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# MODULE 4

FACILITATOR'S MANUAL

MISSION TO MULTIPLY COURSE  
Planting Healthy Churches





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network**

## MISSION TO MULTIPLY CHURCH PLANTING CURRICULUM OVERVIEW

	MODULE 1 HEALTHY CHURCH PLANTING	MODULE 2 PREPARING TO SHARE THE GOOD NEWS	MODULE 3 UNDERSTANDING GOD'S PLAN	MODULE 4 SHARING THE GOOD NEWS	MODULE 5 MOVING PEOPLE TOWARD FAITH	MODULE 6 GROWING DISCIPLES
DEVOTIONAL	Biblical Foundations for Healthy Churches	Theological Foundations for Healthy Churches	Missiological Foundation for Healthy Churches	Strategic Foundations for Healthy Churches	Living the Gospel	Christian Growth: Christ the Focal Point ( <i>or Christ the Center</i> )
SESSION 1	WHAT IS A HEALTHY CHURCH?	SPIRITUAL MAPPING: PRINCIPLES OF RESEARCH	WHAT GOD IS SHOWING ME: SHARING YOUR RESEARCH	JUSTIFICATION BY FAITH	BARRIERS TO EVANGELISM	THE GREAT COMMISSION AND CHURCH PLANTING
HEALTHY CHURCH CONCEPT	Communicating a Clear Vision	Mission, Text, and Context	Vision, Text, and Context	Affirmed in God's Call	Evangelism	Evangelism and Discipleship
SESSION 2	WHAT IS A HEALTHY CHURCH PLANTER?	THIS IS WHAT JESUS DID FOR ME! DEVELOPING AND SHARING YOUR PERSONAL TESTIMONY	WHAT GOD IS SHOWING ME: SHARING YOUR TESTIMONY AND PRAYER WALKING	BIBLICAL PRINCIPLES OF LEADERSHIP	THE PROCESS OF CONVERSION I	KEYS TO SUCCESSFUL DISCIPLE – MAKING
HEALTHY CHURCH CONCEPT	Affirmed in God's Call	Evangelism	Vision, Text, and Context	Empowering leaders	Evangelism	Discipleship
SESSION 3	"Z" THINKING: WHAT DOES GOD WANT?	LEADING SMALL GROUPS	MY CHURCH PLANTING MASTER PLAN: DISCERNING GOD'S VISION	EVANGELISM AND CHURCH PLANTING	THE PROCESS OF CONVERSION II	KNOW YOUR GOAL, KNOW YOUR PEOPLE
HEALTHY CHURCH CONCEPT	Communicating a Clear Vision	Evangelism, Discipleship, and Empowering Leaders	Communicating a Clear Vision	Evangelism	Evangelism	Discipleship
SESSION 4	THE CHURCH PLANTING CYCLE	INDUCTIVE BIBLE STUDY METHODS II: OBSERVING GOD'S WORD	MY CHURCH PLANTING MASTER PLAN: DEFINING THE MISSION	STARTING A SMALL GROUP	SMALL GROUP EVANGELISM	INDUCTIVE BIBLE STUDY METHODS IV: APPLYING GOD'S WORD
HEALTHY CHURCH CONCEPT	Communicating a Clear Vision	Evangelism and Discipleship	Communicating a Clear Vision	Evangelism and Discipleship	Evangelism	Evangelism and Discipleship
SESSION 5	WHY SMALL GROUPS?	HOW TO MOBILIZE PRAYER FOR YOUR CHURCH PLANT	MY CHURCH PLANTING MASTER PLAN: DEFINING VALUES	EVANGELISM AND MEETING COMMUNITY NEEDS	PRACTICE: SMALL GROUP EXPERIENCE	UNDERSTANDING WORLDVIEWS
HEALTHY CHURCH CONCEPT	Evangelism and Discipleship	Evangelism	Communicating a Clear Vision	Service	Evangelism	Affirmed in God's Call
SESSION 6	INDUCTIVE BIBLE STUDY METHODS I: LETTING THE BIBLE TEACH US	A CONCERT OF PRAYER: PSALM 95	MY CHURCH PLANTING MASTER PLAN: DEFINING STRATEGIES	INDUCTIVE BIBLE STUDY METHODS III: INTERPRETING GOD'S WORD	PRESENTATION OF MASTER PLANS	CONCERT OF PRAYER THANKING GOD FOR HIS FAITHFULNESS
HEALTHY CHURCH CONCEPT	Evangelism and Discipleship	Worship	Communicating a Clear Vision	Evangelism and Discipleship	Synthesis of Concepts	Worship

	MODULE 7 BUILDING A TEAM	MODULE 8 BUILDING A TEAM	MODULE 9 CARING FOR PEOPLE	MODULE 10 ESTABLISHING THE CHURCH	MODULE 11 PLANNING FOR THE FUTURE	MODULE 12 GOING FORWARD IN UNITY
DEVOTIONAL	Transformed by the Gospel	Grace is for the Humble	Love, the Foundation of Ministry	So that the World May Believe: John 17	Counting the Cost	Till the Whole World Hears!
SESSION 1	BIBLICAL FOUNDATIONS FOR THE CHURCH	TEAMWORK: WORKING EFFECTIVELY WITH OTHERS	RELATIONAL EVANGELISM	CORPORATE FUNCTIONS OF THE CHURCH	INTRODUCTION TO STEWARDSHIP	RESOLVING CONFLICT
HEALTHY CHURCH CONCEPT	Synthesis of Concepts	Empowering Leaders	Evangelism	Synthesis of Concepts	Stewardship of Resources	Fellowship
SESSION 2	THE CHURCH: A LIVING ORGANISM	TEAM DEVELOPMENT	CARING FOR SMALL GROUP MEMBERS	MINISTRY THROUGH SPIRITUAL GIFTS	FINANCIAL STEWARDSHIP	REPENTANCE AS A WAY OF LIFE
HEALTHY CHURCH CONCEPT	Synthesis of Concepts	Empowering Leaders	Fellowship	Mobilizing the Body According to Spiritual Gifts	Stewardship of Resources	Fellowship
SESSION 3	WHEN IS A GROUP OF PEOPLE A CHURCH?	SMALL GROUP DISCUSSION DYNAMICS	CARING FOR OUR COMMUNITY	HOW TO USE A SPIRITUAL GIFTS SURVEY	REpentance AND RESTORATION: CHURCH DISCIPLINE	
HEALTHY CHURCH CONCEPT	Synthesis of Concepts	Discipleship	Evangelism, Text; and Context	Mobilizing the Body According to Spiritual Gifts	Fellowship	
SESSION 4	INDUCTIVE BIBLE STUDY METHODS V: WAYS TO USE INDUCTIVE BIBLE STUDIES	TRAINING NEW SMALL GROUP LEADERS	CHARACTERISTICS OF GROWING CHURCHES	DYNAMICS OF SPIRITUAL WARFARE	RELEASING OTHERS FOR MINISTRY	
HEALTHY CHURCH CONCEPT	Discipleship	Discipleship and Empowering Leaders	Synthesis of Concepts	Fellowship	Empowering Leaders	
SESSION 5	PROFILE OF A CHRISTIAN LEADER	STYLES OF INTERACTION	SERVANT LEADERSHIP	HOW TO LEAD THE CHURCH IN WORSHIP	STRATEGIC PLANNING WORKSHOPS	OUR CHURCH AND THE LARGER BODY OF CHRIST
HEALTHY CHURCH CONCEPT	Empowering Leaders	Empowering Leaders	Empowering Leaders	Worship		Fellowship
SESSION 6	BIBLICAL PREACHING I: UNDERSTANDING THE MESSAGE	BIBLICAL PREACHING II: UNDERSTANDING THE AUDIENCE	A CONCERT OF PRAYER: EPHESIANS 3-5	BIBLICAL PREACHING III: THE PREACHER AS A PERSON	CONCERT OF PRAYER: PRAYING TO SPREAD THE GOSPEL	
HEALTHY CHURCH CONCEPT	Worship	Worship	Fellowship	Worship	Stewardship of Resources; Communicating a Clear Vision	Evangelism

**MISSION TO MULTIPLY**  
**Planting Healthy Churches Modules**  
**Multiplication Network**  
**More Churches, Stronger Churches**  
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Practical Church Planter Training

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Translations and adaptations for your context are also encouraged.

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Gary Teja and John Wagenveld, Mission to Multiply editors

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	<b>SUGGESTED 1-DAY FORMAT FOR MODULE 4 TRAINING</b>	
	INTRODUCTION TO MODULE 4	8:00
	DEVOTIONAL: STRATEGIC FOUNDATIONS FOR HEALTHY CHURCHES	8:15
	REPORTING	8:30
<b>SESSION ONE</b>	<b>JUSTIFICATION BY FAITH</b>	9:00
	BREAK	10:00
<b>SESSION TWO</b>	<b>BIBLICAL PRINCIPLES OF LEADERSHIP</b>	10:15
<b>SESSION THREE</b>	<b>EVANGELISM AND CHURCH PLANTING</b>	11:15
	LUNCH	12:15
<b>SESSION FOUR</b>	<b>STARTING A SMALL GROUP</b>	1:15
<b>SESSION FIVE</b>	<b>EVANGELISM AND MEETING COMMUNITY NEEDS</b>	2:15
	BREAK	3:15
<b>SESSION SIX</b>	<b>INDUCTIVE BIBLE STUDY METHODS III: INTERPRETING GOD'S WORD</b>	3:30
	CLOSING	4:30
	END OF DAY	4:45

## SHARING THE GOOD NEWS

### Module 4

#### Learning Objectives:



- » Participants will be able to identify four strategic reasons for church planting drawn from the book of Acts.
- » Participants will define the theological concept of justification in their own words and learn how to lead a Bible study to explain the concept to others.
- » Participants will contrast worldly and Christian leadership, apply the 5 Functions of New Testament Leadership to the Church Planting Cycle, and discuss the appropriateness of directive and facilitative leadership within the church planting process.
- » Participants will learn and discuss 5 principles of evangelism for church planters.
- » Participants will develop a detailed plan for leading a small group meeting.
- » Participants will learn and develop activities related to the 3 types of relationships between evangelism and service.
- » Participants will learn and apply the concepts of the interpretation stage of the inductive Bible study process.
- » In an action plan for Module 5, building on previous work, each church planter will develop a church planting master plan. Using the provided template, each church planter will specify the relevant research, vision, mission, core values, and strategy that will guide his or her church planting effort. Each church planter is to obtain documented approval of his or her supporting church and pastor (verified by the pastor's signature) indicating approval of the church planting master plan document.

#### Introduction to Module 4

#### Facilitator Introductory Remarks (2 min.)

- Welcome participants in a warm, friendly, and enthusiastic manner. Lead participants in a brief prayer together, dedicating the day to the glory of God.

**Icebreaker Activity: Who Am I? (13 min.)**

Write the names of well known Bible people on slips of paper. Tape one slip on each person's back so he or she cannot read the slip. People are to go around the room asking one question at a time about who they are until they guess the name on their back.

At the close of the activity, have everyone stand in a circle and tell the group which Bible character they represent. Have each person share one thing about their Bible character that they think would be important to church planters or to planting a church. When everyone is done, have the group return to their seats for the devotional.



# STRATEGIC FOUNDATIONS

## FOR HEALTHY CHURCHES (15 MIN.)

**Facilitator Instructional Overview:** Assign the Bible passages for each theological reason to different participants. Ask them to read the Bible passages aloud to the group. Lead the group to discover each missiological principle from the passages and to fill in the corresponding blank spaces in their workbooks.

**Ask,** “Who can say for us the definition of ‘strategy’ that we learned in Module 3?” (5 min.)

**Definition:** STRATEGY is a set of specific actions that you will take to accomplish your VISION and MISSION while living out your CORE VALUES.

**Facilitator Instructions:** Say, “We can also think of strategy as the practical steps that we take to share and live the Good News as we plant a church.”

Lead the participants to complete the following activity in their workbooks.

**Common Strategic Reasons for Planting Churches:**

**Facilitator Instructions:** Ask participants to put a check by the reasons that apply to their particular context.



- ☐ The POPULATION is growing rapidly.
- ☐ New churches reach MORE people than established ones.
- ☐ Established churches tend to PLATEAU.
- ☐ New churches help stimulate ESTABLISHED churches.
- ☐ Churches are needed close to where the lost LIVE.
- ☐ New churches are more FLEXIBLE.
- ☐ It is impossible for one church to reach EVERYONE.
- ☐ New churches develop LEADERS quickly.
- ☐ PROXIMITY aids discipleship.



Which of the reasons for church planting so far are ones you hadn't thought of? Which reasons are ones that would motivate the people you're working with to plant a church?

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**Facilitator Instructions:** Say, "Let's consider together some of the reasons for which some New Testament churches were started."

### REASONS FOR WHICH SOME NEW TESTAMENT CHURCHES WERE STARTED:



**Facilitator Instructions:** Assign the Bible passages for each reason to different participants. Ask them to read the Bible passages aloud to the group. Lead the group to discover each reason for planting a church from the passages read and to fill in the corresponding blank spaces in their workbooks.

#### Read: Acts 8: 1-8, 12

**Strategic Reason 1: RESPONSE TO PERSECUTION.** The first recorded planting of new churches outside of Jerusalem resulted from persecution. Discuss how church planting can be a strategic/practical response to persecution. Ask participants if they can give examples of churches that were planted as a response to persecution from their own experience or from their knowledge of the experiences of others.

#### Read: Acts 10: 1-24, 36-48

**Strategic Reason 2: RESPONSE TO GOD'S DIRECTION.** God gave specific directions to Cornelius and Peter. The church at Caesarea was planted because of their obedience to God's specific instructions. Discuss how God revealed himself to Cornelius and Peter. How did they know it was God speaking to them? How do we know when God gives us specific directions? Ask participants if they can give examples of churches that were planted as a response to specific guidance from God either in their own experience or from their knowledge of the experiences of others.

**Strategic Reason 3: RESPONSE TO AN INVITATION.** Peter responded to an invitation from Cornelius. Because of the activity of God that Peter witnesses in Cornelius' household, Peter was able to discern that the invitation was also part of God's activity and Peter adjusted his schedule accordingly. Ask participants if they can give examples of churches that were planted as a response to an invitation to come to a specific location either in their own experience or from their knowledge of the experiences of others.

### **Read: Acts 16: 9-15**

**Strategic Reason 4: HABITUAL FAITHFULNESS IN SHARING THE GOOD NEWS.** The church at Philippi was planted because Paul had a habit of faithfully sharing the Good News everywhere he traveled. Paul was on his way to Macedonia and was passing through Philippi. Because Paul had the habit of faithfully sharing the Good News, Lydia became a believer, and the church was started that would stand faithfully with Paul and be a blessing to other churches. Ask participants if they can give examples of churches that were planted because of the habitual sharing of the Good News either in their own experience or from their knowledge of the experiences of others.

## **REPORTING (30 min.)**

### **Facilitator Instructions:**

- Using the following reporting form, lead participants to share their church planting activity since completing Module 3.
- Celebrate the victories and encourage those who may be discouraged. You may want to spend time praying for each other, as time allows, in small groups concerning these church planting experiences.
- Respond to any questions about the reporting process.

# ABC CHURCH PLANTING REPORT

## MONTHLY REPORT

### GENERAL INFO

MONTH OF REPORT		MENTORING MEETING ATTENDED	YES	NO
CHURCH PLANTER'S NAME				
CHURCH PLANTER'S ZONE				
ZONE COORDINATOR				

### INDIVIDUALS

	MONTHLY GOAL	MONTHLY RESULT
<b>NEW CONTACTS</b> PEOPLE CONTACTED IN THE CHURCH PLANTING CONTEXT TO PRESENT THE GOSPEL		
<b>NEW CONVERSIONS</b> FOLLOWERS OF JESUS		
<b>NEW PERSONS BAPTIZED</b> PEOPLE PARTICIPATING IN THE SACRAMENT OF BAPTISM		
<b>NEW LEADERS IN TRAINING</b> PEOPLE THAT THE PLANTER IS TRAINING FOR LEADERSHIP		

### SMALL GROUPS | Minimum 2 new disciples and one leader

	MONTHLY GOAL	MONTHLY RESULT
<b>NEW SMALL GROUPS</b> GROUPS INITIATED THIS MONTH		
<b>NEW PARTICIPANTS IN SMALL GROUPS</b> NEW PEOPLE PARTICIPATING IN SMALL GROUPS THIS MONTH		
<b>NEW LEADERS WITH A GROUP</b> NEW LEADERS WITH A GROUP UNDER THE SUPERVISION OF THE PLANTER		

### PRAYER REQUESTS

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

### TESTIMONY

THREE LINES ARE THE MINIMUM REQUIRED

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# JUSTIFICATION BY FAITH: THE FOUNDATION OF OUR RELATIONSHIP WITH GOD (60 MIN.)

## SESSION 1

**Facilitator Instructions:** Using the material below, lead the group in an inductive Bible study on the theme of justification. Have the participants fill out the outline below in their workbooks and create a definition of justification in their own words.

Introduction: (10 min.)

- How can we know God in a close, loving relationship?
- Does God truly accept us?
- Where does our acceptance before God come from?
- How can we live a life that is pleasing to Him?
- What happens when we sin?

Christian theologian Millard Erickson wrote,

*Certain aspects of the doctrine of salvation relate to the matter of one's standing with God. The individual's legal status must be changed from guilty to not guilty. This is a matter of one's being declared just or righteous in God's sight, of being viewed as fully meeting the divine requirements. The theological term here is justification... Justification is a forensic or declarative action of God, like that of a judge in acquitting the accused... Justification is intimately linked with union in Christ.*



## BIBLE STUDY (10 MIN.)



### I. Justification is NOT

- A. By works
- B. A pardon in which God ignores our sin

### II. Justification is

- A. The Righteousness of God: Romans 3:21-24
- B. The Great Exchange: 2 Corinthians 5:21, Isaiah 61:10, Romans 4:3-5, 8:1, Ephesians 4:22-24

### III. The Crucial Issues of Justification by Faith

- A. Can we justify ourselves?
- B. Can we take credit for what God has done?

### Example: (30 min.)

Consider a man who has done a terrible crime and is awaiting the penalty of death. As he is waiting, one of his friends goes to the judge and asks for his pardon. The judge replies, "I will let him go, if you give me your son to die in his place." The friend says, "This is ridiculous. How could I ever do this?" But the judge says, "This is the only way that I will let him go free." After much agony, the father decides he will sacrifice his son for the friend...knowing it is the only way. In obedience, the son goes to the judge and agrees to die in the place of his father's friend. The next day the judge executes the son and sets the man free. Soon after this, the father happens to overhear a conversation between the released prisoner and a friend. When asked, "How were you set free from your penalty of death?" the released man replies, "Well, while I was in prison I kept myself clean, behaved well, and did what the guards asked. Then they let me go because of my good behavior."

### Discussion:

- How do you think this father responded to what his friend said?
- How could the released man think that his behavior had anything to do with his release after the son had given his life for him?
- In our daily walk with the Lord, why is it so hard for us who began in grace to continue in grace, trusting in the finished work of Jesus Christ on the cross?
- How does justification by faith affect the way you relate to God and the way you think He relates to you?

**Reflection: (10 min.)**

In the space provided, write out your definition of "justification by faith."

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**ACTION PLAN FOR MODULE 5**

Before returning for Module 5, lead another person or small group in this inductive Bible study on justification by faith, and then have the person or group write out their definition of justification. Bring what they have written to the next training session.

*Break (15 min.)*



# BIBLICAL PRINCIPLES OF LEADERSHIP (60 MIN.)

## SESSION 2

### THE DEFINITION OF LEADERSHIP (10 MIN.)

**Facilitator Instructions:** Say, "Take a minute to define the term 'leadership' in as few words as possible in the space provided in your workbook."

My definition of leadership:

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Say, "Find a partner and share your definitions of leadership with each other."

Discuss the following in the large group.

- "Leadership is influence, the ability of one person to influence others" (Sanders, *Spiritual Leadership*, p. 31).
- "Leadership is a dynamic process in which a man or woman with God-given capacity influences God's people toward God's purposes for that group." (Clinton, *Making of a Leader*, p. 14; cf. p. 127).
- Compare your definition of leadership with that of Sanders and Clinton.
- A one-word definition for leadership may be that leadership is "influence."
- What are the implications of defining leadership as "influence?"
- Who are the leaders in your church or ministry who are people with influence?



## PRINCIPLES OF BIBLICAL LEADERSHIP (5 MIN.)

Worldly leaders often assume that “leaders can’t trust their subordinates to do what they should do,” and that, “if you trust people too much, they will take advantage of you.” Worldly leaders may further believe that people will do what you want them to only when motivated by reward or threatened by punishment. As a result of these presuppositions, worldly leaders often assume authority purely on the basis of either the position they hold or by the power of personality. Worldly leadership can occur both in the secular world and within the church.

### SEVEN SOURCES OF POWER

Here are seven sources of power. All can be good or bad, depending on how they are used. With which ones do you identify?

- Duration/longevity in office—based on time
- Position—based on one’s title
- Ability—based on one’s gifts
- Fear—based on fear and reward
- Respect—based on character and personality
- Information—based on access and knowledge
- Relation—based on friendship or connection

From “Creativity and Innovation in Leadership,” a doctoral class taught by Dr. Larry Osborne

## Discussion: (25 min.)



**Facilitator Instructions:** Use the following material to lead a discussion contrasting worldly and Christian leadership. Take time to read and draw leadership principles from the Scripture passages provided. During the discussion, have participants fill in the tables below.

Considering the relationship of masters and slaves in Paul’s day, what does Ephesians 6:9 tell us about threatening people under our authority?

Have you ever felt victimized by leaders who behaved according to the

above ideas? How did it affect you?

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A. Authority to lead comes from God.

What do the following verses teach us about authority as instituted by God?

- Civil government has legitimate authority (Romans 13:1-7, 1 Peter 2:13-17)
- The family (Ephesians 5:22-25, 6:1-4)
- The church (Hebrews 13:17).
- Jesus' model (John 8:28-29).
- Christian leaders are chosen by God (John 15:16)

B. Humble servanthood should characterize Christian leaders.

What do these verses tell us is the opposite of servanthood? One possible answer is pride.

- The Lord hates pride (Proverbs 6:16-17)
- Jesus' model (Philippians 2:1-8; John 13:15)

C. Christian leadership needs to be developed through careful study and practice.

- Diligence in cultivating ability to teach God's Word accurately (2 Timothy 2:15)
- Controlling one's body (Romans 6:13, 1 Corinthians 6:20)
- Persevering under trial (James 1:12)

### *Differences of Worldly vs. Christian Leadership*

WORLDLY LEADERSHIP	CHRISTIAN LEADERSHIP
Self-confident	Confident in <u>God</u>
Understands people	Understands <u>God</u> and <u>people</u>
Decides by one's self	Seeks to find <u>God's</u> will
Ambitious	<u>Servant</u> -like
Develops one's own methods	Finds and follows <u>God's</u> methods
Enjoys giving others orders	Delights in obeying <u>God</u>
Motivated by personal concerns	Motivated by <u>love</u> for God and people
Independent	<u>God</u> -dependent

**Ask:** "When people speak of a 'natural leader,' do they usually base that on characteristics of a 'worldly leadership' or of 'Christian leadership'?"

#### D. The Bible describes a diversity of leadership styles.

Ephesians 4:11-12 describes several leadership roles that were present in the New Testament Church. Although very different from each other, each one functioned to "prepare God's people for works of service" or, in other words, to equip God's people to serve Him and one another.

### *New Testament Leadership Functions*

GIFT	CONCERN	FUNCTION
Apostle	Vision	Pioneer
Prophet	Sin	Preach
Evangelist	Salvation	In-Outreach
Pastor	Nurture	In-Reach
Teacher	Truth	Instruct

**Small Group Discussion: (5 min.)**

**Facilitator Instructions:** Place the list of activities in the “Church Planting Cycle” in Module 1 on the board or easel pad. The activities are Prayer, Evangelize, Make Disciples, Gather Together, Develop Leaders, Multiply, and Movement. Then, in small groups (if the class is large), discuss the New Testament Leadership Functions that are necessary for each phase of the cycle.

\*Continuation of Large Group Discussion: (5 min.)

E. The primary function of church leadership is to equip.

What does Ephesians 4:11-12 show us is the primary responsibility of the church leader?

*Directive and Facilitative Leaders*

DIRECTIVE LEADER	FACILITATIVE LEADER
Work-oriented: "get the job done"	People-oriented: "get people involved"
Doer	Delegator
Goal: "to do the work of the ministry"	Goal: "to equip others to minister"
Practitioner	Equipper, enabler, trainer

**Facilitator Instructions: Ask:** “Is ‘directive leadership’ or ‘facilitative leadership’ more useful for the Christian?” Ask for someone to give an example of a situation in which directive leadership is needed. Then ask for another person to give an example of a situation in which facilitative leadership is needed.

Note: both directive and facilitative leadership are effective in Christian ministry. Generally, directive leadership is effective when leading others who have little experience in the task they are being asked to perform and facilitative leadership is more effective with people who already have a good level of knowledge and experience with tasks they are being asked to perform. The style of leadership will often vary according to the work at hand and the experience level of those involved. However, the spirit of leadership in any style should be one characterized by a love for God and a love for people.

## PERSONAL REFLECTION (10 MIN.)

**Facilitator Instructions:** Have each participant reflect on the questions below and write a brief response. When everyone is finished, briefly share a few answers to each question in the large group.

- How do people become leaders in your culture?

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- Why is it important that all leaders first be good followers?

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- How does the understanding that "your authority to lead comes from God" change your perspective on your leadership?

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- What chances are being taken when a new believer with natural leadership ability is given leadership in the church?

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- Which of the five New Testament Leadership Functions are most natural for you?

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- In what ways are these biblical concepts of leadership different from worldly principles of leadership?

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## CASE STUDIES (10 MIN.)

**Facilitator Instructions:** Divide participants into small groups. Assign each group a case study. For each of the case studies, have the group write down what biblical principles are or are not being applied. For each situation, have the group decide how they would advise the leader if called upon for an opinion. To close this session, have each small group report their work to the large group and lead a brief discussion concerning each group's response. Note: it is not necessary to use all of the case studies provided; adapt the number of case studies used to the number of groups that is appropriate for the size of your cohort.



1. Joseph has been leading a church plant project in Kampala. Sarah and Ruth have been members of the team for three months. Recently Sarah and Ruth began to feel a great deal of frustration with the ministry. They have some good ideas for evangelism but they do not feel the freedom to even state their ideas. Their leader, Joseph, seems unwilling to listen to their suggestions. Instead he tells them what they should do and how they should do it. As a result, Sarah and Ruth are thinking about leaving the ministry and starting out on their own. **How would you evaluate Joseph's leadership?**
2. Roberto leads a team of three couples in a church plant in Madrid. Roberto provides excellent sermons during worship each Sunday morning and he leads a mid-week cell group, which has grown to nearly 20 faithful members. Everyone loves Robert's ability to teach and preach the Word of God, as well as his ability to organize activities. However, Roberto is beginning to feel exhausted from the workload. Roberto asks fellow team member Michael to start a new cell group with several from Roberto's group. But, there is little interest, which is very discouraging for Michael. **Evaluate how Roberto handled the transfer of responsibility to Michael.**
3. The new church in the southern part of the Loreto region is growing at a rapid rate. Many say this growth is due to the excellent leadership that Alfredo and Anna have provided. They began the church after Alfredo returned from Lima with a seminary degree. Most of those who attend are new believers with no previous

church background at all. Alfredo does most of the preaching and Anna organizes the Sunday school program. As they have grown, Alfredo has had his eye out for some new leaders to assist him in the church work. But no one else seems qualified to lead. He feels fortunate to have found three young men who could be trained for church leadership. Alfredo found scholarships for two of them to attend the seminary in Lima. They leave in the fall to begin a 3-year program. **How would you evaluate this method of leadership development?**

4. Akbar lives in a small village in northern India that has no evangelical church. Akbar recently learned that several believers in his village travel from all different directions to attend church- some from as far as 30 kilometers away. Under Akbar's leadership, the believers are organized into a new church. As the believers gather, they are all excited about a local church and everyone enthusiastically shares ideas about how the church should be organized based on their experience in their former churches. But Akbar makes it clear that he will be the pastor and that the people should forget about any traditions or practices in the churches they came from, because he is in charge as the pastor of this church. **What do you think will be the result of Akbar's approach?**
5. Jacques has planted three churches in various cities in western Burkina Faso. Jacques is a natural church planter. He is very energetic and outgoing, having gifts as an evangelist. He plays the guitar and sings and can entertain an audience for hours. He loves to start things and then move on to something else. The churches he starts seem to resemble his personality. They are very exciting at first but soon fizzle out when something more exciting comes along. Jacques contends that this is just his personality and that there is really nothing he can do to change. He knows that God uses him in spite of this. **How would you evaluate Jacques's leadership?**
6. John has been working hard in his church plant in Sydney for several years. The church is doing very well. It has grown to nearly 200 in the past three years. His wife and four children sometimes go

for several days without seeing him because he leaves early in the morning and returns late at night. John does not like to live this way but his people are so needy. Many are sick and need to be visited, and the homeless need constant attention. John knows that if he stops doing all that he is doing, the ministry will suffer, people will not get saved, and the church will not grow any more. **Do you think John is a good leader? Why or why not?**



# EVANGELISM AND CHURCH PLANTING (60 MIN.)

## SESSION 3

### REPORT ON ACTION PLAN FOR MODULE 4 (30 MIN.)

**Facilitator Instructions:** Divide into groups of 3 or 4 people. Have each person share their experience of working with their supporting pastor, church, and others involved in their church plant to revise their vision, mission, core values, and strategy. What was affirmed and why? What changes were made and why? Lead a large group debrief of the small group discussions.

### 5 Principles of Evangelism for Church Planters (20 min.)

**Facilitator Instructions:** Using the material below, lead a large group discussion on principles of evangelism for church planters. Have the participants fill in their outlines in their workbooks.



#### A. Use natural connections among people.

- What networks of relationships did Jesus use in his calling of followers? John 1:40-41, 4:28-30, Luke 8:38-39

#### B. New believers witness immediately.

- Why are new believers effective evangelists? Some answers to discuss along with your own:
  1. Their faith is fresh.
  2. New believers still have non-Christian friends who can see the change.

#### C. Go for gatekeepers.

Who are gatekeepers?

People with influence or authority over others are considered "gatekeepers" because their coming to know Christ can open the door for others to accept him.

Why make extra effort to reach them? Discuss this answer along with others:



- Those with greater influence may move toward Christ more slowly, but their long-term impact for the Gospel may be greater. From these Scriptures, name some examples of “gatekeepers” (Acts 16:11-15, 17:1-9, 18:7-8)

D. Consider cultural barriers.

How do people cross cultural barriers? Why is that?

How can you set up a church to fit the people you are trying to reach? (1 Corinthians 9:20-23)

E. Look for common ground.

What are some activities that are common to believers and unbelievers?

### ACTION PLAN FOR MODULE 5 (10 MIN.)



Before returning for Module 5, use the My Church Planting Master Plan template provided below to compile a written master plan for your new church plant. Meet with your sponsoring church and pastor or mentor to have this plan approved prior to Module 5.

## CHURCH PLANTING MASTER PLAN

### FOR

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(Name of target people group, population, or geographic location)

### PREPARED BY

---

(Your name)

### ENDORSED AND SUPPORTED BY

---

(Name of your supporting church pastor or mentor)

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(Date this document was approved by your supporting church and pastor)

#### I. Research: What God has Shown Me about My Target People, Population, or Area

##### A. General description:

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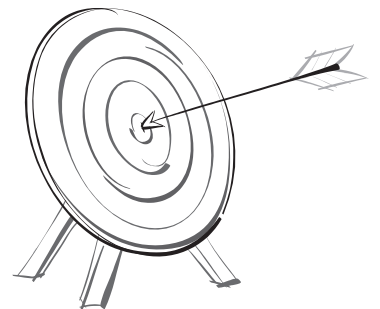
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##### B. Opportunities or open doors for the Gospel that were discovered:

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C. Barriers to the Gospel and how they can be overcome:

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D. Important facts that will inform my church planting effort:

- a. 

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- b. 

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- c. 

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- d. 

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- e. 

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**II. Vision Statement**

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Bible reference supporting the Vision Statement:

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**III. Mission Statement**

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Bible reference supporting the Mission Statement:

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**IV. Core Values Statement**

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Bible reference supporting the Core Values Statement:

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## V. Strategic Plan

### A. Prayer:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

### B. Evangelism:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

### C. Discipleship:

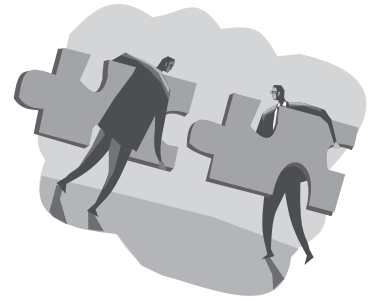
- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

### D. Fellowship (Gathering Together):

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

### E. Leadership Development:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_



## F. Worship:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

## G. Service:

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

## H. Multiplication (Missions):

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_
- d. \_\_\_\_\_
- e. \_\_\_\_\_

The signature and date confirm that the supporting church and pastor or mentor approve and support this church planting plan.

Signature of the pastor of the supporting church or your mentor and date of approval.

\_\_\_\_\_  
PASTOR

\_\_\_\_\_  
SOWER

\_\_\_\_\_  
CHURCH REPRESENTATIVE

*Lunch (60 min.)*

# STARTING A

## SESSION 4

### SMALL GROUP (60 MIN.)

#### TEACHING & DISCUSSION (20 MIN.)

**Facilitator Instructions:** Use the material below to lead a large group discussion on starting small groups. Have the participants fill in the outline in their workbooks during the discussion.

Lead the group to consider why each of the following points would be important in starting a small group:

1. Prepare for a New Cell Group
  - A. Form a Prayer Team (Ephesians 6:19, 1 Thessalonians 5:25)
  - B. Form a Leadership Team (Luke 10:1)
  - C. Research your Target Area
2. Make Contacts
  - A. Who is your target audience?
  - B. How can you form relationships with them?
3. Choose a Location  
What would be an appropriate location for your cell group to meet?
4. Prepare for the First Meeting
  - A. What are some of the unusual problems you might have when you are doing "pioneering" church planting in an area with no Christian witness?
  - B. What could be done to overcome these obstacles?
  - C. What would you say to a believer who is part of your cell group but who is fearful to open his home to the visitors he would not know?



### SMALL GROUP PLANNING WORKSHEET (40 MIN.)

**Facilitator Instructions:** Have participants use the Small Group Planning Worksheet to create a plan for a small group meeting. If possible, provide a photocopy of this worksheet for the participants so that participants can retain a clean copy of the worksheet in their workbooks. Participants can then use this clean worksheet to make photocopies for planning additional small group meetings.

1. What part of the planning was easiest for you? Why?
2. What part was most difficult? Why?
3. What would you do if you could not find someone willing and capable to lead the group in singing?
4. What parts of the cell group meeting would you expect to go best? Explain.
5. What parts would you expect to go worst? Explain.

#### *Small Group Planning Worksheet*

Date and time of meeting: _____ Location and host: _____
<b>FELLOWSHIP</b>
Refreshments: _____ Activities, games: _____
<b>WORSHIP</b>
Song leader: _____
<b>PRAYER</b>
Prayer: _____
<b>BIBLE DISCUSSION</b>
Discussion leader: _____ Scripture passage: _____
<b>MINISTRY ENVISIONING</b>
Sharing time: _____ Activities: _____

**Facilitator Instructions:** In the last 10 minutes of the session, use the following questions to debrief the individual planning activity.

**THINGS TO THINK ABOUT:**

- Who is your apprentice leader?
- Who is discipling each member of your group?  
(Who are you discipling?)
- What are you doing to help your apprentice leader develop leadership skills? How are you delegating ministries to him/her?  
How are you modeling ministry with him/her?
- Are you praying for each member in your cell group?



# EVANGELISM AND MEETING COMMUNITY NEEDS (60 MIN.)

## SESSION 5

### THREE TYPES OF RELATIONSHIPS BETWEEN SERVICE AND EVANGELISM (10 MIN.)

**Facilitator Instructions:** Introduce the three types of relationships between service and evangelism. Have the participants fill in the outline in their workbooks.



1. Ministry as a RESULT of evangelism: Conversion to Christ makes us attentive to the needs of others and eager to meet them.

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2. Ministry as a BRIDGE for evangelism: service to others as the starting point that later makes them willing to hear the Gospel.

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3. Ministry ACCOMPANYING evangelism: speaking of Jesus while serving others.

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**Facilitator Instructions:** Divide into three groups. Attach three poster size sheets of paper on three different walls in the room. Label Sheet 1 as "Results," Sheet 2 as "Bridge," and Sheet 3 as "Accompanying." Assign one to each group. Have the group go to that poster and brainstorm as many service and evangelism activities they can think of



for their assigned relationship. After 10 minutes, have the groups rotate clockwise to the next poster and repeat the exercise adding to the work of the previous group. Continue to rotate each 10 minutes until each group has contributed to each of the 3 posters. Use 10 minutes of the remaining time to debrief the activity in the large group. Conclude by allowing participants the remaining time to return to the posters and record in the spaces provided in their manual the ideas that they believe would be particularly helpful to them in their church planting situation.

*Break (15 min.)*

# INDUCTIVE BIBLE STUDY METHODS III:

## INTERPRETING GOD'S WORD

### SESSION 6

(60 MIN.)

#### REVIEW (15 MIN.)



**Facilitator Instructions:** Ask participants to recall the three stages of an inductive Bible study process using the outline provided below (from Module 1).

- A. Observation – What does it say?
- B. Interpretation – What does it mean?
- C. Application – What should I do?

**Facilitator Instructions:** Ask participants to recall the basic steps in the observation stage of an inductive Bible study using the outline provided below (from Module 2).

- A. Prepare for observation.
- B. Take enough time.
- C. Look at the context (or situation).
- D. Examine the structure.
- E. Ask investigative questions.

#### PRESENTATION (15 MIN.)

**Facilitator Instructions:** Using a teaching format, lead the participants to complete the following outline concerning the Interpretation stage of an Inductive Bible Study.



#### 1. Interpretation – The Second Stage of the Inductive Method

#### 2. The Induction Process

- I. Reflect on the key observation facts of the passage.
- II. Determine the author's main point.
- III. Determine the flow of thought in the passage.

### 3. The Basic Rules of Interpretation

#### I. General Principles of Biblical Interpretation

- a. The Bible is the authoritative Word of God.
- b. The Bible is its own best interpreter, reflecting the character of God.
- c. Saving faith and the Holy Spirit are necessary to understand the Scripture.
- d. You should interpret history, actions, attitudes, personal experience, etc., in the light of Scripture.
- e. The primary purpose of the Bible is not to increase our knowledge but to change our lives.
- f. Every Christian has the right, the responsibility, and the privilege to investigate and interpret the Word of God with the help of the Holy Spirit.

#### II. Grammatical, Historical, and Theological Principles of Biblical Interpretation

- a. You should interpret words according to their meaning in the historical and cultural context of the author. Always think about how the original hearers would have understood and reacted to the message.
- b. It is important to understand the grammar of a passage before trying to understand the theological truth that it teaches.
- c. Figurative language normally has one main point. Do not try to read too many things into passages that use images or symbols for ideas.
- d. You should be no clearer on a subject than the Scriptures are clear. Do not add your own thinking or church tradition to what the Bible says, for you or others could come to believe those thoughts are actually Scriptural.

#### III. Common Interpretation Errors to Avoid

- a. Springboard: jumping from one passage to a different idea or teaching that you want to discuss.
- b. Allegory: ignoring the clear meaning of Scripture and trying to find some hidden meaning.
- c. Ignoring Progressive Revelation: forgetting the progressive nature of Scripture.



### **SMALL GROUP APPLICATION (30 MIN.)**

**Facilitator Instructions:** Divide into small groups and complete the interpretation practice activity below. Ask for volunteers to serve as the study facilitator for each group. The facilitator's job is to keep the group study moving. Debrief the experience as time allows.

**Group Instructions:** Refer back to your observations on Jeremiah 1 completed in Module 2. Work through the process of interpretation as time allows. Follow the format shown below.

1. Find the key observations of the passage.
2. State the main point.
3. Describe the flow of thought.
4. Reflect on some "meaning" questions.

As you work through the statements above, it might be helpful to consider the following questions about the meaning of the text. Perhaps you will think of other good, or even better, questions. These are offered to start you on the process.

#### **Verse 5**

What does it mean that the Lord "knew" Jeremiah? What does it mean to be "set apart"?

What are some implications of the statement "...before you were born I set you apart..."?

#### **Verse 6**

Why might Jeremiah consider himself a "child"?

Why do you suppose Jeremiah responded the way he did?

#### **Verse 7**

How would you describe a call from God by what you see in this verse? What does your answer to the preceding question say about God and His character?

#### **Verse 8**

What do the Lord's words say about the response of the people to Jeremiah's future ministry?

What motivation is there for Jeremiah to face his enemies?

**Verse 9**

How did the Lord “put” His words into Jeremiah?

**Verse 10**

What do you think the phrases “uproot and tear down, to destroy and overthrow, to build and plant” mean?

What do you think there is about the character of Jeremiah that would allow him to follow through with God's plan?

**Verse 12**

What principle do you find in this verse concerning God being active in the ministry of those He has called?

**Verse 16**

What does this verse show about the character of God, even when it comes to judging His own people?

Was God justified in what He planned to do to the people? Why?

**Verse 17**

What might have been part of Jeremiah's “getting ready”?

Why do you think the Lord repeated again what he had already said before (verse 8)?

**Verse 18**

What is the meaning and significance of the phrases “fortified city, an iron pillar and a bronze wall”?

Why would the people of verse 18 be so opposed to Jeremiah and his message?

How does God strengthen and prepare His people today to stand for Him?

**Verse 19**

What does this verse show about God's character and commitment to those He calls?

**WHAT IS NEXT?****Facilitator Instructions:**

- Review the two Action Plan tasks for Module 5.
- Ask participants to recall the 5 Principles of Evangelism for Church Planters (see Session 3).
- Ask participants to recall the 3 types of relationships between Service and Evangelism (see Session 5).
- Ask participants to share something they learned in the training that excited, encouraged, or motivated them for their work as church planters.
- Have participants set church planting goals for this month (see chart below).
- Sing a worship song together and close in a prayer of blessing for these church planters.

Before you come to the next module, we recommend you do the following:

- » Make 10 new contacts.
- » Present the Gospel to 5 people.
- » Start one new small group.

**Action Plan for Module #5: Checklist**

- » Lead a Bible study on justification and bring their definitions of justification (see Session 1).
- » Complete the Church Planting Master Plan (see Session 3).

CHURCH PLANTING GOALS FOR THIS MONTH	
INDIVIDUALS	
New contacts	Numbers Please
New conversions	Numbers Please
New persons baptized	Numbers Please
New leaders in training	Numbers Please
SMALL GROUPS	
New small groups	Numbers Please
New participants in small groups	Numbers Please
New leaders with a small group	Numbers Please

