrambled Numbers

You have 30 seconds to find the numbers and circle them in order (starting with 1) to see how far you can get. Look for number 1, circle it, then 2, circle it, and so on.

Write down here the highest number you circled: _____

--	--

This shows the value of:

- Patterns
- Order
- Efficiency
- Design
- Understanding the organizational scheme

Scrambled Numbers Exercise | Follow the instructions found in the Participant Manual. Give people 30 seconds to find the numbers and circle them in order, starting with 1, and see how far they can get. They will look for #1, circle it, then look for #2 and circle it, then look for #3, circle it, and so on, until time runs out. At the end of the 30 seconds, ask people to write down the highest number they reached.

Then do the second part of the exercise. This time, have people do the same thing (circling numbers to see how high they can get), but give them these two clues before they start circling:

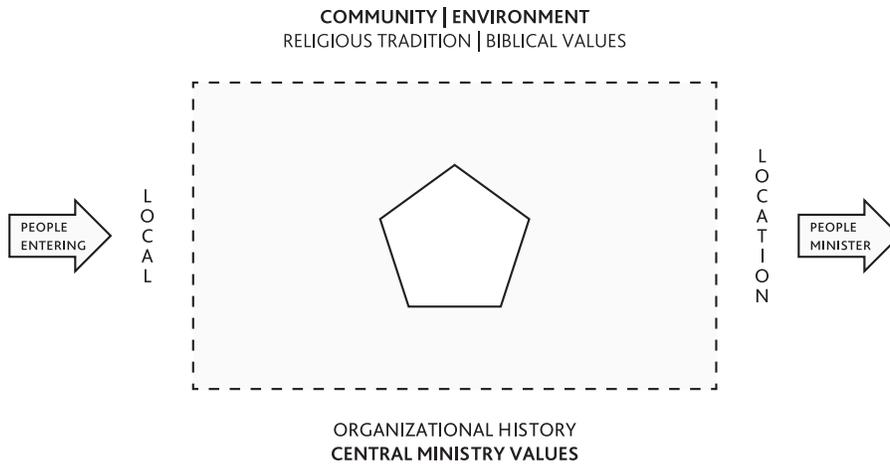
- a. The numbers are divided into four quadrants. Numbers 1–6 are found in the top half, and the next six (7–12) are found in the bottom half. The following six (13–18) are found in the top half, the next six (19–23) in the bottom half, and so on.
- b. Also, no two successive numbers are found in the same quadrant. So, for example, the numbers 1–6, in the top half, alternate between left and right.

After telling people the two clues, repeat the exercise, giving people 30 seconds to circle as many numbers as they can. At the end of the 30 seconds, ask people to raise their hand if they reached a higher number the second time. Almost everyone will reach a higher number. Ask participants why they got further the second time. They may say that the second time they understood the system, or they knew how the numbers were organized, etc.

The purpose of this exercise is to show the value of understanding how a system is organized. In the same way, understanding the dynamics of how churches grow can help us be more effective in the ministry that God has given us.

COMPONENTS OF AN ORGANIZATION

Diagram 1 | External Factors That Affect a Congregation



- Some external factors are negotiable and flexible.
- Some external factors aren't negotiable—they're fixed.

Activity:

Give an example of an external factor that has an impact on your congregation. Is it negotiable or fixed?

Follow-up with the leaders of your church:

- Identify some of the external factors that impact and shape your congregation. Which are more negotiable? Which are not so flexible?

Note | This is the most technical part of the whole workshop. If you have trouble understanding the diagrams or do not think they will be helpful for your audience, feel free to go directly on to "The Red Carpet" exercise on page 28 of the Participant Manual.

Key Concepts of a System | An organization has both internal and external components. Remind participants that the institutional church is a visible organization that seeks to transform people and communities for the glory of God and the growth of the Church of Jesus Christ.

Below is a description of the components of an organization and the key concepts of a system that are listed in the Participant Manual. Explain these components and concepts in conjunction with the three diagrams on pages 25 - 27 of the Participant Manual. Use your own examples to help explain the components and concepts.

Components of an Organization | Parameters/Limits

These are the external boundaries of the organism that distinguish it from other organisms. Biblical values, our particular religious tradition, and our organization's history and values define who we are and what we will do.

For example, a healthy church will follow Biblical limits and not permit its members to gossip (Lev. 19:16; Ps. 34:13; James 4:11). Limits also include physical boundaries, such as the church's building and resources.

- Some parameters are negotiable and flexible. Cultural practices and congregational habits can change. Religious traditions evolve in different ways, and values can change as we grow more in line with what God calls us to be.
- Some parameters aren't negotiable—they're fixed. For example, Biblical commands are non-negotiable!

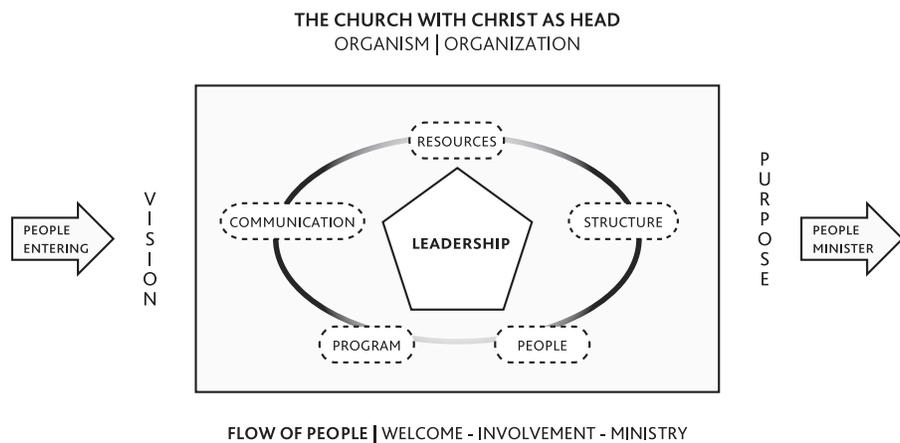
Context | Every organism exists within a situation. Each congregation finds itself in a particular place, in a particular point in time. Being aware of our surroundings (our culture, people's lifestyles, etc.) enables us to communicate the Gospel in more effective ways.

Follow-up Activities | Have the leaders of your church list everything they know about the people in your neighborhood (their interests, needs, etc.). Interview neighbors to find out more about them and what their perception is of the church.

Internal Components | Churches, as organizations, have many parts that affect how they function. Leaders, programs, members, and resources all have an impact, either positive or negative.

The church is under Christ's leadership, and its purpose is to proclaim and live the Gospel in such a way that others come to recognize Christ as Lord. Within the church there are different subsystems, such as the leadership, congregational structure, members, programs, means of communication, and use of resources. When these subsystems are directed toward the mission of the church and are functioning well, people's lives and communities will be transformed by the power of the Gospel. When something goes wrong in one subsystem, the others are affected as well. This is because the subsystems are interrelated and interdependent.

Diagram 2 | Internal Components of a Congregation



- Within each church there are subsystems that have an impact on how the church functions.

Activity:

Identify some subsystems of your congregation (programs, ministries, committees, etc.). How are they related?

Follow-up with the leaders of your church:

- Identify the different parts of your church and the blessings and challenges of each.

Integration and Interdependence | The parts of a system are interrelated and have an impact on each other. In a congregation, something that happens in one area of a church's life has an impact on the other parts. For example, a problem with finances can mean challenges for different programs, while more members using their gifts can be a blessing to the church's programs.

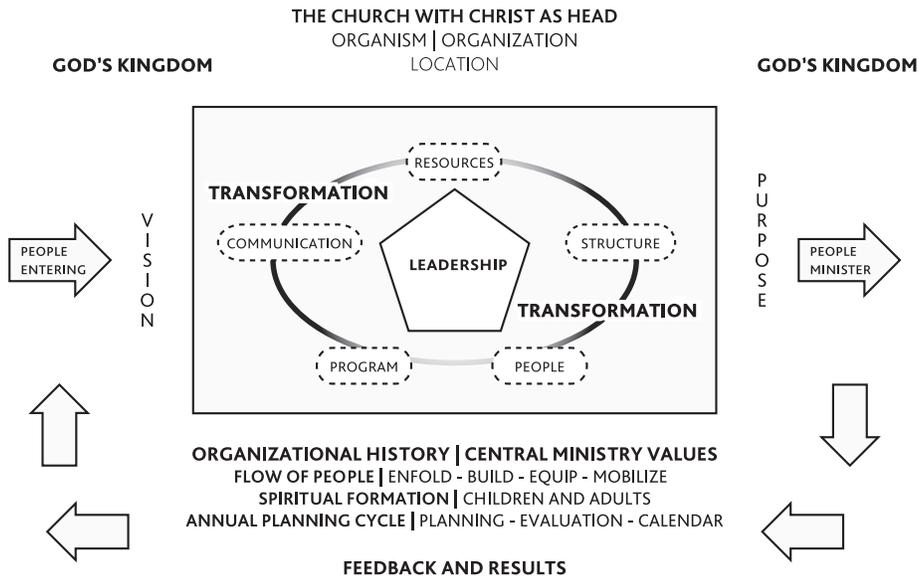
Purpose | Each system has a specific purpose. The purpose of the church is determined by what God teaches in Scripture: to declare the good news of life in Christ and teach people to live according to God's will. (Matthew 28:19-20) When the church neglects this disciple-making mission, it fails to live according to God's design.

Stability and Homeostasis | All systems tend to resist change. In the church we often hear people reject new ideas because "we've never done it that way." People would rather do things the way they always have rather than learn a new way. Leaders need to find ways to help members understand changes and see the reasoning behind them and to make sure the rate of change is appropriate.

Equifinality | There can be many ways to achieve the same goal. This allows systems to be flexible and make adjustments. For example, maybe a church can't afford to buy groceries for single mothers in the neighborhood, but it may have some people who could help with an afterschool activity for kids while the single moms are at work.

Contingency Plans | Organizations function in unpredictable environments and so need to be able to make contingency plans—plans to put into effect if the original plan fails. A healthy system has alternate plans so that it can still achieve its goals when things go wrong. For example, a church planning an outdoor evangelistic campaign would be wise to form a "Plan B" in case it rains.

Diagram 3 | External and Internal Components—Transformation



Transformation | Each system serves a certain purpose. The purpose of the church is to lead people to an encounter with Jesus, so that he can transform their lives and communities.

This diagram shows both external and internal components in one picture.

- What might happen if 5, 10 or 20 new families join your church?
- Among the new people who come to the church, might there be some who have gifts for singing or leading worship?
- Will those who join be nice, agreeable people?
- Will there be a few who have strong opinions?
- Will there be a few who have serious problems?
- Will there be some who gossip?

These questions should cause the participants to think about how growth could affect their present church. A church of 80 people that adds 20 or 30 new people in a year is going to experience a high degree of change and impact on its system. It's important that the leadership of the church be prepared to deal with this impact in a healthy way that allows the church to grow. Otherwise people will drop out and the church won't grow. Here are two examples that you can use to emphasize the importance of balance in the growth of the church:

- If you add more salt to soup, it changes the flavor. You can add more salt, but at some point you have to add more water, vegetables, meat, and other ingredients to keep the balance of the flavor. You can't just keep adding salt.
- The human body is a system that needs balance in order to maintain its health. If your heart is in excellent condition but your liver is not good, it won't help to have a strong heart. You need all your organs to be healthy in order to be well.

- Positive transformation in a congregation and a community occurs as the internal parts of a congregation serve the church's mission in a way that is appropriate for the context.
- Positive transformation is slowed or stopped when the internal parts of a congregation are not directed toward its vision and mission.

KEY CONCEPTS OF SYSTEMS

- Context
- Integration and interdependence
- Purpose
- Stability and Homeostasis¹
- Equifinality²
- Contingency Plans³
- Frameworks and parameters

A healthy church will have ways to welcome new people, involve them, nurture them in their faith, and get them started using their gifts.

A healthy and growing church will regularly review the different parts of its system. It will learn more about its context, evaluate how programs are going, check to make sure resources are being used well, etc.

¹ The ability of an organism to regulate its internal environment to maintain a certain state.

² The ability to achieve the same results through different means.

³ Plans to put into effect if the original plan fails.

Exercise | The Red Carpet

This exercise is the most important part of Session 4. The problem described should generate much discussion and learning. Read the information in the Participant Manual, explain the exercise, and then divide the participants into small groups of 5–8 people to answer the questions provided. This exercise will require at least 20–30 minutes to complete.

The main point of the exercise is for participants to come to understand the complexity of certain decisions in the church's ministry and the way that one change can affect many other areas of the church's life. It's not so important to find a solution to the problem, but rather participants should get a sense of the complexity of issues in a congregation—the potential impact of each decision on different areas of a church's life.

At the end of the exercise, ask two or three groups (as time permits) to have a person share with everyone their group's answer to one of the questions in the manual and what decision their group would make in this case.

Follow-up with the leaders in your church:

Talk about how the different parts of your church are doing and what areas you want to work on.

- Have the leaders of your church list everything they know about the people in your neighborhood (their interests, needs, etc.).
- Interview neighbors to find out more about them and what their perception is of the church.
- Do you know enough about your context?
- Do your leaders communicate well with the congregation?
- Do your members use their gifts?
- Do ministries focus on the vision and mission of the church or on some other purpose?

Exercise | “The Red Carpet”

Twenty years ago, “Living Water” church dedicated its new church building. One of the deacons, Michael Smith, already 67 years old at the time, donated the money for the carpet provided that it would be red, since red was his favorite color. Everyone appreciated Michael's gesture, including his family, who had a great deal of influence in the church, and the red carpet was installed.

Now, twenty years later, the church building committee is thinking of changing the carpet and putting in a different floor so that the worship space can also be used for activities during the week (such as a kids' club and free meals for people in the community). They're thinking of using the funds that they raised for their building remodeling for the new floor. Recently, the very elderly member Michael made a significant donation toward the remodeling and asked that they buy red carpet again. His family agrees with this request, but the building committee prefers the all-purpose floor.

The pastor is worried. He is well aware of the influence of Michael and his family, but he also authorized the building committee to make changes to the sanctuary that would allow for different uses. Although he can't believe that people are about to argue about the floor so vehemently when there are great needs in the community, there are several people

on each side who have threatened to leave the church if the decision doesn't go their way:

- a. A relative of Michael's who hasn't been to church in a long time said that he won't ever come back to the church if the committee doesn't honor Michael's gift and request.
- b. A long-term member of the women's ministry who has been evangelizing people in the community said that if the committee puts the wishes of one person above the needs of the church's ministries, she will need to find another church.
- c. Several families with young children say that the congregation needs to give more attention to its ministry to children.

A further complication is that Michael Smith has recently become ill and has had open heart surgery.

The committee has invited the pastor to their meeting tonight to discuss the situation.

In groups of 3–5 people, imagine that you are the committee and are meeting with the pastor to discuss the situation. Use these questions to help you think through the matter and come up with a recommendation:

1. Does this situation in the church have an impact on the community? How?
2. Does this situation affect any of the areas of the church listed below? How?

Location	Leadership	Organizational history
Vision/Purpose	Members	Values of the church
Resources	Structure	Other areas
Programs	Environment/Communication	

3. What options does the church have? What are the possible consequences of each option?
4. How can the church make this decision based on its vision and mission while taking into consideration the whole system?

Conclusion | At the end of the workshop:

1. Have participants fill in the evaluation form.
2. If possible take a photo of your workshop to send to the Multiplication Network.
3. Encourage participants to continue the healthy church development process offered by the Multiplication Network:
 - The next step for a congregation after the Strengthening Your Church Workshop is to do a self-study of the specific elements and tasks of a healthy church, called "Take Your Church's Pulse." See the Multiplication Network website or contact a representative for information on this.
 - Churches involved in or interested in church planting may want to participate in the "More Churches" program.
 - Close in prayer.

Details for the Local Church Presenter | On this page of the Participant Manual you will find the basic steps to follow if a pastor or leader would like to give this conference in his local church or denomination. You will also find details about the report to send to the Multiplication Network afterward.

Please be on the lookout for people who would be able to lead this workshop in the future. It's important for leaders to look for ways to multiply their teams of presenters with high quality trainers for future workshops.

Evaluation | Each workshop should conclude with having participants fill out an Evaluation Sheet. After reviewing the participants' comments, please send these sheets (or a summary of the responses) to the Multiplication Network representative nearest you, or fill in the reporting form on our website at www.multiplicationnetwork.org

Certificate | Many workshops conclude with the presentation of certificates for participation. If you would like, you may photocopy this certificate or create a similar one using the logo of the church that sponsored your workshop.

CONCLUDING THE WORKSHOP

A church that makes a difference:

1. Obeys the Great Commandment (Matthew 22:37)
 - Love the Lord with all your heart
 - Love your neighbor as yourself
2. Fulfills the Great Commission (Matthew 28:18-20)
 - Go and make disciples
 - Baptizing them
 - Teaching them to keep everything that Jesus taught

Every church is called to grow in its love for God, for others in the family of God, and for those who still need to know God. A church that makes a difference understands that holistic mission is its purpose and provides follow-up for converts.

One of the faster-growing churches in the world has coined this phrase:

***“A GREAT COMMITMENT to the GREAT
COMMANDMENT and the GREAT
COMMISSION makes a GREAT CHURCH.”***

ANNEX | THEOLOGICAL FOUNDATIONS

Stuart Murray summarizes the theological basis in his book *“Laying Foundations”*. Both church growth and the planting of new congregations have their basis in at least three principles:

1. THE INCARNATION

In the same way that God became incarnate in Jesus to identify himself with humanity, the church must become incarnate in a specific community with its needs and bring the message of the whole Gospel. A congregation is the body of Christ in a particular place, identifying with people to reach them with the Good News of life in Christ.

Key verses | Philippians 2:5-8
John 1:1, 1:14

“Throughout history there have been many men who have wanted to be like gods, but only one God who has become a man.”

2. MISSIO DEI: “GOD’S MISSION”

The God of the Bible is a God who constantly goes looking for the lost and the needy in order to bring them salvation and transformation. In the same way, the church must follow God in its commission to make disciples, transform communities and be an agent of change on behalf of God and with God in His already present activity in the world.

Key verses | John 3:16
Matthew 28: 18-20, Mark 16:15-16, Luke 24:46-49

*“The church exists by mission as fire exists by burning.”
-Emil Brunner*

3. KINGDOM OF GOD

The church proclaims and points out what Jesus proclaimed and pointed out--the coming of the Kingdom of God! The church points to, signals, incarnates and teaches God’s good, sovereign reign over creation and his creatures.

Key verses | 1 Peter 2:9-12
Colossians 1:13

“Seek first the Kingdom of God and His righteousness, and all these things will be added unto you.” -Jesus Christ (Matthew 6:33)

EVALUATION FORM |**1. How would you evaluate this Strengthening Your Church Workshop?**

Excellent Very Good Good Average Poor

2. Would you recommend this workshop to someone else?

Yes Probably Not likely No

3. What would you add to this workshop?

4. What would you eliminate from this workshop?

5. How would you rate the preparation of the workshop leaders?

Excellent Very Good Good Average Poor

6. Were the diagrams/slides helpful for you in understanding the sessions?

Very Helpful Somewhat Helpful Not Very Helpful Not Helpful

7. Circle the number that indicates your opinion of the sessions:

	HIGH VALUE				LOW VALUE
SESSION 1 Passion Vision Mission	5	4	3	2	1
SESSION 2 The Five Elements of a Healthy Church	5	4	3	2	1
SESSION 3 The Five Tasks of a Healthy Church	5	4	3	2	1
SESSION 4 The Transformational System	5	4	3	2	1

8. Any other comments or suggestions:

FUTURE WORKSHOPS |

If you are a pastor or Christian leader and would like to hold this conference in your local church or participate as a conference presenter, you may do the following:

1. Organize and lead the Integral Church Growth workshop using the Leader's and Participant Manuals that are available free of charge at www.multiplicationnetwork.org
2. Contact a representative of the Multiplication Network and ask him or her to help you lead the training in your congregation or group.
3. After your workshop, please send us a report and a photo of the group you trained. Please also send us a summary of the evaluations. A reporting form is available for your convenience on our website, or you may simply send us the following information:
 - Sample Report of a Training Event
 - Workshop: Strengthening Your Church
 - Date
 - Name of the church
 - Address of the church
 - Name of the pastor
 - Name(s) of the person/people who led the training
 - Number of participants trained
 - Comments or a brief testimony
 - Summary of the evaluations

We're always looking for new presenters in order to MULTIPLY this ministry!

If you feel that God could use you in this way, please contact us at www.multiplicationnetwork.org



Certificate of Recognition

For having satisfactorily completed the workshop

STRENGTHENING YOUR CHURCH BECOMING A CHURCH WITH AN IMPACT!

Sponsored by _____

Presented to: _____

Place: _____ Date: _____

Training Leaders for Church Growth and Church Planting
www.multiplicationnetwork.org