

Facilitator's Guide to EGI's Getting Equipped™ Series

Version 1.1

KEYS to unlock church growth: The Getting Equipped™ Series



(Matthew 16:17-19)

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**Equippers Group International
www.equippersgroup.org**

Facilitator's Guide to EGI's Getting Equipped™ Series

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- *Perspectives on the World Christian Movement*, Ralph Winter, (William Carey Library), 1999.
- Sowers International, Inc.

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Forward

God's people are called to be a blessing to all the nations. They are a holy nation, a royal priesthood and ambassadors of God to mankind. God's leaders are challenged with responsibility and opportunity to lead God's people into His promises and fulfillment of His Word.

In the midst of difficult political, economic, cultural and religious circumstances, today's Christian leaders have many opportunities. Yes, there are "giants in the land," but God gives His people victory over them. (Numbers 13:28-30)

God entrusts to called and chosen leaders the task of teaching, empowering, equipping and releasing His people to a worldwide harvest. This harvest is happening now! We have such a great privilege to see the master plan of salvation opening to the nations. Let us pursue with knowledge, wisdom and understanding how to prepare and equip each believer in their specific part of the harvest – one is sowing while another is reaping. Let us walk carefully together in every field, each hearing the voice of the Master. Let us have an attitude of co-laborers and servants in God's great harvest.

As faithful stewards of what God has entrusted to us, we know that there is no power on earth that can stop what He wants to accomplish. As God's people, it is our privilege to serve Him by being visionary leaders. We are men and women who labor diligently with urgency, to prepare and equip His people for a great harvest.

In many nations today, training Christian leaders in an institution or Bible School is not possible. Yet multitudes of people in these nations hunger for the light, hope, truth, healing and peace of God's Word. **Therefore, we must equip and train Christian leaders and teachers in these nations with new methods and technologies to use in reaping God's harvest.** This is what EGI's Facilitator's Guide and the Getting Equipped™ Series is all about: providing resources to lead God's people into all He has prepared for them – His fullest inheritance both on earth and in eternity.

Acknowledgment

This manual was created by a team of volunteer advisors, editors, illustrators, technical consultants, usability testers and writers who sacrificially contributed their unique skills, gifts and talents. Our thanks are extended to the following people and their families who offered support while they volunteered their time and services.

- **Editors:** Carole Newton, Marge King
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- **Writers:** Rev. Joseph Hughes , Jo Hughes, Linda Winkleman

Our thanks also extend to those who have prayed for this writing project. It has taken many, many hours of writing, editing and perfecting to get to the place of publication. Most of all, we thank the Holy Spirit for His guidance on this very important subject.

INTRODUCTION TO THE EGI TRAINING SYSTEM

Step 1

EGI's Getting Equipped™ Series is a “turnkey” training system. It is completely transferable and gives immediate activation with immediate results. It puts a wealth of biblical truth, materials and skills development in the hands of a leader to equip, mobilize and activate every member of the body of Christ for service. It is designed for use by organizations, denominations, institutions and local churches to disciple and train church leaders and believers. It can also be used for Christian training during national revivals. When implemented, the result will bring measurable church growth and, in many cases, new churches.

This system uses Biblical principles that unlock church growth by equipping believers for Christian service. Believers are the wealth and the workforce of the Kingdom of God. Mobilization of God's workforce, combined with the power of the Holy Spirit, is a movement that cannot be stopped by culture, economy or religious systems.

EGI's training system is mobile, affordable and transferable to leaders in many nations.

A. EGI trains leaders

The focus of this manual is to introduce this training system to leaders who will implement the system and train their people. It gives them a good understanding about God's will and purpose for:

- the church
- the leadership
- the whole body
- and, most of all – discipleship

Discipleship is the desire of God Almighty and is critical to the success of every church leader.

EGL's training system shows practical ways for a leader to implement action plans to achieve their God-given vision.

Most leaders desire growth in their local church. How do you grow the church? By training its people!

Growth comes by training every believer to witness, win and disciple others to maturity.

How do you grow the church?

By training its people!

Leaders using EGL's training system fall into one of three categories:

Three types of users	
Leaders who can write their own curriculum, IF they had the time.	5-10%
Leaders who can adapt a curriculum to their own needs, IF they had it.	25%
Leaders who can implement a curriculum in their churches, organizations and denominations, IF they have one.	90%

One key question asked by leaders throughout the world is: **How can I, as a leader of a church, bring spiritual growth, maturity and plant new churches?** EGL's training system provides a training curriculum for leaders to train leaders and believers in their local church.

EGL also helps leaders **by providing Launch Seminar sessions to effectively train the trainers**. These sessions have been used to teach thousands of people how to train others to be trainers. EGL provides this curriculum for leaders to train their workforce to do the work of the ministry.

B. Facilitator's Guide - Key to training system



Facilitator's Guide to EGI's Getting Equipped™ Series

The Facilitator's Guide is the key that unlocks potential growth in a church or organization. It is used to train leaders how to train other leaders.

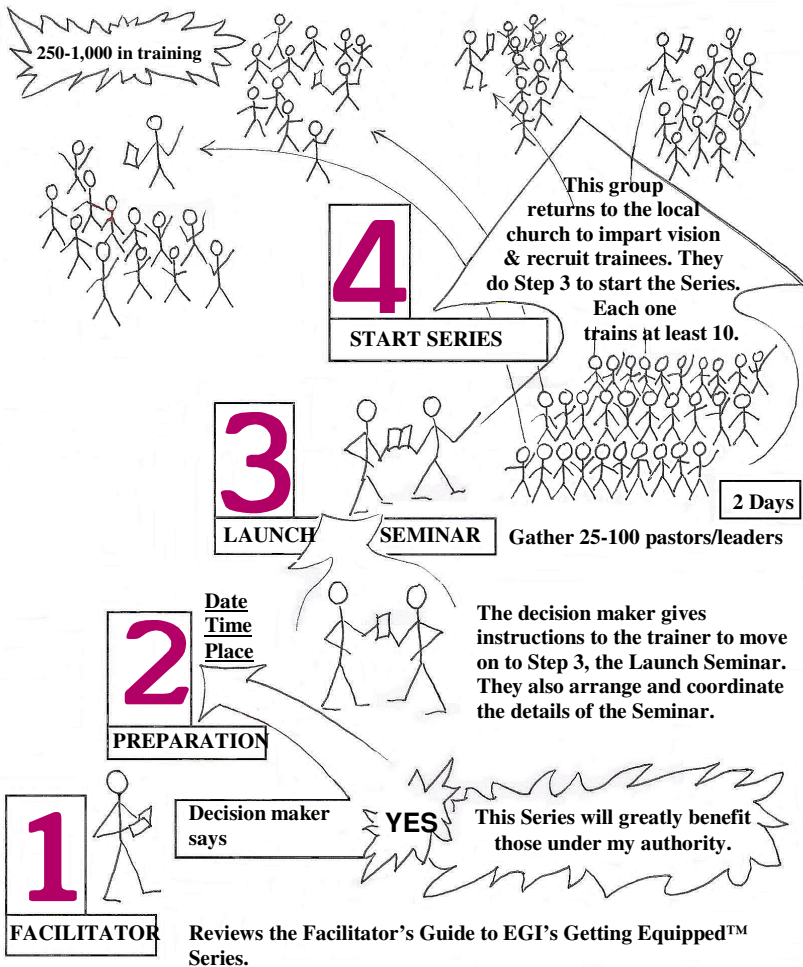
The drawing on the following page contains a map, or a picture, showing how EGI's training system works. Note that implementing this training system involves four steps. The first two steps focus on the Facilitator and

the Trainer. The last two steps focus on training leaders how to develop and implement action plans to train and equip their people for works of service. These leaders then use the EGI training system to train other leaders in their local churches or organization.

A short summary of each step is given. Study the following Map to discover how it all works.

- **First** – A leader realizes the need for training other leaders in their church or organization. That leader reviews EGI's Getting Equipped™ Series. They say: Yes! This Series will greatly benefit those in my congregation.
- **Second** – The leader becomes a Facilitator who recruits a Trainer to teach the Seminar. Together, they make preparations for the Seminar.
- **Third** – The Facilitator and the Trainer work together to arrange for a Launch Seminar to train trainers. They invite 25-100 leaders to attend the seminar.
- **Fourth** – After completion of the seminar, these leaders return to their own local churches or organizations to train other leaders. Then, each trained leader begins teaching the manuals in the Getting Equipped™ Series to believers in their churches. Discipleship is now underway, church growth will result.

Map to the Facilitator's Guide and the Getting Equipped™ Series



C. Components of the Facilitator’s Guide

1. Teach leaders how to have church growth

Christian leaders must make decisions to allow their church or organization to experience and sustain growth. To reach this goal, they look for training resources to help them find the best way to teach people about Christ, Christianity and becoming a believer.

This Facilitator’s Guide helps a leader understand how to mobilize human resources of the church for growth. It puts tools in their hands to accomplish this growth and contains information about EGI’s overall curriculum.

This Facilitator’s Guide helps leaders change their mindset from being a “doer” to being an “equipper.” The Getting Equipped™ Series covers important topics of Christian life and service.

2. Launch Seminar

Step 3 of the Facilitator’s Guide contains a Launch Seminar to use in training other trainers. The Launch Seminar identifies spiritual key truths critical to fulfill God’s plan for growth. It includes training relating to the roles of leaders and believers, development of vision and Biblical strategies for growth and maturity.

The Launch Seminar sessions are designed to be taught in a one-to two-day seminar setting. The seminar is flexible and can be adapted to fit the time available. The focus of the Launch Seminar is to train church leaders who then go back to their local region or church and train others. They all begin teaching the EGI Getting Equipped™ Series. Growth in the local church will result.

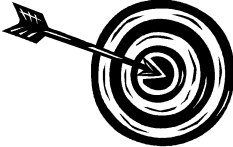
EGI’s desire is that each Launch Seminar participant returns to their local church or organization with the following tools and focus for their church.

- Leaders have a written action plan to implement in their respective ministry, organization or local church.
- They have new tools to use in a strategic way to be good stewards of the vision God has given to them.
- Each leader is better equipped to accomplish the purpose of advancing Christianity throughout the world.

D. Overview of this manual's content

This picture shows EGI's training process given in this manual.

Leading God's people to growth and maturity. Effectively expanding His kingdom in all nations of the earth.



BELIEVERS ARE EQUIPPED TO WIN, WITNESS AND DISCIPLE OTHERS.

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The picture on the previous page focuses on the fact that **training and disciple making IS the foundation of growth**. Growth starts with leaders and continues by involving all believers in the church or organization. It is only through trained believers and leaders that a church will be mobilized and equipped to tell others about Christ. **THE RESULT IS GROWTH.**

A brief description of the contents of this manual follows.

**Step
1**

Introduction to EGI's Training System – A quick overview of EGI's training system helps leaders and churches find and sustain growth.

The Getting Equipped™ Series – A short summary of each manual in the Getting Equipped™ Series is given. Projected manual topics are listed for planning purposes.

The Organization – Explanation of EGI's mission, vision and strategy is shown at the end of Step 1.

**Step
2**

The Facilitator and the Seminar Trainer

The Facilitator – The Facilitator's main objective is to get the training system into the hands of trainers who will teach the material to other pastors, leaders and teachers.

The Seminar Trainer – The Seminar Trainer is the person who actually trains other trainers. This trainer teaches the seminar sessions. Leaders will learn how to implement God's vision to effectively use all that God has entrusted to them. The ultimate goal is for every believer to be equipped to witness, win and disciple others.


**Step
3**


Launch Seminar – The Launch Seminar is a 1 to 2 day seminar designed to teach seven key areas for effective ministry and church growth. These sessions are explained in the following text.





Session 1: Missions – Purpose of the Church – The heart of the Father, the mission of the Son, and the purpose of the church is clearly defined in this session. It points out that the church is to be


God's vehicle to bring His GOOD NEWS to all nations and freedom to His people. Specifically, this is accomplished through obedience to the Great Commission (Matthew 28:16-20).

 **Session 2: Importance of Effective Leadership** – This session explains the importance of effective leadership. It points out the necessity of leaders and believers working together as a team. Through effective leadership, the church is mobilized to accomplish the will and purpose of God for the church. It is important for leaders to recognize danger signs of ineffective leadership and major reasons why churches fail to grow.

 **Session 3: Vision** – A majority of leaders want to succeed, but they do not know the process or steps that help, or hinder, them from quickly accomplishing God's purposes. There are two parts to vision: First you must understand God's vision for your ministry; and second, is to write the vision. To effectively minister, a leader must have God's "vision" on how to reach the destination. Where are you going? Is your vision the same as God's vision? Can you write your vision? This session will answer these questions.

 **Session 4: Church Growth Model** – Growth in the church is accomplished through the Mission-Church Life Cycle. This cycle is a process to produce generations of disciples and believers. The life cycle of a church includes four stages: Pioneer, Parent, Partner and Participant. Each stage requires specific gifts for success and each stage has specific obstacles to overcome.

 **Session 5: Role of Leadership** – Effective leadership is the life or death of any movement involving people. Leadership is a team effort. The key to growth and responsibility is delegation. Training and teaching alone will not make delegation work. Leadership must trust and entrust people to work. It is release of control, but not accountability.

 **Session 6: Discipleship** – Discipleship is the process Jesus' uses to mature believers in His church. It is the process of mentoring and training new believers to follow Jesus so their lives will be pleasing to God. Discipleship is an important key that unlocks church growth and maturity through multiplication.



Session 7: Action Plan – The closing session is designed to create a written action plan that will be implemented upon each participant’s return to their local church. This plan will help maximize and train the human resources under a leader’s authority and expand the work force and laborers for the “harvest.” This process is accomplished by implementing the truths and principles taught in EGI’s Getting Equipped™ Series. This session includes an opportunity to evaluate what each participant has learned. Answers are given at the end of the session.

**Step
4**

Starting the Series – This last step gives the Facilitator and Trainer realistic tools to effectively manage teaching the Series and measuring results.

Instructions to the teacher – This section tells the teacher how to successfully teach the manuals in EGI’s Getting Equipped™ Series.

Forms and Certificates – The following forms are provided to assist the Facilitator (and Trainer) in measuring and tracking training progress.

- Sign-Up Sheet
- Application Form
- Enrollment Form
- Database Attendance Sheet
- Trainer Report Form
- Student Report Form
- Certificates of Completion

CD – This manual comes with a CD containing illustrations, diagrams, forms (charts) and an electronic database structure to measure and track students’ performance. The CD also contains certificates of completion for each manual in the Getting Equipped™ Series to be given to each participant upon completion of training.

THE GETTING EQUIPPED™ SERIES

A. Getting Equipped™ Series



The Getting Equipped™ Series is a group of manuals that teach Christian principles to equip believers for the Christian journey. They cover basic teachings and doctrines of Christianity. Each manual in the series has the distinctive look of the EGI Series.

Equipping for the Christian Journey!

B. Series objectives

The primary objective for the Getting Equipped™ Series is to provide training and training materials to promote living a successful Christian life. Another is for leaders and believers to develop skills that will make them more fruitful. Other objectives include:

- Provides a “train-the-trainer” system.
- Presents sound Biblical teaching.
- Promotes application of Bible truths.
- Includes practical, step-by-step guidelines.
- Encourages discipleship and multiplication process for church growth.
- Provides spiritual “food” for believers’ growth.
- Encourages obedience to Bible truths.
- Teaches a basis to recognize false teachings and doctrine.
- Assists in leading non-believers to Jesus.
- Encourages a personal relationship with Jesus.
- Content supports basic Christian statements of faith.
- Practical and application oriented.
- Teachable in 1-2 hour segments.
- Basic language for easy understanding and translation.

- Defines new terms and concepts.
- Presented in a user-friendly design.

C. Lesson design

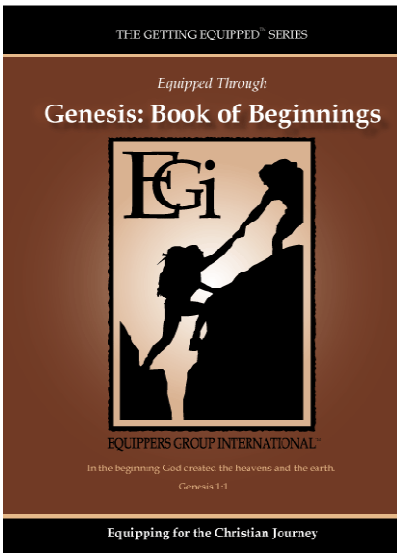
The Getting Equipped™ Series is written in basic, easy-to-understand language with the primary resource being the Bible. This style of writing allows the Christian believer to understand how to live a life that is pleasing to God using these manuals and their Bible. No additional resources are required, although use of good Christian reference material is recommended, if available.

D. Style and lesson components

Manuals in the Getting Equipped™ Series have the same general style. The lessons in each manual have the following components:

- Objectives
- Lesson content
- Key verse
- Activity assignments

Each manual is summarized on the following pages. The manuals in the Getting Equipped™ Series are presented in the following suggested order of study; however, each manual is able to be taught on its own merit.



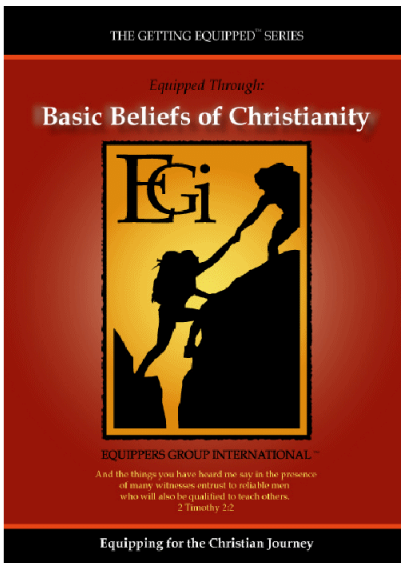
Equipped Through GENESIS: THE BOOK OF BEGINNINGS

Audience: New believers and those from other belief systems who desire to learn about God as Creator, and His loving provision for us.

The focus of this manual is to instruct people about God as both Creator and Redeemer. Genesis, the first book of the Bible, lays the foundation for all major doctrines of the Christian faith – from God’s creation of this world to the anticipation of the new heavens and earth in eternity. Special attention is given to understanding the difference between creation and evolution. All other manuals in the series are built upon the truths found in Genesis.

Specific lessons in this manual include:

- In The Beginning, God
- The Order of Events in Creation
- God’s Provision for Man and Woman
- The Origin of Evil and The Fall of Man
- Cain and Abel
- God Judges Wickedness
- The Flood of Noah
- The Earth Re-Populated
- God’s Chosen People

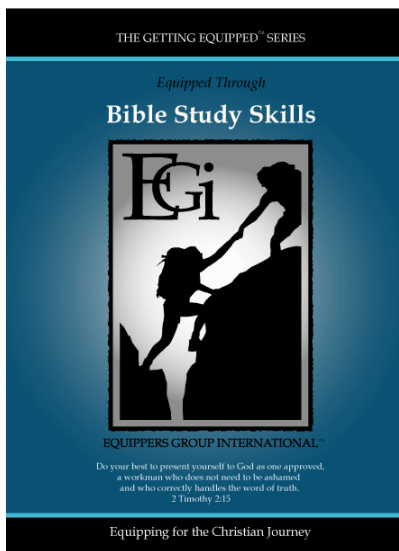


Equipped Through **BASIC BELIEFS OF CHRISTIANITY**

Audience: Pastors, leaders and teachers use to train new believers and others about the basic beliefs of Christianity.

This manual is written as a training aid for church leaders. When training is completed and placed in the hands of believers, this manual becomes a valued book of reference and an aid in teaching others. Only truths firmly founded in Scripture are presented. Every attempt is made to stay true to non-divisive, foundational doctrines that have unified Christ's church over the ages. This manual teaches the basic beliefs and doctrines of Christianity. The topics included in this manual include:

- The Bible
- God the Father
- God the Son: Jesus
- God the Holy Spirit
- The Nature of Mankind
- Satan and Temptation
- Blood of Jesus
- Resurrection
- Water Baptism
- Grace
- Heaven or Hell
- Jesus' Return – His Second Coming
- The Church



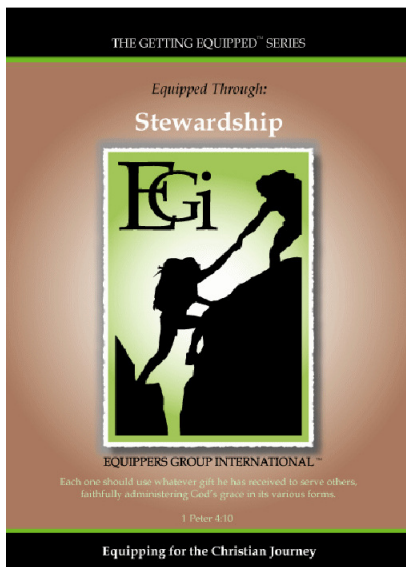
Equipped Through BIBLE STUDY SKILLS

Audience: Pastors, leaders, Bible schools and teachers of God's Word, the Bible. Another audience is each believer who should be able to read and understand God's Word.

This manual gives Bible students the skills necessary to understand the Bible for themselves. Although in many

ways equivalent to a seminary level course in the inductive study of Scripture, every attempt has been made to keep it easy to teach, understand and translate. This manual teaches effective Bible study using the discovery (inductive) method of Bible study. *Bible Study Skills* focuses on using Scripture as the primary resource rather than mandatory use of concordances, commentaries, etc. Most of the emerging Church has little (if any) access to additional study resources in their language. Instructions for use of additional study references, however, are given. The lessons included in this manual include:

- Effective Bible Study
- Observation: Seeing the Whole
- Observation: Seeing the Parts
- Observation: Seeing the Details
- Interpretation: Defined
- Interpretation: Types of Biblical Writing – Part 1
- Interpretation: Types of Biblical Writing – Part 2
- Interpretation: Compare, Define, Consult
- Interpretation: Avoiding Error
- Application: Defined
- Application: Identify Who, Why, What, When, Where
- Application: Reflect
- Application: Respond



Equipped Through STEWARDSHIP

Audience: Pastors, leaders and teachers use to train new believers and others about money and stewardship.

The focus of this manual is to teach the Christian principles of stewardship. Life is a stewardship of all aspects of time, talents, resources and gifts. God is the owner; we are to be good stewards of all He has given us. This manual teaches how to know God's will on stewardship and to realize His fullest blessings in all aspects of life.

Lessons in this manual include:

- Stewardship Defined
- Money and Possessions
- Earning Money
- Spending Wisely
- Giving – Tithing
- Giving Generously – Sacrificially
- Greed
- Taking Care of Others
- Spiritual Gifts
- Life as Stewardship



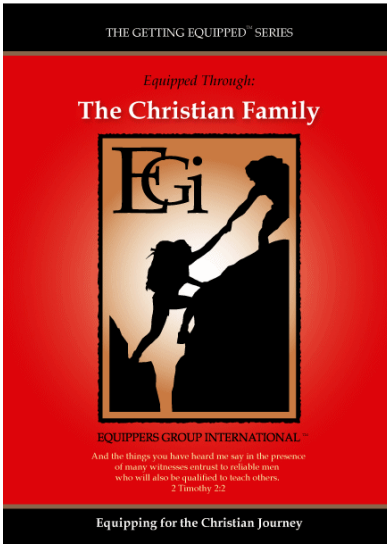
Equipped Through MISSIONS AND CHURCH PLANTING: A Practical Guide

Audience: Church planters, evangelists, missionaries, pastors and leaders of local churches

This manual focuses on the practical issues relating to missions and church growth. It teaches about witnessing, teaching and making disciples in a local church. Of primary importance is the role of various relationships within the new church, and how these relationships change with maturity of believers.

Lessons in this manual include:

- Missions: God's Relationship With Man
- The Church: The New Covenant With God
- Discipleship Process
- Pioneer: Biblical Perspective
- Pioneer Application: Part 1 – Go, Preach
- Pioneer Application: Part 2 – Teach, Baptize
- Parent: Biblical Perspective
- Parent Application: Mentoring, Discipling
- Partner: Biblical Perspective
- Partner Application: Part 1 – Fruitfulness
- Partner Application: Part 2 – Developing Leaders
- Participant: Biblical Perspective
- Participant Application: Release



Equipped Through **THE CHRISTIAN FAMILY**

Audience: Church planters, missionaries, pastors, teachers and leaders of local churches.

This manual focuses on teaching what the Bible says about family relationships and family life. The family is a major building block of any society. It is very important to God. Lessons in this manual include:

- God's Purpose for Marriage
- The Foundation of Marriage
- Marriage Covenant
- How Marriage Works
- Guidelines for Husbands
- Guidelines for Wives
- Raising Healthy Children God's Way
- Raising Healthy Children: Nurture and Train
- Guidelines for Fair Discipline

Additional Manuals or Training

For information on additional manuals, translations or training, contact either the publisher or EGI as follows:

Nations Vision, Inc.
P.O. Box 2505
Frisco, TX 75034 USA
e-mail: order@nationsvision.org
www.nationsvision.org

To learn about EGI, visit their website (www.equippersgroup.org).

If there is a need for a manual teaching a specific topic, send an e-mail to either Nations Vision, Inc. or info@equippersgroup.org.

THE ORGANIZATION:

Equippers Group International (EGI)

Equipping for the Christian journey!

Who is EGI?

Equippers Group International (EGI) is a non-profit organization formed by Christians who have a desire to put tools in the hands of God's workmen and training to effectively bring in His harvest.

The EGI logo shows one person helping another person up a difficult climb. This picture represents the Christian journey with difficulties and trials. EGI's training and materials (the tools in the logo) offer help in equipping believers for the Christian journey through life.



EQUIPPERS GROUP INTERNATIONAL

A. EGI's Mission Statement

To provide user-friendly Biblical training and materials to under-resourced parts of the Body of Christ so God's people are equipped to be fully functioning followers and servants of Jesus Christ.

The Getting Equipped™ Series is designed to train believers to continually grow in their personal relationship with Jesus Christ. It also teaches believers how to teach and train others (disciple them) to mature in their faith.

And the things you have heard me say in the presence of many witnesses entrust to reliable men who also will be qualified to teach others. (2 Timothy 2:2)

B. Translations

The Getting Equipped™ Series provides basic training materials translated into the language of those being taught. EGI understands that many leaders do not have training material available to them because they do not speak English. An important feature of the Getting Equipped™ Series is that it is translated into as many languages as possible. Basically, each translation has the same look. This makes it easier for someone who speaks English to teach (with the help of an interpreter) while the participants follow in their own language.

As EGI gains new partners throughout the world, new language translations will be added. The series is currently being translated into many languages. Contact EGI for current translations.

C. Training for maturity and service

Christianity is growing rapidly in many parts of the world. However, due to a lack of formal training by many leaders and a lack of materials, a very small part of the church is active in serving (10-15%). Many of them long for and pray for materials like EGI's Getting Equipped™ Series. All leaders desire growth and maturity, but many simply lack resources and/or training to accomplish this growth.

D. EGI's vision: simple and direct

**Equip leaders for effective ministry
that equips others for discipleship (multiplication).**

To meet the need, essential Christian materials are created that are concise, comprehensive, easy to translate and easy to teach. They cover the entire range of needs – from basic doctrine and disciplines to church leadership and mobilization. Wherever possible, EGI partners with existing Christian networks in target areas. EGI works with churches and organizations to provide training materials, facilitate train-the-trainer sessions and do training as requested. In short, EGI provides practical, Biblical truths and skills development.

E. Strategy to implement vision

EGL's strategy to implement its vision is to:

- **Create Biblically-based training materials** that can be easily translated and distributed.
- **Develop relationships** with leaders of church networks in target areas world wide.
- **Strategize with national leaders** to determine how EGL's training system can best be implemented in that country.
- **Partner with leaders**, set priorities and develop a plan to bring needed training to that region of the world.
- **Implement the plan.** Often, an EGL representative will conduct the initial training session for pastors and church leaders. This "train-the-trainer" session uses the Facilitator's Guide to launch EGL's series and materials and begins the process of multiplication and mobilization.
- **Celebrate the growth.** Release each church to fulfill its unique purpose through local leadership.
- **Measure effectiveness** through follow-up with church leadership. This assures accountability to the local churches.

The Holy Spirit is our greatest partner and leader in this effort. To the best of our God-given wisdom and ability, we need to move whenever and wherever He directs.

So neither he who plants nor he who waters is anything, but only God, who makes things grow. The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. For we are God's fellow workers; you are God's field, God's building. (1 Corinthians 3:7-9)

THE FACILITATOR AND THE SEMINAR TRAINER

Step 2

THE FACILITATOR

A. Who is a facilitator?

The facilitator is a leader who makes training available to other leaders in their church or organization. A facilitator's job is to assist and encourage people to bring in the "harvest" of new believers. (Harvest will be discussed later in this section.) The Getting Equipped™ Series is designed to be used by various facilitators in the Christian community to train and equip believers. The facilitator may lead and conduct the Launch Seminar training, or they may delegate it to another. The facilitator is, however, responsible to oversee the seminar and measure the results.

The *Facilitator's Guide* contains a training system to be used by the facilitator to "train the trainer." Seminar participants are to learn, then go out and teach other leaders who will go out and teach others. Through equipping and training, the church will grow and believers will mature in their faith.

TRAIN THE TRAINER

The main function of the facilitator is to get this training system into the hands of qualified trainers who will teach the material to others. Paul instructed Timothy to "entrust" his teachings to others who were reliable and able to teach. The facilitator also urges leaders to train leaders.

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. (2 Timothy 2:2)

A facilitator must be a leader who is worth following. Godly character and a desire to see God's people mature in their faith are critical.

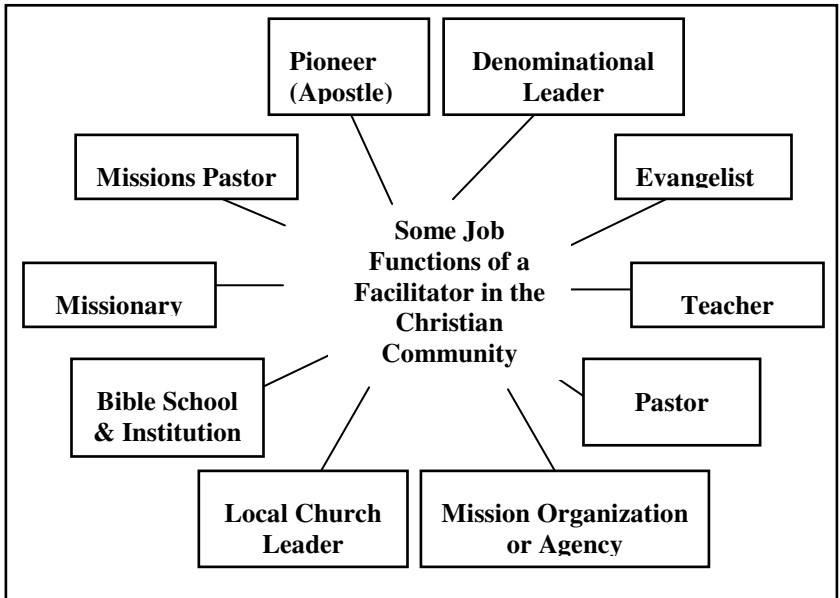
Facilitator's Challenge

1. Oversee a systematic plan that will train, equip and send more laborers to the harvest fields.
2. Respect God's other laborers in His field and labor with them in unity.
3. Maximize every opportunity and resource God has entrusted to you where you are. Be found as a good steward.
4. Find your place of service in the great harvest of souls that God desires to give.

Human resources are the greatest power on the face of the earth when submitted to and directed by the hand and will of Almighty God. Each believer is given gifts to be used in serving others - both believers and non-believers. The Getting Equipped™ Series can effectively assist in the growth of Christianity and discipleship of believers throughout the world.

The illustration on the following page shows some of the various job functions within the Christian community which can effectively facilitate use of the Getting Equipped™ Series.

- **Missions pastor of a local church** – The Missions Pastor can use the Getting Equipped™ Series as a program for training and equipping leaders. Mission teams can use this Series to supplement training material as they go on annual, semiannual or quarterly mission trips to other nations.
- **Pioneer (apostle)** – A pioneer (apostle) is a leader who witnesses and wins first generation growth in new fields and nations for Christ. Pioneers can use this Series to systematically equip new believers who will mature, grow and be productive in their Christian life.



- **Denominational leader** – Denominational leaders can use the Getting Equipped™ Series to plant new churches and revitalize existing churches. This Series provides a systematic study that will mobilize the greatest resource of the church – people.
- **Evangelist** – Evangelists are leaders with a special calling and desire to see new fruit (new believers) for Christ. Their desire is not only to win, but to also equip these new believers to grow and mature in their Christian faith. This Series places in their hands a systematic program to train new converts that will help them understand their new life in Christ. It also helps equip them to be able to witness, win and disciple others.
- **Teacher** – This Series places tools in the hands of teachers that will enable them to bring solid Biblical training and teaching to those under their care. Each lesson is designed to communicate Biblical knowledge and practical skills development.
- **Mission organization or agency** – Networks of church planters and trainers need a systematic training system which provides tools for use in rapidly expanding areas for Christ. This Series aids in teaching and equipping new believers - both in urban and rural environments. It can be effectively taught to small and large classes.

- **Pastor** – The main responsibility of a pastor is to minister to all maturity levels of believers in the church and to mobilize each believer to service in their specific gifts and callings. This Series gives pastors a systematic program to use in equipping congregations for works of service.
- **Missionary** – Missionaries desire that individual believers be prepared and equipped to have a great impact on people in areas God has entrusted to them. The greatest impact is when the local church is able to reproduce itself – perhaps in other nations. This Series places practical tools in the hands of missionaries to accomplish growth and church planting in many languages.
- **Bible schools (and other institutions)** – Bible school administrators and educators will find this Series especially usable in their classrooms. Even more beneficial, however, are the results this training will have as graduates go out and conduct their ministries. The activities and teaching in the Series will be invaluable to new graduates as they apply and practice the truths learned from these training materials.
- **Local church leaders (elders, deacons, teachers, others)** – As leaders of thousands, hundreds, fifties and tens, leaders are responsible to lead and train those under their care to be good disciples and wise stewards. This Series prepares God's people to keep God's harvest.

B. Potential results of training

- A national church planting movement started
- Unity of existing believers
- A Biblically-based training system
- Equipped and mobilized believers
- Vision for the nation(s)
- Establishment of new bodies of believers
- Rapid church growth
- Maturing of believers
- Prayer and manifestation of God's supernatural power
- Cost effective training system

C. God’s “harvest”

1. The harvest and the facilitator

The “harvest” is a metaphor (or word picture) used in the Bible to represent the gathering of God’s people to Him. In nature, harvesting a crop requires continual work by many people. A spiritual harvest also requires work by many people in conjunction with leading from the Holy Spirit. The facilitator plays an important role in the spiritual harvest. The components of a spiritual “harvest” are:

- **Field** – The field represents people who need to know God. God has prepared the hearts of men and women.
- **Seed** – The seed represents God’s Word, the Bible.
- **Workmen** – Pray that the Lord of the Harvest would send laborers.
- **Tools** – One tool for use in the harvest is EGI’s Getting Equipped™ Series. Workmen are the most important for God’s harvest. But without tools, the harvest is small or lost!

Jesus spoke of the harvest many times in parables. 📖 Refer to the Parable of the Four Soils (Matthew 13:3-23, Mark 4:1-20, Luke 8:4-15) and the Parable of the Growing Seed (Mark 4:26-29).

“Workmen” are the most important component for God’s harvest. But without tools, the harvest is small or lost!!

2. Questions about harvest responsibility

The leader’s responsibility for the harvest is critical. Ask yourself the following questions regarding your responsibility in your home, the church and the community in which God has placed you.

1. How well do you understand the task before you?
2. Do you hear the Voice and Word of the Lord of the Harvest?
3. Do you see the fields that are ripe for harvest?
4. Do you understand what it will cost you to work in the harvest?
5. Do you see the diversity of roles in the harvest?
6. Do you understand that there is only **ONE** Lord of the Harvest?

7. Do you see that all believers who are in the field are fellow servants and co-laborers?
8. Do you understand that every servant has a valuable role in the harvest?
9. Are you sensitive enough to the Holy Spirit and to other believers to labor together in His fields without damage to the field, the harvest or each other?

Having a right relationship with the Lord of the Harvest (Jesus) and each other is the only way that His Harvest will be gathered. Ask yourself if Jesus will say to you:

... '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)

Leaders have many resources to use in leading the people God has placed under your care. These include:

- Spiritual resources
- Human resources
- Financial resources
- Location resources

A leader's job is to touch the world – from where you are – and with what you have. **Are you using the resources God has given wisely?**

THE SEMINAR TRAINER

A. Seminar trainer

**Launch Seminar . . .
"Trains the Trainers"**

The seminar trainer is the facilitator, or a person delegated by the facilitator, who will actually teach the Launch Seminar. **In this manual, the leader of the seminar will be called a "Trainer."**

The desired result of this manual is that each seminar participant will teach others who will, in turn, teach others. This seminar "trains the trainers."

B. Responsibility of the trainer

The trainer (with the help of the facilitator) is responsible to make the arrangements for the Launch Seminar. Throughout this manual, the trainer is given specific suggestions and/or instructions

about teaching the seven sessions of the Launch Seminar. An example follows.

Facilitator/Trainer: This list shows some of the Facilitator's and/or Trainer's responsibilities.

1. **Pray to God for guidance and help** as you lead the seven launch sessions.
2. **Arrange for a place to hold the Launch Seminar.** Take care of the administrative details to assure the launch seminar is successful.
3. **Invite leaders** within the Christian community to attend the launch of this material.
4. **Duplicate forms (Sessions 3 and 7).** Hand out two sets of the forms to each participant. Have them complete the forms. Instruct them to return one set to you for your records.
5. **Teach the seven seminar sessions** included in this manual to these leaders.
6. **Lead the “Discovery Session”** given at the end of each session. These “Discovery Sessions” are very important activities designed to achieve change and growth in the church. This is a time of discussion with peers and a time of private reflection about their lives, their leadership and their church. If at all possible, allow enough time to do these sessions as a group.
7. **Fill out the report forms** found in Step 4 and on the CD. Return them to the Facilitator.
8. **Retain copies of each participant's goals and plans** in your records. These goals and plans should be reviewed at a later date. Plan to meet with each participant to discuss their progress if at all possible.
9. **Prepare a “Certificate of Completion” for each participant.** Use the certificate contained on the CD provided with this manual. If you do not have access to a CD, use the certificate provided in Step 4.

10. If appropriate, **hand out the *Facilitator's Guide to EGI's Getting Equipped™ Series*** for the participants to use in training other leaders in their local church and community.
11. **Follow up with each participant** after six months (but no later than one year) to discuss and measure their success in accomplishing their goals.

C. Example

The following example shows how the EGI training system can be used by a facilitator or trainer. Refer to the “Map to the Facilitator's Guide and the Getting Equipped Series” in Step 1 showing the four-step training process.

PROBLEM: A leader (facilitator) has 93 churches under his authority. These churches need trained leaders for growth. However, the leaders have limited budgets and time.

Step 1

- The leader (facilitator) sees the need for training.
- The leader asks: What do I do? How do I do it?

OPPORTUNITY TO USE EGI'S TRAINING SYSTEM: The Facilitator reviews the EGI Getting Equipped™ Series to see how it could be used in his churches.

Step 2

- The leader makes a decision to become a “facilitator” to get training for his leaders.
- In this example, the facilitator is not available to do the training himself, so another person is assigned to be the trainer.
- The facilitator (and/or the trainer) makes arrangements for a Launch Seminar and invites participants:
 - Determine and arrange for a place to hold the seminar.
 - Decide the date(s) for the seminar.
 - Make all the preparations for the seminar.
 - The facilitator invites the 93 pastors associated with the churches to participate in a Launch Seminar.

- The facilitator encourages the pastors to bring two local leaders with them. All will participate in the Launch Seminar and return to their local churches or organizations to train additional leaders.

**Step
3**

- The trainer teaches the seminar sessions.
- He or she trains 279 leaders (93 pastors + 2 assistants from each church) during the Launch Seminar.

**Step
4**

- Each of these 279 seminar participants is now equipped to train at least ten (10) new workers in their local church using the EGI training system.

RESULT: 2,790 trained leaders are ready to train and disciple others.

Begin a training program to bring growth and maturity to the church.

LAUNCH SEMINAR

Step 3

The Launch Seminar is designed to “launch” leaders into teaching EGL’s Getting Equipped™ Series. Growth in the local church is most effective when believers are equipped to witness, win and disciple others. Use of EGL’s training material will help establish a discipleship program in local churches.

There are seven (7) sessions included in the Launch Seminar. Each session is a key to church growth in the local church.

- Session 1 Missions: Purpose of the Church
- Session 2 Importance of Effective Leadership
- Session 3 Vision
- Session 4 Church Growth Model
- Session 5 Role of Leadership
- Session 6 Discipleship
- Session 7 Action Plan

There are several ways to structure the Launch Seminar depending on the cost and available time. For example, the seminar could be held in 1 day, 1 ½ days or 2 days. It could start on a Friday or Saturday, so the participants could return to lead their churches on Sunday. Following are three examples of a Launch Seminar schedule.

1 Day Seminar (Express)	1 ½ Day Seminar		2-Day Seminar	
	Day 1	Day 2	Day 1	Day 2
Session 1 Session 2 Session 3	Session 1 Session 2	Session 6 Session 7	Session 1 Session 2	Session 5 Session 6
Lunch	Lunch	Lunch	Lunch	Lunch
Session 4 Session 5 Session 6	Session 3 Session 4		Session 3 Session 4	Session 7
Dinner	Dinner		Dinner	
Session 7	Session 5 (Night)			

A. Objectives

The Launch Seminar is designed to be taught in seven (7) sessions. Each session is an important key for effective ministry and church growth. Each participant should leave with a very clear picture and written action plan of how the Launch Seminar and the Getting Equipped™ Series can be implemented in their respective church or ministry. The result will be growth of existing churches and organizations and new works. Some objectives of the Launch Seminar include:

- All believers will make disciples.
- Clearly communicate that the purpose of the church is to fulfill God's will and mission to the world.
- Leaders understand that Christ builds His church upon the foundation of the Word of God.
- The role of the church is to mobilize the whole body of Christ to be light to the world and to share God's love. Each church is to be a "Great Commission" church.
- Every local church can and must become a training center regardless of size or economy.
- The role of leadership is to make disciples as Christ did.
- Leaders understand the importance of identification and development of leaders.
- Leadership in a church is a team effort.
- Both leaders and believers are to practice servanthood.
- The role of leadership is to prepare and equip God's people for works of service. The role of believers in a church is to minister to God and to others.
- To accomplish God's will, a church must have a God-given vision.
- Writing the vision God gives is critical to successful implementation of that vision.
- Participants understand that the church is a living organism and has distinct levels and stages of development.
- Church growth is a result of effective leadership and discipleship.
- Lead participants into commitment to Christ's Word and will.
- Leaders understand the need to immediately activate new converts (fruit) in service and ministry in the church.

- Understand the characteristics of a disciple.
- Leaders understand not to stifle or restrict their disciples because of gifting or style.
- Each leader develops a workable action plan they can implement upon their return home to start training.
- Each leader will commit to train a specific number of people per year (6 or more is recommended).
- Trainers conduct a special closing ceremony after they teach the Launch Seminar to other leaders in their church or organization. They recognize their top users and present certificates of completion to those who qualify (attend the sessions and complete the assigned tasks).



SESSION 1

MISSIONS: PURPOSE OF THE CHURCH

Overview

The heart of the Father, the mission of the Son, and the purpose of the church is clearly defined in this session. It points out that the church is to be God's vehicle to all nations bringing His GOOD NEWS and freedom to His people. Specifically, this is accomplished through obedience to the Great Commission. (Matthew 28:18-20)

Time required to complete this session: 1 hour

Goals of the session:

1. Purpose of the church is missions
2. Understand what is a "Great Commission" church
3. The church is God's provision
4. Is your church a "Great Commission" church?

Diagrams: 3

Discovery Session:

- Evaluate commands in the Great Commission
- Questions and answers
- Small discussion groups
- Prayer

Trainer: Show Diagram 1.1, From the Father. Explain the picture using the text on the following pages. Point out each part as you teach this session. Have the participants read each of the scriptures.

Diagram 1.1

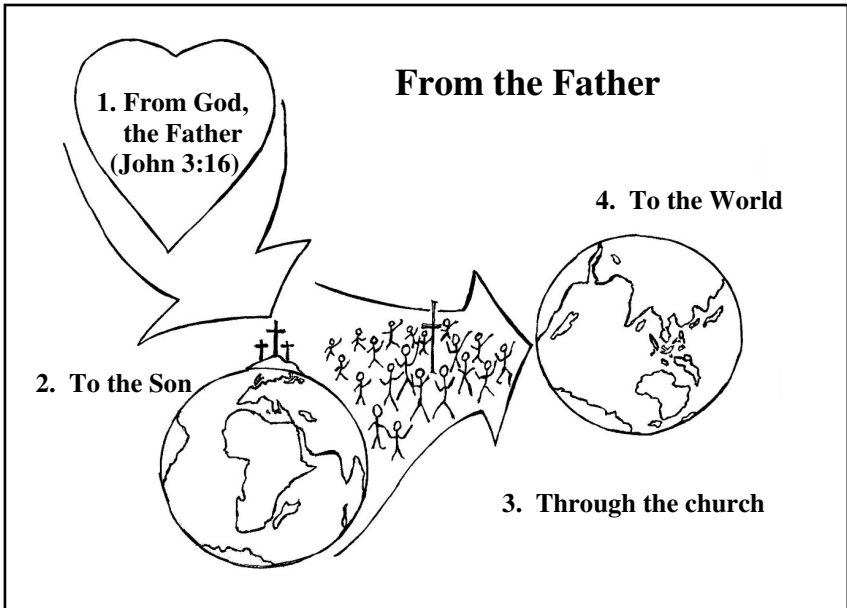


Diagram 1.1, From the Father, is a picture illustrating God's relationship with the church.

1. From God, the Father

The heart of God has not changed throughout the ages. God's mission is to restore mankind's relationship to Him and to involve believers in establishing the Kingdom of God. John 3:16 is a Bible verse that explains that God loved the world and wants all people who believe in Him (Jesus) to have eternal life.

2. To the Son (Jesus Christ)

The mission of Christ is to redeem mankind and form a kingdom of priests (the church) that demonstrates and proclaims His Good News. Luke 1:77-79 is a portion of a prophecy the Holy Spirit gave to Zechariah about the Savior to come. He says that Jesus will give His people knowledge of salvation through the forgiveness of their sins because of the tender mercy of our God. Jesus demonstrated His love and obedience to the Father by sacrificing His life on the cross to purchase our salvation.

3. Through the church (God’s people)

The church is God’s vehicle to reach out to a world and people that do not know Him. The Bible says in 1 Peter 2:9-10 that God’s people are a royal priesthood, a holy nation, a people who belong to God. The church (believers) are to praise and worship God in spirit and in truth (John 4:24). All believers, therefore, are priests of God. They each have a responsibility to God to do what Jesus said: Go, preach, teach, baptize, heal and make disciples. (Matthew 28:18-20 and Mark 16:15-18)

4. To the world

The church’s mission is to make disciples and equip them for God’s mission: to do the work of ministry and to reach out to the world telling people about God and His way to salvation. God desires that all people know Him. “The Lord ... is patient with you, not wanting anyone to perish, but everyone to come to repentance” (2 Peter 3:9). God is pleased with those who choose to follow Jesus. Because of their new relationship with God, each one becomes a new creation (2 Corinthians 5:17). Through Jesus, each believer can have a personal relationship with God. God wants each person to be saved and come to a personal knowledge about Jesus, their Savior (1 Timothy 2:3-4).

A. Purpose of the church IS Missions

Believers are reconciled to God through the blood of Jesus. God now calls them His royal priesthood (1 Peter 2:9-10). In the Scriptures called the “Great Commission,” Jesus gave a command to His disciples (and to all believers) to tell others about Himself.

(📖 Read Matthew 28:18-20 and Mark 16:15-18.) He has given them the job of telling others about God so they can also be reconciled to

Every local church can and must become a training center regardless of size or economy.

God. This is the believer’s ministry, job and privilege – to be ambassadors of God (2 Corinthians 5:17-21).

The church, the new people of God, includes all believers who follow Christ. Jesus used many metaphors to describe the church. One way Jesus talked about the church is as “His body” of which He is the head. Just as each part of the human body has a function, so does each believer in the church. Jesus’ believers all belong to His

universal (worldwide) church. Believers should also belong to a local church.

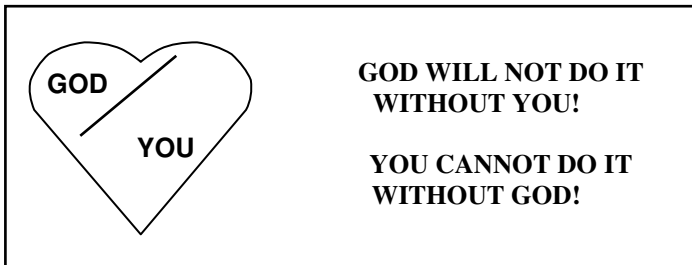
God desires the church (both the universal church and the local church) to perform the following functions:

- **The church is for the whole world** – Every person in each country should have an opportunity to believe in Jesus Christ and belong to His church. (Acts 1:8)
- **The church contains a separated people for His purposes and will** – The church includes all of those who belong to Jesus and are separated from the world. (Ephesians 1-2)
- **The church is a royal priesthood of all believers reaching out to every person** – People in all nations need to hear the good news of God’s love for them. They need to hear about His Son, Jesus Christ, who provides the way for them to come to God. (1 Peter 2:9)
- **The church is a demonstration of His love** – God loves all people and wants them to know Him. God wants to have a personal relationship with them. (John 3:16)

Trainer: Show Diagram 1.2, The Great Commission Church, and explain it in relation to the following information.

B. The “Great Commission” Church

Diagram 1.2



Jesus established His church to accomplish God’s will on earth. Some of Jesus’ last words were to His disciples when He gave them instructions on what they should do after He left them to go back to the Father. This “Great Commission” is actually a “co-mission”

between God and you. (Matthew 28:18-20, Mark 16:15-18) The “co-mission” has three parts: declaration, commandment and promise.

- **Declaration** – All authority in heaven and on earth are given to Jesus (Matthew 28:18).
- **Commandments** – Jesus told His disciples what to do using His authority (Matthew 28:18-20, Mark 16:15-18).
 - Go into all of the world.
 - Preach and teach the good news to all creation.
 - Make disciples of all the nations.
 - Baptize in the name of the Father, the Son and the Holy Spirit.
 - Heal the sick.
- **Promise** – Jesus said He will be with you always, to the very end of the age (Matthew 28:20).

Parts of the “co-mission”	
1.	Declaration
2.	Commandment
3.	Promise

Trainer: Show Diagram 1.3, the Great Commission Evaluation. Have the participants write it on their own papers and check the appropriate answer for each item.

Look at Diagram 1.3. Mark whether your church is participating in the following “co-mission” activities.

Diagram 1.3 Great Commission

Is your church responding to the **Great Commission**? **OR**, is your church a great omission church? All churches should be doing all five of these activities. Making disciples is very important. Jesus did not make church

Great Commission Evaluation		
<u>Yes</u>	<u>No</u>	
<input type="checkbox"/>	<input type="checkbox"/>	Going
<input type="checkbox"/>	<input type="checkbox"/>	Preaching and teaching
<input type="checkbox"/>	<input type="checkbox"/>	Making disciples
<input type="checkbox"/>	<input type="checkbox"/>	Baptizing
<input type="checkbox"/>	<input type="checkbox"/>	Healing the sick

“members,” He made **disciples**. **Jesus did not say this just as something to do if you felt like it, but as a commandment!** The

growth factor for churches is realized when each believer makes disciples.

C. Your church

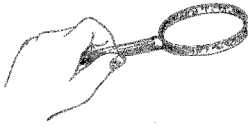
As church leaders, you must lead your people to see that their responsibility is to go into the world and tell people about the love of God. As you live your life by being a Great Commission “ambassador” for God, so will your people. What kind of example are you setting? What is your attitude in serving God? Answer the following questions.

Table 1.1 What is your attitude in serving God?	
Ask these questions:	What is your attitude?
1. What is your aim?	<ul style="list-style-type: none"> • Is your goal to be pleasing to God? (2 Corinthians 5:9)
2. What is your vision?	<ul style="list-style-type: none"> • Do you see the harvest? (John 4:34-38)
3. What are you praying?	<ul style="list-style-type: none"> • Are you praying for God's kingdom to come? • Are you sending out workers into His harvest field? (Matthew 9:35-38)
4. What are you doing?	<ul style="list-style-type: none"> • Are you committed to seeing God's will be done?

D. A spiritual exercise program

Does your church practice a spiritual exercise program to keep it active and growing? The following list shows some activities that a Great Commission church should be doing.

- Prayer (Matthew 6:8-13)
- Study of God's Word (2 Timothy 2:15)
- Witnessing (Acts 1:8)
- Winning (Romans 10:13-15)
- Discipling (Matthew 10:1-15)
- Fellowship (Hebrews 10:25)
- Interpersonal relationships (1 John 1:7, 3:23)



Discovery Session

Trainer: During each “Discovery Session,” divide the participants into small groups of 5-7 people each. Have them work together to discuss and answer the following activities.

1. Read the Great Commission found in Matthew 28:18-20 and Mark 16:15-18. Discuss the significance of the Great Commission for church growth. Why did Jesus command His disciples to do the following?
 - Go
 - Preach and teach
 - Baptize
 - Make disciples
 - Heal the sick (body, soul and spirit)
2. Ask how many participants are already doing which of these commandments?

Trainer: Conclude the session by asking the following question.

Session Conclusion: Is your church doing all five activities discussed previously? If your church is not doing them all, you must lead your church to change. Pray about whether your church should begin a “Spiritual Exercise” program.



SESSION 2

IMPORTANCE OF EFFECTIVE LEADERSHIP

Overview

This session explains the importance of effective leadership. It points out the necessity of leaders and believers working together as a team. Through effective leadership, the church is mobilized to accomplish the will and purpose of God for the church. It is important for leaders to recognize danger signs of ineffective leadership and major reasons why churches fail to grow.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. Understand the roles of a leader and a believer
2. Learn danger signs of bad leadership
3. Learn how to mobilize the church
4. Maturity is shown through active believers

Diagrams: 8

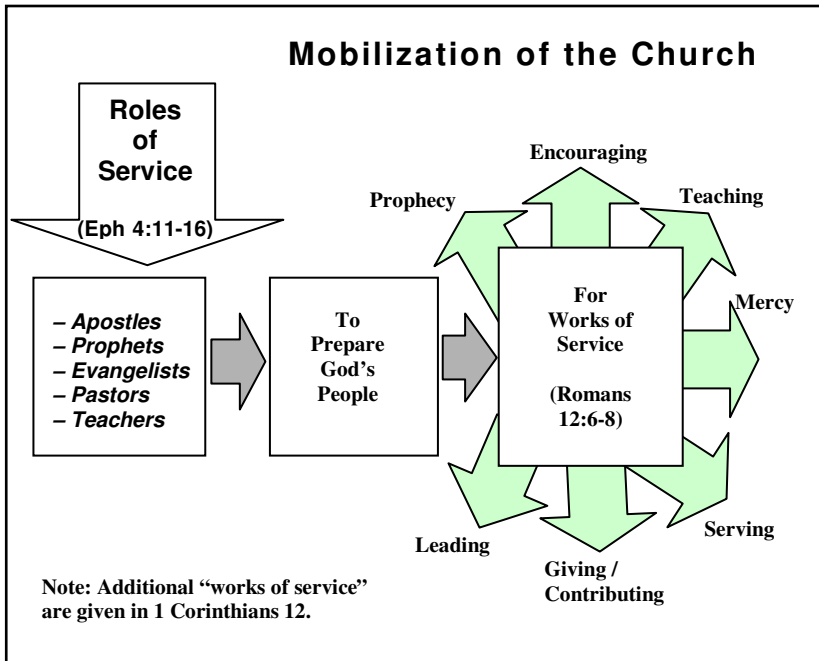
Discovery Session:

- Questions and answers
- Small discussion groups
- Prayer

** Many illustrations in this session are used with permission and adapted from Sowers International, Inc.*


Trainer: Show Diagram 2.1, "Mobilization of the Church." Read Ephesians 4:11-16 and discuss how these roles of service are to be used for equipping God's people for the ministries of the church.

Diagram 2.1



This illustration shows that there are five roles of leaders for service in the church: apostles, prophets, evangelists, pastors and teachers. Leaders are responsible to prepare God's people so they can do works of service for God. Effective preparation produces the following results.

- God's people are prepared (equipped) to do works of service for one another and others.
- The church (body of Christ) is built up.
- Believers reach unity in their faith and knowledge of God and His son, Jesus Christ.
- Believers mature in their faith and Christian walk.



Key to church growth:
Equipping believers for ministry and works of service.

A. Role of a leader

Ephesians 4:11-16 explains that the role of leaders in the local church is to prepare and equip God's people to do works of service. Believers in the church will be mobilized when each believer is taught and equipped to serve God in the way they are uniquely called to do. When each believer performs works of service, the church grows and matures. Leaders guide the church to fulfill the purposes and will of God.

For a church to function properly, it is critical that both church leadership and believers understand their respective roles. All must work together. Leadership in a church requires team work! One person, or a few people, cannot do everything. Each believer has a role to perform for the church to be successful.

Leadership qualifications are discussed in Session 5.

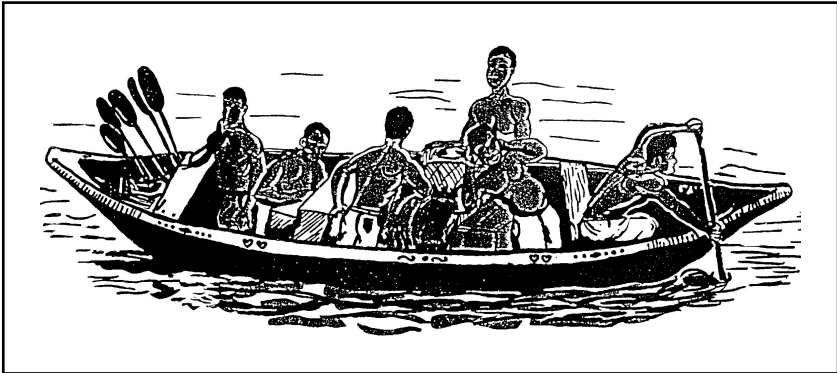
B. Role of believers

What is the role of the believers in the church? Believers are to be God's instruments to minister to one another and to God. They are to reach out and tell people in their community and all nations about God and His son, Jesus Christ. They are to be a blessing to all the people on the earth (Genesis 12:1-4). They are commissioned to tell all people on earth about God's plan for mankind since the beginning of creation.

Trainer: Show Diagram 2.2 and discuss the questions that follow the picture. Let the participants do much of the telling what the boat picture shows.

Believers in the church are to work together with leadership to accomplish the purposes and will of God. The church is successful when operating as a team. Study the following picture. The people in the boat represent a church. Does this picture represent a successful church? Or, does this picture represent an ineffective church? Consider the following questions.

Diagram 2.2



- Who is doing ALL of the work?
- Why are most of the oars not being used?
- Are the people in the boat working? Or playing?
- Are the purposes of God being fulfilled in this boat (church)?
- Do you think the boat (church) is making much progress?

C. Leadership failure

1. Example: Moses' leadership style

Moses is an example of a leader chosen by God who initially failed in providing effective leadership for God's people. By trying to do everything himself, Moses quickly became frustrated, tired and ineffective. He was faced with the following problems:

- The responsibility for the people of God was too great.
- His leadership style was not getting the job done.
- The people were discouraged and complained.
- The leaders of the tribes were complaining.
- God was angry.
- Moses was wearing out himself and the people.

God used Jethro, Moses' father-in-law, to bring a solution to this leadership crisis. Moses obeyed the counsel that was given. Moses chose qualified men from each tribe to judge minor disputes. Moses continued to judge major disputes. The leaders helped him bear the responsibility of the load. The result was that the peoples' needs were met. 📖 Read Exodus 18:14-26. Moses' leadership style will be discussed in more detail in Session 5.

2. Danger signs

There are certain danger signs of problems in a church which can be the result of a lack of effective leadership or rebellious and disobedient attitudes of believers. However, leadership is responsible to correct these problems. God wants to equip believers in a church to do every good thing according to His will (Hebrews 13:17-21). Some danger signs relating to ineffective leadership are listed in Table 2.1.

Table 2.1 Danger signs of ineffective leadership	
Believers' attitude	Cause of problem
Believers do not like where they are or how they got there.	Leaders may have failed to effectively share and communicate their vision with the church.
	Believers may not have been faithful to attend meetings, listen and seek God regarding their role in the church.
Believers are apathetic, uncommitted and undecided.	Leaders may have failed to teach God's Word effectively.
	Believers may not be reading God's Word and seeking to follow His direction in their lives.
Believers do not know what to do, how to do it, or why a task should be done.	Leaders failed to teach and communicate effectively.
	Believers may not be listening to their leaders or the Holy Spirit. They may be in rebellion and not obeying what the Holy Spirit has told them.
There is no system or order for accomplishment.	Leaders failed to put into work an effective plan.
	Believers may have been unwilling to participate in previous church activities and programs.
Believers do not like criticism – even constructive criticism.	Leaders may have failed to teach about teamwork and unity within the church.
	Believers may be prideful and not open to God's discipline.

Table 2.1 Danger signs of ineffective leadership	
Believers' attitude	Cause of problem
Believers do not accept responsibilities for tasks that need to be done.	Leaders may have failed to teach about the church, its individual parts and the function of each part.
	Believers may not be obedient to the leading of the Holy Spirit and their leaders.
Believers blame others for all of the problems and difficulties of life.	Leaders may have failed to teach about responsibility and the trials of life.
	Believers may have failed to trust God to handle these difficulties.

When problems come, do believers flee like rats on a sinking ship? OR, do they place their trust and faith in God and the leadership team which God has placed over them?

3. Reasons why local churches fail to grow

To find keys and solutions for growth, one must first identify the hindrances or obstacles of growth.

TRAINER: It is very important to let participants discover and confess hindrances to church growth. In many nations, lack of growth is a direct result of a leader's bad character and testimony.

Have the participants break into small groups (5-10 people in each group). Ask them to name and discuss the 10 major hindrances to church growth in their local area of ministry. Allow 10 minutes for this activity. After their group discussions, write the reasons on the board and let them see that most of their group responses were the same.

Some obstacles and hindrances to growth are listed for your consideration and meditation. Use this list as a caution in your work of leadership in the church.

- Lack of prayer
- Immaturity
- Poor leadership
- Lack of delegation

- No vision
- Not equipped for ministry
- Do not understand the purpose of the church
- Faith without works
- Busy building individual personal kingdoms, no time for God's Kingdom
- Disunity
- Lack of obedience to the Lord Jesus Christ and His Word
- Procrastination
- Poor personal testimony of leadership
- Inappropriate giving and tithing

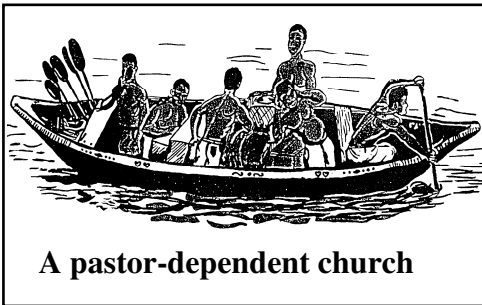
📖 Read James 4:1-3 to see how the Holy Spirit will help you lead the church.

D. Mobilizing the church

Trainer: Show Diagrams 2.3 through 2.6 one by one. Discuss each one.

The first picture, Diagram 2.3, shows a common problem in churches today – lack of effective leadership. Diagrams 2.4-2.6 illustrate that the way to overcome that problem is through prayer, discipleship, evangelism, training and equipping to mobilize the church.

Diagram 2.3



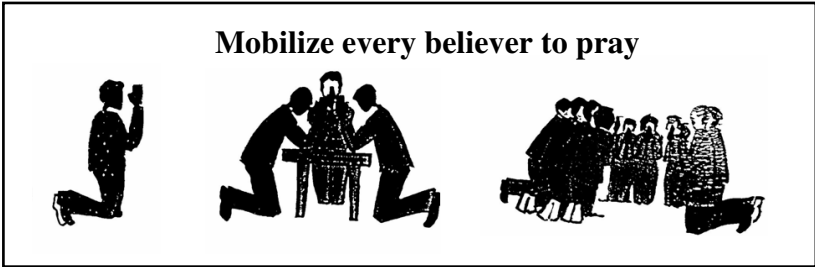
The problem: A pastor dependent church IS NOT an effective model of leadership. It makes little progress because leadership is afraid to, or will not, delegate responsibility. Also, there is not enough training to teach believers how to

do “good works” of service. Did you notice that only one person in the picture is using an oar – probably the pastor?

The greatest strength and resource of a church is people. When God's people are not trained in ministry, it causes the church to be weak and ineffective. This breakdown is seen through frustration,

laziness, judgment, complaining and criticism. An example was seen during the early days of Moses' leading when the needs of the people were not met. (Exodus 18) Leadership was frustrated, people were complaining and God was angry. When one or a few people do everything in the church and others do nothing, it is not healthy. Prayer is one of the things required for change.

Diagram 2.4

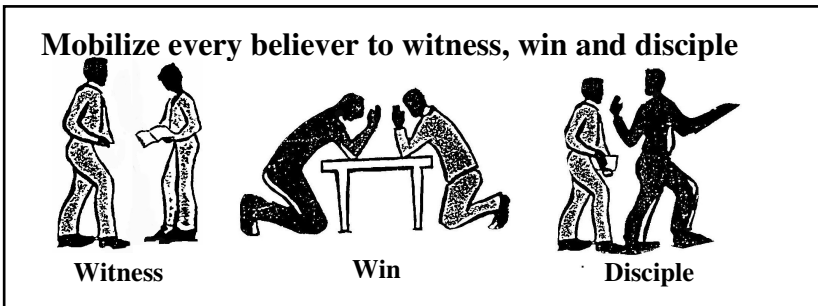


A good leader will mobilize every believer to pray. Prayer changes the heart of the person praying.

- First, prayer helps a believer to have a stronger relationship with God. It improves their understanding of who God is and who they are.
- Next, believers should pray in small groups.
- Thirdly, believers should pray as a collective body.

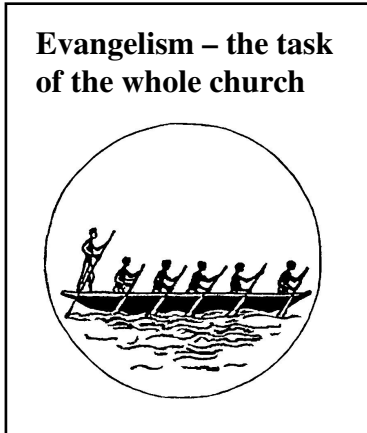
Once believers are mobilized to pray, the Holy Spirit begins to enable supernatural results through His power. God wants His people to have unity in mind and purpose so they can demonstrate His purpose, power and will to the people throughout the world.

Diagram 2.5



Mobilize every believer to witness, win and disciple – Church growth begins by equipping and training believers whom God has currently entrusted to you. Once believers are trained to witness, win and disciple others, the church will grow. Believers can help maintain and keep the growth of the body through discipleship. Discipleship is covered in more detail in Session 6.

Diagram 2.6



Evangelism is the task of the whole church. Evangelism is not just the responsibility of an evangelist. The meaning of “evangelism” is to have a great enthusiasm and zeal for Jesus and His church. Each believer is to talk with others about Jesus. Each believer is told to be God’s witness. Jesus continually declared the Good News to everyone wherever He went. So did His disciples. Therefore, if His disciples today (believers) will do

the same, the Good News will be proclaimed.

Trainer: Now show Diagram 2.3, The Pastor-Dependent Church, again and then show Diagram 2.7, A Mobilized Church. It is good to let the participants see and discuss the difference.

Diagram 2.7

A mobilized church



A mobilized church makes rapid progress because everyone has a function and a role within the church. Every believer is contributing talents and services to accomplish the vision God has given to the leadership of that church. All parts of the church (leaders and believers) have fulfillment and satisfaction. Each part can rejoice with what God is doing in their church. Leadership is still setting the direction. Leaders arrive at their destination quickly and with great rejoicing because everyone under their authority is trained and equipped.



Discovery Session

Trainer: Divide the participants into small groups of 5-7 people each. Have them work together to discuss and answer the following questions.

The following hindrances are provided for your use when working through the second activity.

Hindrances to church growth
Discrimination (Acts 6:1-2)
Division (Acts 15:1-5)
Disputes over sheep (1 Corinthians 1:10-13)
Food sacrificed to idols (1 Corinthians 8:1-13)
Neglect of needs (Acts 6:1-2)
Sin and forgiveness – stumbling blocks (Luke 17:1-4)
Lawsuits among believers (1 Corinthians 5:1-8)

1. Talk about the things that help a church grow. List them in order of priority. Limit your list to 10-15 things that create or improve church growth.
2. In the same discussion groups, do the following activity.
 - List some people in the Bible who faced these same problems. See the above list of “Hindrances to church growth.”
 - Pick 2 or 3 of these people to discuss in more detail.
 - List the spiritual obstacles they encountered.
 - Discuss how they solved their problems.

Note to Trainer: Conclude the session by reading the following statement. Afterward, ask each of them to pray and ask God what He wants to change in their lives. If they need to repent, pray with them to do so and make a new commitment to God.

Session Conclusion: If a leader wants growth, things must change beginning with leadership. Change requires:

- Study of God's Word
- Decision
- Repentance
- Commitment
- Prayer



SESSION 3

VISION

Overview

A majority of leaders want to succeed, but they do not know the process or steps that help, or hinder, them from quickly accomplishing God's purposes. There are two parts to vision: First you must understand God's vision for your ministry; and second is to write the vision. To effectively minister, a leader must have God's "vision" on how to reach the destination. Where are you going? Is your vision the same as God's vision? Can you write your vision? This session will answer these questions.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. Understand necessity of vision
2. Understand origin of vision
3. Understand power of vision
4. Writing your vision

Diagrams: 6

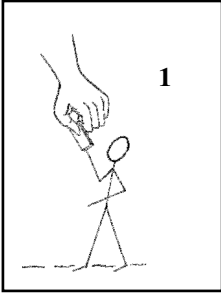
Discovery Session:

- Questions and answers
- Small discussion groups
- Prayer
- Write vision
- Read some of the visions, if time permits.

** Illustrations in this session created by Joseph M. Hughes.*

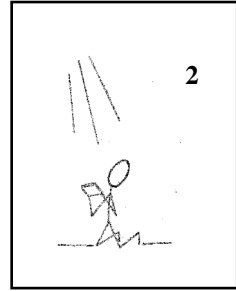
Trainer: Show the following six pictures relating to vision progression. Explain and discuss the various stages of vision.

Progression of vision (Diagram 3.1)

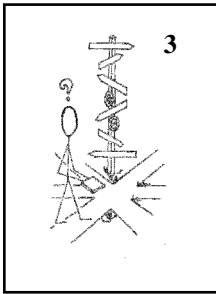



1. Almighty God entrusts His vision and purposes to His servants. God's vision is about furthering His kingdom. This vision must be from God and agree with God's Word.

meditated on the Scriptures and promises of God. (Nehemiah 1)

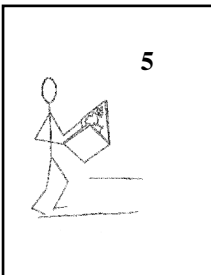
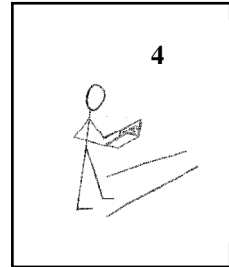


2. Pray for direction, timing and provision. Like Nehemiah, hold God's vision and meditate about it. He fasted, prayed and



3. Choose to believe God rather than your physical circumstances. As Abraham received vision from God, he chose to obey and went out from his homeland – not even knowing where he was going.  Read about this in Hebrews 11:8-10, Genesis 12:1-9.

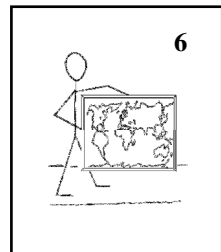
4. Look entirely to God for wisdom, knowledge and understanding of how you, God's servant, can be used to achieve God's purposes. Nehemiah held the vision before God, not looking at his own abilities or qualifications. (Nehemiah 1)



5. Pray to see the plans, purposes and strategies of God. Nehemiah physically went out and spied out the conditions and the task before him. (Nehemiah 2:12-16)

6. Have a clear understanding of the vision.

Present the vision to believers in your church. Then the people will work together to quickly complete God's plan and purposes. (Nehemiah 4:6)



There are two major parts to vision:

Part 1: God vision – God shares vision with people so they can accomplish His will and purpose in the church. A leader must have God’s vision to effectively and successfully reach the destination desired by God. Where you are going? Are you pursuing God’s vision, or your vision?

Part 2: Writing a vision and implementation plan – Writing the vision is the first step to making a plan. To build anything, you need to implement a plan.

Then the LORD replied: “Write down the revelation and make it plain on tablets so that a herald may run with it. For the revelation awaits an appointed time; it speaks of the end and will not prove false. Though it linger, wait for it; it will certainly come and will not delay. (Habakkuk 2:2-3)



Key to church growth: Vision

Part 1 – God-vision

A. Vision

1. What is vision?

Vision is the ability to anticipate possible future events and developments. God gives vision to believers. The Bible gives many examples of when God spoke to a person (like Nehemiah) through a vision or a dream. Some of these examples are:

- Abraham (Genesis 15)
- Joseph (Genesis 37)
- Jacob (Genesis 46)
- Ezekiel (Ezekiel 37)
- Ananias (Acts 9)
- Cornelius and Peter (Acts 10)
- Paul (Acts 16, 2 Corinthians 12)

Peter talks about the visions and dreams that are given to believers as promised by the prophet Joel. 📖 Read Joel 2:28 and Acts 2:17.

2. Testing the vision

When you think you have received a vision from God for your life or your church, test the vision to make sure it fits with Scripture. Read the Bible, God's Word, and look for examples of people in the Bible who had a vision similar to the one God gave to you. Study how they implemented their vision and its outcome.

B. Example: Nehemiah – a man with a vision

Nehemiah is a good example of a man with a vision from God. Nehemiah demonstrates excellent leadership. He was spiritually ready to answer God's call. He used careful planning, teamwork, problem solving and courage to get the work done. He joined other workers and worked very hard too. 📖 When you have time, read the book of Nehemiah. As you read this book, write down the leadership and organizational actions taken by Nehemiah.

The book of Nehemiah begins with Nehemiah talking with fellow Jews who told him that the walls and gates of Jerusalem were broken down, had been burned and were in need of repair. He also learned that the Israelites returned to Jerusalem after a time of captivity with a weak faith that needed to be rebuilt. Nehemiah mourned, prayed and fasted about this bad news. God gave him a burden and vision to not only rebuild the walls, but also to rebuild the faith of the people. Nehemiah accepted the vision given to him by God. However, he knew that he could accomplish this task only with God's help. Nehemiah continued to pray and ask for God's help during the entire time working in Jerusalem.

Nehemiah was a high and trusted officer of the King of Persia. He was the King's cup bearer. This meant that the king would only eat or drink food approved by Nehemiah. Nehemiah was so sad about the situation in Jerusalem that the King noticed and asked if he could help. Nehemiah asked the King for permission to travel to Jerusalem to oversee the repair of the walls and gates. He also asked for royal letters from the king allowing safe travel through neighboring kingdoms. He asked for supplies from the king's forests needed for the repair. The king sent soldiers with Nehemiah to help and protect him. Nehemiah risked his job and his life to accomplish the vision God gave him.

Nehemiah traveled to Jerusalem to oversee this great task. He connected with the hearts of his volunteers before asking them to sacrifice their time and energy. He appealed to their sense of dignity, identity and responsibility to have them commit to the vision God gave them.

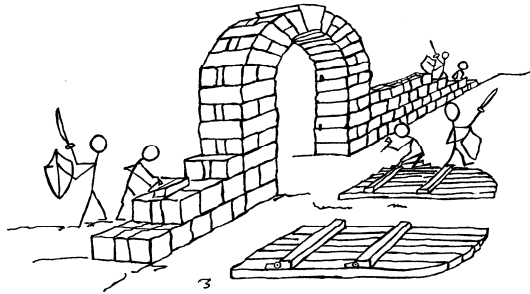
**Dignity
Identity
Responsibility**

He organized the people into groups and assigned each group a particular section of the wall to repair. After encountering enemies who

threatened the workers and him,

Nehemiah divided the workers into two parts: one half to be armed to protect the other half while they worked. He

Diagram 3.2 Strategy to complete the wall



implemented a strategy among the people which included prayer, encouragement, guard duty and hard work for everyone. The walls were successfully rebuilt and completed in just 52 days.

This picture is not about the workmen or the guards. It is about the wall! The wall represents the vision given by God. Each person had a focused task to perform so that the vision could be accomplished. Each one concentrated on their own duty. The result was that they, as a team, quickly completed the wall.

After rebuilding the walls, Nehemiah continued to organize the people. The result was a revival of God's people. Because of Nehemiah's organizational skills, they were able to serve God faithfully and obediently (Nehemiah 6:15-16).

Table 3.1 shows the progression of these organizational skills.

Table 3.1 Progress of Nehemiah's vision	
1	Nehemiah cared for others.
2	He had a tender heart.
3	He had an honest heart in good spiritual condition.
4	He had a repentant heart.
5	He knew God's covenant.
6	After he had prayed night and day about the situation, God gave him a vision of the work to be done.
7	He went boldly before the King and spoke the vision to him.
8	He submitted to God and the king. He asked for time off from his job to do the work God gave him to do.
9	He made requests of the King, who granted all that was requested of him. <ul style="list-style-type: none"> • Permission • Passage • Manpower • Materials • Authority – letters from the king
10	He led the people to decision with the result being: <ul style="list-style-type: none"> • Commitment • Action • Reaction of others
11	He protected the poor.
12	He reorganized the people and priests so they could serve God.

C. Four steps of vision

The four steps to a God-given vision include: vision, revision, provision and supervision. Each step will be discussed briefly.

1. Vision

A successful leader seeks God's vision, not his own. A Christian leader's vision comes:

- from God
- from a need you see
- from God's Word
- from a need you have heard

2. Revision

Sometimes, planning will change the original vision. When this happens, it is a “re-vision.” This might be a major change or it might be small change. Be open to God’s fine-tuning your vision as time goes by.

a. Change of heart

Nehemiah experienced a change of heart when he heard the sad news about the Israelites and the condition of Jerusalem. God gave Nehemiah the vision to change the situation and the hearts of many people. God’s vision to accomplish His will and purpose will change your heart’s desire too. As you seek to obediently follow Him, He changes your desires. Nehemiah’s change of heart resulted in the following changes:

Table 3.2 Results of Nehemiah’s vision	
1	<p>The work to accomplish the vision cost Nehemiah temporary time from his responsible and wealthy position with the king of Persia. (Nehemiah 2:18)</p> <p>Result:</p> <ul style="list-style-type: none">• Walls of Jerusalem were rebuilt.• Israelites rallied as a nation.
2	<p>Nehemiah’s work brought intense opposition from powerful men.</p> <p>Result:</p> <ul style="list-style-type: none">• They overcame threatened attacks by taking wise defense measures. (Nehemiah 4:1-23)• They overcame disunity among the Israelites by facing the problem and setting a good example. (Nehemiah 5:1-19)• They overcame false accusations by insight and courage. (Nehemiah 6:1-14)
3	<p>The walls were rebuilt and the gates were repaired in 52 days. The city was fully inhabited by the Israelites. (Nehemiah 6:15-16, 7:73)</p>
4	<p>Nehemiah arranged for Ezra, a prophet of God and scribe of Israel, to read the Law so the people could mold their lives by it. (Nehemiah 8:8-10)</p>

Table 3.2 Results of Nehemiah's vision

5	Nehemiah, Ezra and all the people confessed their sins. (Nehemiah 9-10) Result: <ul style="list-style-type: none">• They sought God's forgiveness.• Their commitment to God was renewed.
6	The city of Jerusalem was once again inhabited by the Israelites. (Nehemiah 11-12) Result: <ul style="list-style-type: none">• They organized and committed to regular worship.• The walls and gates were dedicated.
7	Nehemiah continued to provide spiritual guidance for the people for many years. He provided fresh leadership to new opposition. (Nehemiah 13)


b. Commitment to vision's completion

The rebuilding of the wall was only the beginning. The Israelites were renewed by the reading of God's Word. Likewise, God's people today are renewed through the study and reading of His Word.

3. Provision

God's will and grace never leads a believer beyond His provision, care and sight (Philippians 4:13, 19). One example of God's provision is when He provided manna for the Israelites to eat while in the wilderness. Provision has two parts: faith and focus.

a. First, follow steps of faith (Hebrews 11)

The first part of provision is released when a believer begins to move in obedience to what God wants for them. Abraham is an example of one who walked in faith. He chose to believe God, not his physical circumstances. Noah acted in faith when he built the ark.  See Hebrews 11 to learn more about many other heroes of faith.

b. Focus on provision

Only as God's stewards, can leaders and believers worship and trust in God's provision. Keep heart. Focus your love and worship clearly to God, the provider, who is the giver of all good things. Look to God and not to people. Do not manipulate people to meet your needs. Trust God to meet your needs.

4. Supervision

Supervision is the most critical stage – the stage where the greatest spiritual warfare takes place. Satan, the enemy of God, is in great opposition to God's people working together in the unity of the Holy Spirit. Supervision uses the power of God Almighty to do supernatural works. Effective supervision includes:

- **Communication of the vision** – The whole team must own the vision and be partners, not just workers. It is the leader's job to communicate the vision effectively. When there are opposition problems, there is a high level of commitment to overcome the problem and not be overcome by it.
- **Motivation** – Motivation must come from a pure heart toward God. This prevents the enemy, pride, from coming in and robbing away the reward of faithfulness and success of completion of the vision. Motivations will be tested along the journey.
- **Recruitment of fellow laborers** – Recruitment begins through prayer. Jesus said to pray that the "Lord of the Harvest" would send forth laborers (Matthew 9:38). It is very important to build a team that has one spirit to submit to God Almighty, the vision and to one another.
- **Commitment and submission to leadership** – With commitment and submission to leadership, there is great joy in completion of God's task by his people. Without commitment and submission, nothing will be completed for the Kingdom of God.
- **Action** – Servants of God submit to Him and one another with a servant's heart knowing that in God's kingdom there are no lesser or greater persons. Your attitude is far more important to God. Your abilities are from Him anyway. He sees the motives of your heart.

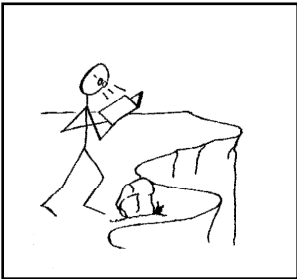
Part 2 – Writing a vision plan

A. Types of vision

The vision of what God wants from you identifies and motivates your Christian service. There are primarily four types of vision on earth: myopic, peripheral, tunnel and panoramic. The mature leader must consistently work in “panoramic” vision. At times, however, a leader may need to use the other three types of vision for a limited time. If a leader primarily works in the first three types, however, they will not see the overall use and purpose of the vision. They will miss many opportunities and may cause injury to themselves, their ministry and others.

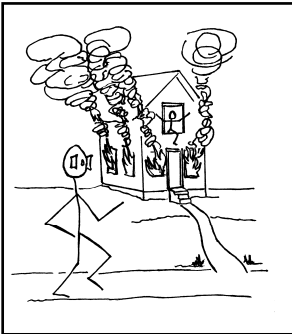
Trainer: Show the four stages of vision (Diagrams 3.3 – 3.6). Explain each one. Ask how these types of vision are, or are not, good for a leader to have.

Diagram 3.3 Myopic Vision



Myopic vision – Myopic vision shows a lack of foresight for long-term planning. Other words associated with myopic vision are “narrow-minded,” “bigoted,” “prejudiced” and “intolerant.” When leaders fail to recognize the many facets of a vision, the vision will not be fully implemented.

Diagram 3.4 Peripheral vision



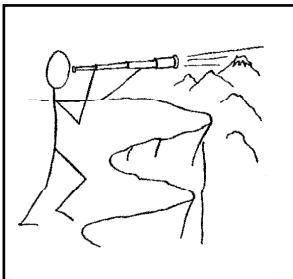
Peripheral vision – Peripheral vision is vision that is at or relating to the edge of something, as opposed to its center. It is minor or incidental in importance.

Peripheral vision can be positive or negative. Positive: It keeps leaders from being “hit” by something they did not see coming. If you have no peripheral vision, tragedies can happen all around you and you go along not meeting the needs or

circumstances of others. The picture shows a person who is not aware of the tragedy (house on fire) around him or her. **Negative:** If you are always distracted by situations, you may never accomplish your vision or goal. You may never get to where God wants you to be.

If you use peripheral vision most of the time, you will never identify the core of your plan or the issue at hand. If a person has on blinders (like a horse to keep them from being distracted by things beside them), they will not be distracted or hindered from going where God desires.

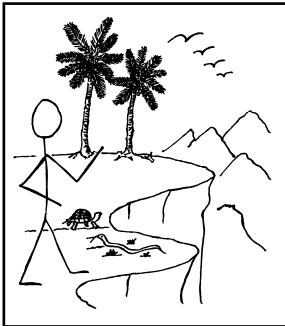
Diagram 3.5 Tunnel vision



Tunnel vision – One with tunnel vision looks at objects directly in line with the eyes. It does not see the whole scope of vision. It is a very limited viewpoint or conception of things. A leader using tunnel vision cannot see the whole scope of the plan or issue under consideration. Sometimes this type of vision is useful when you need to focus and not be distracted. Urgent needs keep us doing

what God want us to do.

Diagram 3.6 Panoramic vision



Panoramic vision – When using panoramic vision, you are able to see the big picture! You have an unobstructed view extending in all directions – from the core of your plan all the way out to the edges.

As a Christian leader, make sure you are using panoramic vision. You must see the big picture before you can identify the

details of your plan.

An example of a leader's use of vision is given later in this lesson.

B. Writing your vision

Vision carries a leader from the present, through day-to-day circumstances, to the desired future. Writing your vision is the foundation for making a good beginning.



WARNING: Visions can upset people who either have no ideas about the future or those who are tied to the past. A clear example of this is the early dreams of Joseph and his brothers' reactions (Genesis 37:5).

Vision is the power you have to see, imagine and perceive things not yet visible and events not yet attempted.

1. Your vision

Vision allows you the opportunity to plan ahead. A vision (or a plan) should be a living organism that continues to grow and change with time. Your vision will go through several cycles of growth. Various components of the vision planning cycle include:

- Gathering and analyzing available information
- Predicting the likely outcome
- Evaluating your projected outcome
- Creating and comparing all available options
- Selecting the best alternatives from the options available
- Defining and detailing your plans
- Acting on your plans
- Re-evaluating your plan and collecting new information

2. Writing it down

Vision involves planning. God will give you a vision of His will for you, your life and leadership in the church. You must write the vision down and plan how to be successful. Nehemiah planned how he could rebuild the walls and repair the gates of Jerusalem, even before he left the king's court.

Before you can successfully build anything, you must have a plan. Writing your vision gives foundation to developing a plan. A plan is a method of doing something that is worked out usually in some detail before it is begun. A plan should be written down in some form. A "plan" for building a house is called a blueprint. This blueprint is a "set of different components of a plan" that includes the foundation, structure, electrical, plumbing, measurements, etc. It is important to

WRITE your vision and develop a plan to complete it. A plan for completing a vision includes two components.

Diagram 3.6 Vision Plan Example

Vision Plan

1. **WRITE YOUR VISION – God’s Word says in James 1:27 to look after the orphans and widows.**

What to do? The church under my leadership should care for orphans and widows.

Why? Because God said to do it. This will be a good evangelistic tool to use to reach those who do not know Christ.

Where? Members in our church and our community.

When? Immediately – as soon as possible.

With whom? Authorize one or two church members under your authority to oversee this project. They will organize and solicit help from other volunteers.

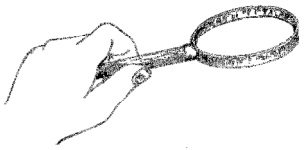
Cost? Costs involved in this ministry could include food, clothing, lodging, educational supplies, training and schooling.

What will be the result?

- The orphans and widows who are already believers will mature in their faith and be loved by their fellow believers.
- There will be new fruit (many converts) because of love showed to them through this ministry. Seeds of God’s love will be planted into the lives of others. These seeds may mature soon, the result is new converts.
- Church members will be obeying and doing “works of service” for Christ by loving and taking care of one another and others.
- The local church will grow as church members obey God’s Word.

2. **MASTER PLAN – basic steps required to succeed:**

- a. Preach God’s Word to your church so they understand their part in this program.
- b. Obtain two people who agree to work with me to organize, coordinate and handle the regular activities of this ministry.
- c. With the ministry coordinators, solicit a team of believers.
- d. As a team, develop a plan to show the kinds of services to be supplied and how they are to be administered. This could include food, clothing, help with medical bills, educational costs, etc.
- e. Create a list of resources: human, financial, location and spiritual.
- f. Create a budget showing the potential costs.
- g. Measure results every six months.



Discovery Session

Trainer:

1. Ask each participant to write their vision on paper. Allow 15-20 minutes to accomplish this task.
2. After everyone has had time to write their vision, divide into small groups. Have each person read their vision to those in their group. This builds faith and accountability.
3. Close the session by reading several visions to the whole group.

1. **Write about your dream or vision** – You must first “see” in your mind’s eye what the finished product will look like. Write about the vision in general terms with as much detail as you feel necessary. At times, God gives a vision in a dream.
2. **Make a master plan (or a blueprint)** – This is where you develop a high level plan of the basic components.

Session Conclusion: Listen to the visions written by other participants. Prayerfully consider the vision given to you by God. You may want to write your God-given vision in your Bible.



SESSION 4

CHURCH GROWTH MODEL

Overview

Growth in the church is accomplished through the Mission-Church Life Cycle. This cycle is a process to produce generations of disciples and believers. The life cycle of a church includes four stages: Pioneer, Parent, Partner and Participant. Each stage requires specific gifts for success and each stage has specific obstacles to overcome.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. Understand the “church life cycle”
2. Understand the importance of generations of believers
3. Understand obstacles to growth at each stage

Diagrams: 7

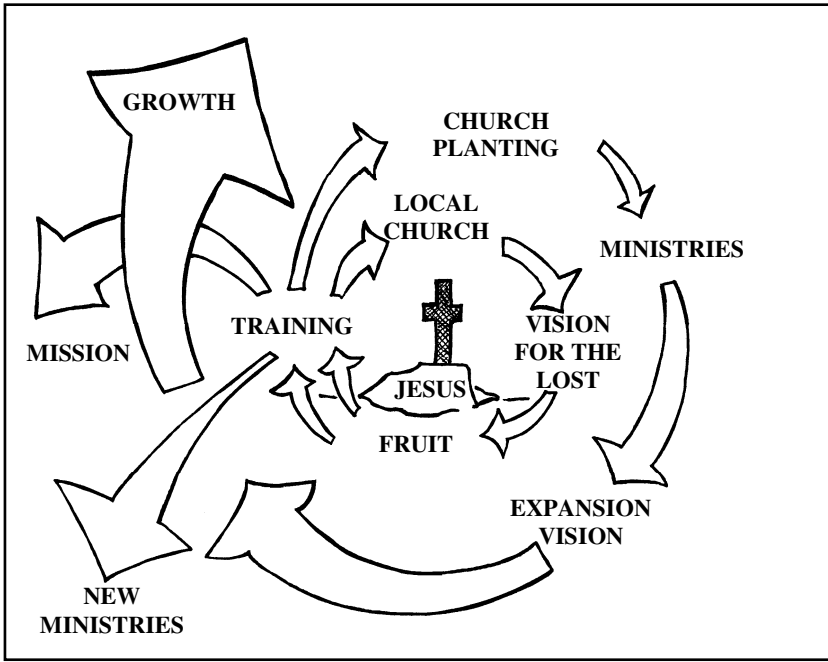
Discovery Session:

- Questions and answers
- Small discussion groups
- Where is your church in the growth cycle?
- Prayer

** Illustrations in this session created by Joseph M. Hughes.*

Trainer: Show Diagram 4.1, Church Growth Model. Start in the center from the cross and point out each arrow using the explanation in the text. Discuss the different types of growth.

Diagram 4.1 Church Growth Model



This picture shows that a church can grow in many ways at the same time with effective leadership. The church is a living organism. Care must be taken, however, not to institutionalize the growth and movement of God. Church growth occurs as leaders and believers seek God and follow His plans. Growth is not a result of organized structure. Godly leadership equips, empowers, sends, releases and looks at the ministry with the love of a parent. Excessive control by leadership can have a paralyzing effect on a church. These leaders make the church into an organized structure that does not allow the church freedom to accomplish God's plan and vision for it. Leadership is further explained in Session 5.

The explanation of this picture starts with the cross in the center and works its way outward. The center of all growth is with Jesus and the cross. Each part of church growth shown in Diagram 4.1 is discussed in the following text.

1. **Jesus and the Cross** – New life starts with the cross of Jesus Christ. Jesus' death on the cross and His resurrection provides the beginning of life with God.

2. **Training** – Training is the key for church ministry and growth. New believers (the new fruit) must be trained and taught the Bible, God’s Word. Training affects the local church, church planting, missions and new ministries.
3. **Local church** – Collectively, believers join together to make a local church. Remember that the ultimate vision of the church must be to do God’s purpose and will.
4. **Vision for the lost** – New believers want to tell others about Jesus. They have a vision (a desire) to tell those who do not know Jesus (the lost) about Him.
5. **Fruit** – The “fruit” represents new believers who have come to repentance and new life reconciled to God. Repentance means to be sorry for your sin and turn away from it to a new way that is without sin.
6. **Church planting** – As a result of new fruit, new churches are started. It is exciting to witness church growth and planting of new churches in new areas.
7. **Ministries** – God is not willing that any should perish and that the Good News of Jesus would be proclaimed to all the nations. The church is God’s vehicle to bring this Good News to the nations.
8. **Expansion and vision** – When the church faithfully prepares and equips its believers, they can minister to others.
9. **New ministries and growth** – New ministries, gifts and roles of service will emerge as God continues to add growth to the church.
10. **Missions** – The ultimate purpose of the church is missions. “Missions” means ministry to others.

A. Church life cycle

The Great Commission explains that the mission of the church (which includes the mission for each believer) is to go, make disciples of all nations, baptize them and teach them to obey God’s Word. (Matthew 28:18-20 and Mark 16:15-18) As discussed in Session 1, the church is a group of like minded believers.

It is the desire of Jesus that each believer be a part of a local church, a local “body of Christ.” The local church supplies the teaching and ministry necessary for each believer to live a life that is pleasing to God. Through teaching, encouraging, serving and

ministering to each other, each believer will have the opportunity to mature in their faith. The purpose of the church is to tell others about the Good News that Jesus Christ came to bring freedom from sin and death. New believers are to be “discipled” by believers in the local church. Discipleship is accomplished when mature believers mentor (train by example) new believers about Jesus and how to live a Christian life. As new believers are made into a community, new “churches” are started. More will be taught about discipleship in Session 6.

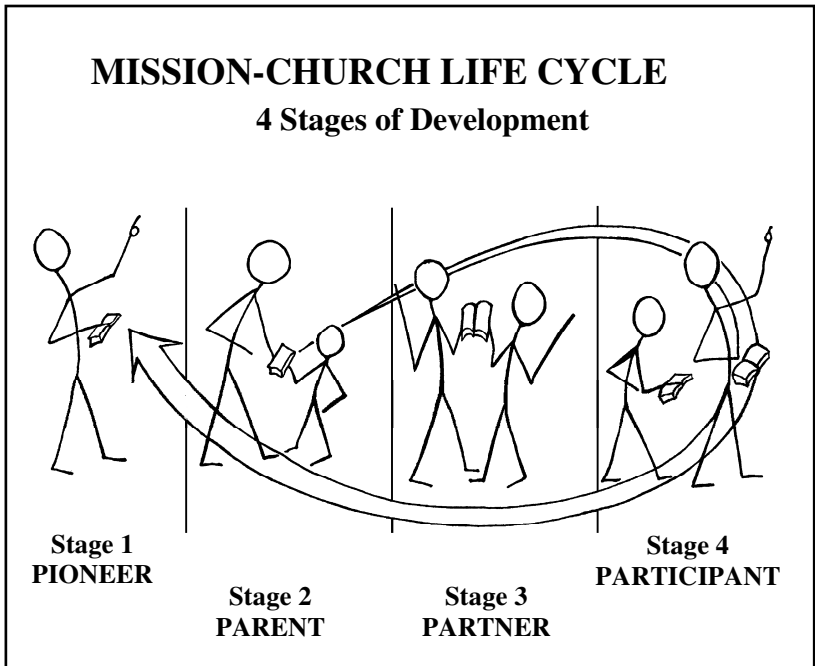
Trainer – Show Diagram 4.2, the Mission-Church Life Cycle. Discuss each stage of growth (Diagrams 4.3-4.6). Be sure to point out the decreasing size of the church planter (or missionary) and the increasing size of the child (new church).

B. Mission-church life cycle

Diagram 4.2 shows the Mission-Church Life Cycle. This life cycle consists of four stages of development and maturity: Pioneer, Parent, Partner and Participant. The relationship of the mature believers and the new church will change with each stage. This picture shows the discipling process necessary to produce the next generation of believers.

Notice how these stages are a reflection of growing relationships within a family. Stage 1 represents a single adult, teaching about Jesus. Stage 2 shows a “parent-to-child” relationship between the mature believer and the new believer. Stage 3 shows an adult-to-adult relationship with each one acting as a partner with equal responsibility. In Stage 4, the former child has now matured and assumed the leadership role while the original “parent” provides help and assistance.

Diagram 4.2



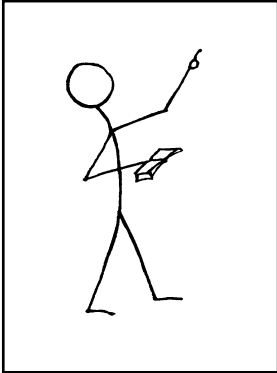
Adapted and used with permission from *Perspectives on the World Christian Movement*, Ralph Winter, (William Carey Library), 1999.

Also notice that each life cycle can start over again at Stage 2, Parent. It is a continuous cycle. As the “parent” teaches, and the “partner” disciples and the “participant” mentors, believers are equipped to go out and do the work of a pioneer (evangelist) – thus the cycle starts all over again.

The life cycle process can be used as an individual discipling pattern or as a pattern for training a whole body of believers.

Each stage is described further. The Getting Equipped™ Series manual entitled *Equipped Through Missions and Church Planting* teaches the Missions and Church Life Cycle in detail and gives many practical suggestions for use at each stage of church life.

Diagram 4.3



Stage 1: Pioneer

Primary gift: Preaching

Primary obstacle: Pioneer tries to do everything

The **Pioneer Stage** is the beginning of the missions-church life cycle. The **Pioneer** is one who tells others about Jesus, God and His Word. The definition of a pioneer is a person who “leads the way,” who “initiates new growth,” who “establishes” and who “prepares.”

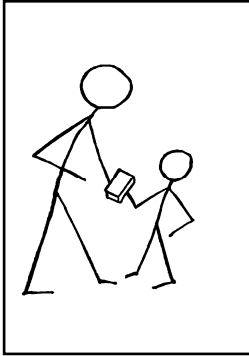
way,” who “initiates new growth,” who “establishes” and who “prepares.”

The primary person active in the Pioneer stage is an evangelist who **preaches** and explains God’s Word. Before a person can be born again, they must first hear God’s Word. The Holy Spirit will then work in their hearts so they can understand their need for a Savior, Jesus Christ. The Pioneer is sent from a local church to an area that needs to hear about Christ. This person goes and begins to preach to nonbelievers. As new believers come to Christ, the Pioneer gathers them together to start teaching and discipling them. Together, they form a new church.

Note to leaders: To protect your name and maintain a good Christian reputation, it is best for men to disciple men, women to disciple women and couples to disciple couples.

Although at first, a Pioneer must perform most tasks in the new church, the primary obstacle is that they do not delegate responsibilities as early in the process as possible. More will be taught about delegation of authority in Session 5.

Diagram 4.4



Stage 2: Parent

Primary gift: Teaching

Primary obstacle: Paternalism

The second stage of church growth is the **Parent stage**. The picture shows a parent (mature believer) teaching a child (new believer). Like a parent gives milk to a child, at this stage the new believer is like a child who must be given the “milk of God’s Word.” Just as children need much training, so does the new believer. This is a regular time set apart for training (discipleship). These sessions could be held daily or 2-3 times a week. Training could be done one on one, or with a group.

Teaching is the primary gift relating to this stage of growth. A teacher is “one who imparts instruction and communicates knowledge.” A **Parent** teaches new believers just like they would teach their own children – mostly by example. The focus of the teaching should be the Bible and Bible truths. It is NOT to be a debate or teaching of philosophies.

The primary obstacle to church growth at the Parent stage is paternalism. This is when the parent wants to keep the new believer as a young child always depending on them and looking to them for everything. This hinders the new believer’s growth.

Caution: The major breakdown in church growth happens between Stage 2 (Parent) and Stage 3 (Partner). In Stage 2, there is a strong “parent dominated” church body which controls ministry and responsibility. Leaders have all authority and decision making, including financial and spiritual matters. Although this model of leadership is necessary at the beginning of a church, it can also stop church growth if continued too long. If the leaders are not willing to recognize their “children” as growing and able to take responsibility, the church will stagnate and stay the same year after year.

Leadership must establish accountability checks and balances. This assures that a good authority pattern is put in place for the new

church and lays the foundation for what the new church will become.

Diagram 4.5



Stage 3: Partner

Primary gift: Mentoring, serving together

Primary obstacles:

- The Partner tends to protect, dominate and control a new believer's relationship with God.
- The new church resembles the attitudes and actions of an adolescent.

The third stage of church growth is fulfilling the role of a **Partner**. A partner is “one who shares a task” or “one who has something in common with another person.” The picture shows two people almost equal in size. Although they are not equal in maturity and experience, they ARE partners together in ministry.

The Partner stage requires a change from a parent-to-child relationship to an adult-to-adult relationship. The spiritual gifts used at this stage are **mentoring** and learning to **serve God together**.

This stage very much parallels the adolescent teenage years in physical parenting. A child growing to adulthood has some maturity in some areas, but is rebellious in other areas. Many times they have impaired judgment and a wrong value system. They think they “know it all.” Just as a teenager tests parental authority, a “teenager church” tests its leaders' authority. Unfortunately, this sometimes leads to church splits.

As believers are disciplined in their faith in Jesus, the **Partner** must be willing to let the believers “grow up” and sustain their own faith with God. This is one of the most difficult things for a teacher/mentor to do, but it is essential for a church to grow into maturity.

In Stage 3, Partner, leaders and the maturing believers should work together as partners to accomplish the purpose of the church. Jesus clearly “parented” and “partnered” with His disciples when He sent

out the 12 disciples (Matthew 10:1-6, Luke 9:1-6) and when He sent out the 72 followers (Luke 10:1-12). Of course, they reported back to Him and were accountable.

Diagram 4.6



Stage 4: Participant

Primary gift: Mentoring leadership

Primary obstacle: Letting go successfully

Stage 4, the last stage of the Mission-Church Life Cycle, is **Participant**.

The picture shows that the Participant's leadership role is now less than the role of the new leadership (who was once the child) of the church. The Participant, who was once the pioneer that started the church, is now close to completing their task.

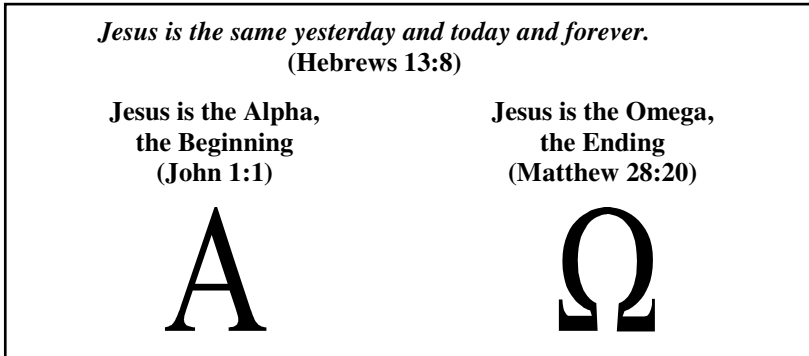
At this time in the life cycle of the new church, the church is maturing. The church has many mature believers. It is at this time that new leaders are mentored and encouraged. They are busy about the business of preaching and teaching. They are making new disciples, continuing and beginning a new church life cycle.

The **Participant** acts in the role of a mentor (counselor or guide), an advisor, an encourager and a teacher. The new leadership in the church looks to the Participant for wisdom, instruction and encouragement. It is time for the Participant to let go of their authority and allow the new leaders to lead with authority and the help of the Holy Spirit.

By Stage 4, Participant, Jesus had fully equipped His disciples and knew they would carry the Good News forth successfully after His resurrection. The Bible book of Acts tells how the disciples and apostles boldly proclaimed Christ through the power of the Holy Spirit. They preached and taught about Jesus' life, death and resurrection. People became believers and were added to the church daily. (📖 Read Acts for an account of the church growth after Jesus' death and resurrection.)

Just as Jesus trusted His first 12 disciples to carry the “Good News,” He also trusts new disciples today to carry out His Good News to all.

Diagram 4.7 Jesus, the Alpha and Omega



Discovery Session

Trainer: Divide the participants into small groups of 5-7 people each. Have them work together to discuss and answer the following questions.

1. Where are you as a church leader in the church growth cycle?
2. Are you able to mature and reproduce? Do you have “new fruit” (new believers)?
3. Have you seen clearly what you need to do to receive the growth God wants to give?

Trainer: Read the conclusion to the participants.

Session Conclusion: Consider whether the Missions-Church Life Cycle (Diagram 4.2) should be posted and circulated to every believer in your church so they understand where they fit into the growth of the church.



SESSION 5

ROLE OF LEADERSHIP

Overview

Effective leadership is the life or death of any movement involving people. Leadership is a team effort. The key to growth and responsibility is delegation. Training and teaching alone will not make delegation work. Leadership must trust and entrust people to work. It is release of control, but not accountability.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. Understand there are Biblical qualifications for leaders
2. Learn why delegation is critical to success
3. Understand that leadership is a team effort
4. Understand the mistakes of leadership strategy

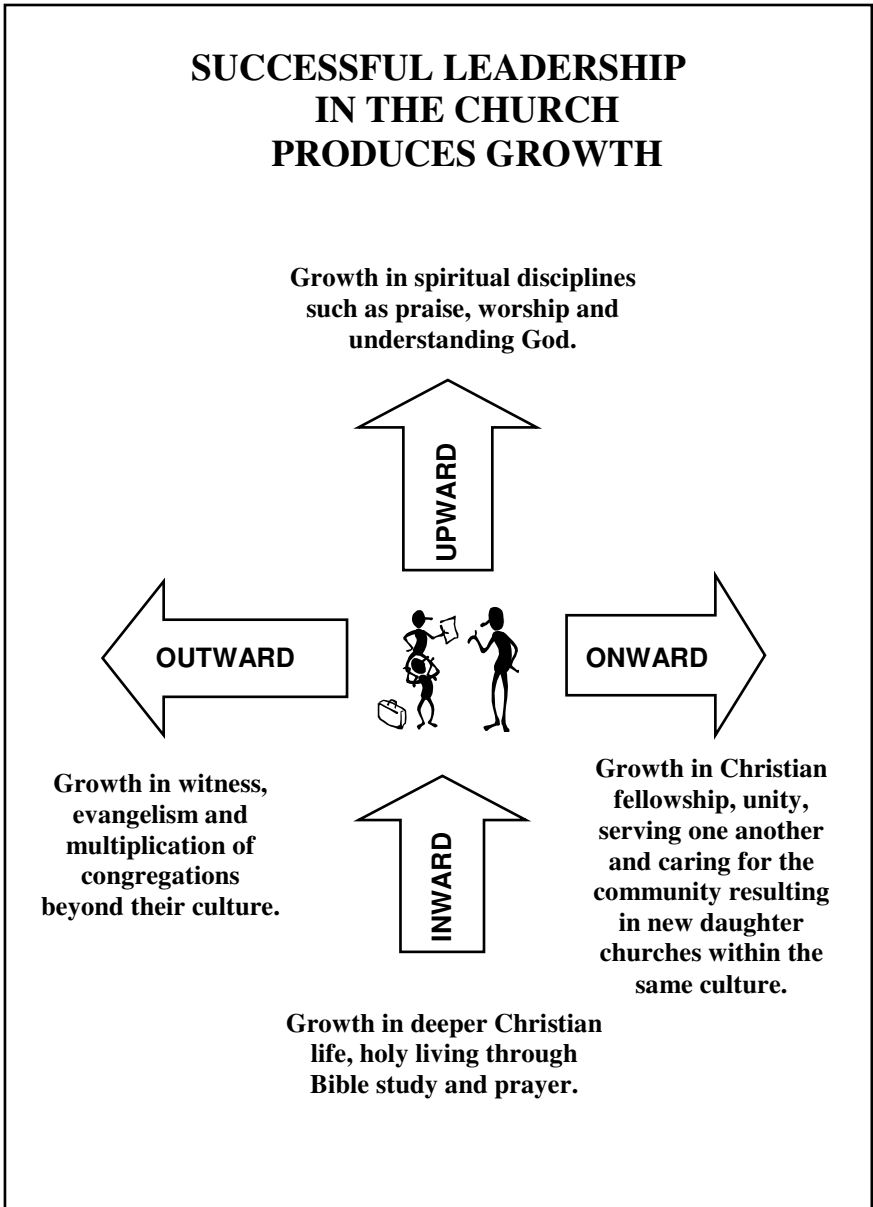
Diagrams: 2

Discovery Session:

- Questions and answers
- Small discussion groups
- Identify ineffective leadership in your church.
- Prayer

Trainer: Show Diagram 5.1, Successful Leadership In The Church Produces Growth. Discuss the role of leadership in each area of growth (upward, onward, inward and outward).

Diagram 5.1



Growth takes place on many levels within a church. Not only should the church ministries grow, but individual believers should also be growing in their faith and spiritual life. Diagram 5.1 shows various kinds of growth experienced by a church with successful leadership.

Successful leaders are those who train their congregations to minister to others. Because of this ministry, the church grows. Success is from God. Jesus, the Son of God, has overcome the world and in Him we have victory. He will provide power and all things we need. A successful leader's life will demonstrate the Lordship of Jesus Christ.

A. Spiritual qualifications of a leader

Every leader wants their church to grow. A church must have qualified leaders to grow.

1. Qualifications

The Bible gives specific qualifications for church leaders. These leaders are primarily elders and deacons. Leadership qualifications are found in the following Scriptures:

- Acts 6:1-6
- Titus 1:6-9
- 1 Timothy 3
- 1 Peter 5:1-11

2. Successful leaders are credible

Credibility is the foundation of leadership. A leader's credibility is established through their relationship with God and their actions in serving people. A credible leader is trustworthy, reliable, sincere and honest. They must have the ability to inspire belief or trust. Jesus expects His disciples to follow His example. Jesus said that His disciples must be servants – just as He came to be a servant (Matthew 20:25-28).

Scripture points out that a leader is to have a good testimony and a good witness (good character) in all areas of their life. A godly leader is one who is pleasing to God, living a holy life and leading people to follow God. A leader must always guard their credibility so they can maintain their authority to lead the people.

Qualifications for leaders affect three main areas of life:

- Spiritual life
- Moral life
- Home life

Some qualifications relating to each area are shown in Table 5.1.

Table 5.1 Some qualifications of leadership	
Spiritual character qualities include:	
	<ul style="list-style-type: none"> • Holy • A person of good reputation in the outside world • Able to teach others well • Takes a firm stand on doctrine they have been taught • Able to encourage believers and convince those opposing sound doctrine • Not a young convert
Moral character qualities include:	
	<ul style="list-style-type: none"> • Blameless • Self-controlled • Sensible • Good behavior • Gentle • Fair-minded • Not overly fond of wine • Not violent • Not greedy for money • Not quarrelsome • Not self-willed • Not quick-tempered
Home life character qualities include:	
	<ul style="list-style-type: none"> • Hospitable – willing to receive strangers into their home • Oversees their own house well – brings up obedient children in a right family relationship • Keeps good company

B. Function of leadership

The role (or the job) of leadership is to prepare God's people for works of service. The result is that the church will be united in maturity and love for Christ. Ephesians 4:11-13 says there are five types of leaders in the church.

- Apostles
- Evangelists
- Teachers
- Prophets
- Pastors

Some people refer to this as the “five-fold ministry” of the church. Refer to Diagram 2.1, Mobilization of the Church, in Session 2. These five roles of ministry are used to prepare God's people for the works of service. The “works of service” are stated in Romans 12:6-8 and 1 Corinthians 12:1-11. Some people refer to “works of service” as gifts. They are gifts given by God to perform service in His church.

C. Successful leaders

1. Delegation of authority

A key to growth and responsibility is **delegation**. Training and teaching alone will not make an effective church. Leadership must trust and entrust people to work. **Delegation is a release of control, but not accountability.** Leadership is responsible to hold all believers accountable.

Effective leadership requires that you delegate authority to those who are under your training.

- | Successful leaders |
|---|
| <ul style="list-style-type: none">• Delegate their authority• Require team work within their church• Have credible character |

Delegation means “to entrust the performance of a task to another” or “to authorize another person to act in your behalf.” An example of delegation is when you, as the leader of the group, allow someone else to lead that group and make decisions.

What does “authority” mean? Authority is sometimes translated as power. The Bible says that all authority in heaven and on earth is given to Jesus (Matthew 28:18). Jesus taught with authority.

It is critical for church leaders to delegate authority to those who are mature in their faith and trustworthy. One leader cannot do every task that must be done in a church or an organization. Each leader and believer is instructed to do their part in the church. Of course, a leader should pray and seek the guidance of the Holy Spirit when delegating their authority.

Care must be taken when you delegate your authority to someone else. If they make a bad decision, it is just as if you had made that decision. It is important to:

- Realize the need to delegate.
- Recognize tasks that should be delegated.
- Recognize tasks that should not be delegated.

Delegation is a Biblical concept. The following are Biblical examples of delegated authority.

- God delegated His Son to redeem mankind. (Hebrews 2:7-13)
- Moses delegated the elders of Israel to govern with him. (Exodus 18:13-27)
- Jesus delegated His disciples to evangelize the world. *“As the Father has sent Me into the world, so send I you.”* (John 17:18)
- Jesus delegated His authority when he sent out the 12 disciples (Luke 9:1-6, Mark 6:7-13, Matthew 10:1-42) and when he sent out the 72 followers (Luke 10:1-24).
- God has delegated us to finish the task. (Matthew 28:18-20)

Delegation of authority is necessary both for the health of the church and the leader. Proper delegation of authority must include the following areas.

- Clear instruction
- Authority
- Accountability
- Supervision
- Evaluation

God chose Moses to be a leader of the Israelites on their journey from Egypt to Canaan (the Promised Land). At first, Moses acted as a judge to resolve every issue brought to him by the Israelites. At this time, there were about three million Israelite people. His father-in-law, Jethro, observed that Moses needed to change his way of

leading because he was becoming weary and worn out. 📖 Read Exodus 18:17-23 and Numbers 11:1-35.

From these scriptures, we see the problem, the solution, their duties and the result.

Problem: Wrong leadership style produced these fruits

- Wear yourself out
- Work is too heavy
- Cannot do it alone
- Death wish (Moses)
- People were complaining
- God was angry
- Leadership was complaining
- Wear out the people

Solution: Select capable men to help lead

- Known among the tribes (not novices) (Matthew 25:14-30, 1 Peter 4:10-11)
- Fear God (Proverbs 3:7-9, 9:10, 24:21)
- Men of truth (Psalm 51:6, Zechariah 8:16, Ephesians 4:15)
- Hate covetousness and dishonest (ill gotten) gain (Proverbs 28:16, Romans 7:7, Ezekiel 33:31, 1 Timothy 6:9-12)
- Men of knowledge, understanding and wisdom.

Perfecting Character Qualities

- **Knowledge** – Get all the facts.
- **Understanding** – Make an unbiased interpretation of the facts.
- **Wisdom** – Apply facts and truths to all parties and situations concerned.

Duties and responsibilities of the 70 selected leaders

- Represent the people before God
- Teach decrees and laws
- Show the way to live
- Duties they must perform
- Serve as judges on simple cases
- Refer difficult cases to Moses
- Appointed as officials over groups of thousands, hundreds, fifties and tens.

Result: Change in leadership style

- Kept God's commands
- Lighter load
- Withstood the strain of leadership
- Shared the responsibility
- People were satisfied

2. Leadership: A team effort

Great visions do not become significant through the actions of a single leader.

Leadership is a team effort! A leader must

choose to enable others to act. God can work through people to accomplish extraordinary things when they feel trusted, a part of a team (church), strong and capable. Leaders are required to steer the boat (or church), as discussed in Session 2. However, it takes a team (people to row the boat) to make it go through the waters of life. Ephesians 4:11-16 tells about church growth, leadership and teamwork.

**There is a difference
between “sensing” an opportunity
and “seizing” it!**

3. Teaching the vision

A great vision CANNOT become significant through the actions of a single leader. It is critical that the leader understand the importance of teaching their vision to others. The Partner must teach their vision to the emerging leaders so that they can help carry the vision.

Teaching a God-given vision to others is the process of communicating it to other leaders and church members and recruiting their help to accomplish it. This vision affects their lives, their hopes and their dreams.

Review the six illustrations in Lesson 5 regarding the Pioneer's receiving and understanding a God-given vision. It was critical that the Pioneer becomes the “visionary” and share this vision with the church. It is important that the Partner teach their emerging leaders to also learn to share their vision effectively with other leaders and the members in their church.

There are two basic roles of people involved in a successful vision: those who have the vision and those who work to make the vision a success.

Those who first have the vision

1. The “visionary” is the person to whom God first gives the vision. This person must share the vision with other leaders. They become “vision sharers.”
2. The “vision sharers” include people who have heard the vision and agree with it. They also share the vision with others and join the “visionary” in teaching the vision to the other people who will work on the project.

Those who work to make the vision successful

The whole team includes all team members who will work together to implement and accomplish the vision’s goal. **A vision cannot be implemented successfully unless the whole team is committed to its success.**

The people to whom the vision is being communicated go through three phases of involvement.

1. They are drawn to the people who have the vision.
2. As they agree with the vision, they become a co-owner, partner and part of the team.
3. The whole team catches and carries the vision with commitment, responsibility and unity.

You get rewarded for what you finish – not for what you start!

The Partner is the visionary who is responsible to be sure the vision is properly communicated. They are the team leader who communicates the following ideas about a vision to their team.

- Motivate toward a shared vision!
- Envision the future!
- Show others the exciting possibilities of the vision!
- Enlist others in a common vision!

D. Leadership strategy

There are six basic steps of leadership strategy. Without a strategy or a plan, leadership will not succeed. Follow these steps for successful leadership.

1. **Objectives** – Identify the primary purpose of the organization. Prepare a mission statement defining what the organization is to accomplish.
2. **Goals** – Establish goals on which to focus. A goal is similar to a target on which an archer aims an arrow. Goals are the way the purpose of an organization is achieved, measured and monitored.
3. **Priorities** – Set priorities on which goals to pursue first. Priorities are the order of movement of an organization in view of its available human, financial and spiritual resources.
4. **Planning** – Prepare a plan to accomplish the goals and objectives in accordance with priorities. A plan identifies the actions and processes necessary to achieve the goal.
5. **Define the cost** – A critical part of an effective plan is to count the cost and commitment required of the people who will be responsible to implement the plan.
6. **Guiding principles** – An organization must establish principles (rules) of how the organization will be run. Some of these guiding principles could be:
 - **Statement of Faith** – A statement detailing the belief of the organization.
 - **Code of Conduct** – Defining and stating moral and spiritual guidelines for conduct to be followed by those in the organization.
 - **Financial accountability** – Determining a system to justify and explain all financial expenditures of the organization.
 - **Protection** – This system assures people who make donations of time and money that the organization will act faithfully to fulfill its objectives and goals. Protection of all projects undertaken by the organization is another area that needs to be assured.

In Session 3, you were given an example of writing a vision associated with caring for orphans and widows as found in James 1:7. Now, we will take this same example and apply leadership strategy to accomplish the goal of caring for orphans and widows.

Table 5.2 Leadership strategy	
Project: Care for orphans and widows (James 1:7)	
1	Objective – The purpose of the organization is to care for the needs of orphans and widows. Develop a mission statement explaining the project clearly and concisely.
2	Goals – <ul style="list-style-type: none"> • Provide for the physical needs (food, clothing and shelter) of orphans and widows. • Provide teaching about Christ to sustain their spiritual needs. • Care for every orphan and widow in the church. • Go out into the community to identify orphans and widows to whom you can minister.
3	Priorities – Determine the scope of need <ul style="list-style-type: none"> • Make a list of all orphans and widows <ul style="list-style-type: none"> • Within the church • Within the community
4	Planning – <ul style="list-style-type: none"> • Shelter: <ul style="list-style-type: none"> • Make a list of all believers who have available shelter. Be sure to consider older believers who may have spare rooms. • Make a list of families in the church who have or want to have children. • Make a list of families in the community who may be able to help with shelter. • Kinds of care of needed? <ul style="list-style-type: none"> • Food, clothing, shelter? • Spiritual needs? • Educational needs? • Medical needs? • Determine rules for participation.
5	Define the cost – <ul style="list-style-type: none"> • Determine how many in each category (orphans and widows). • Determine the cost of different aspects of required care. • Determine the number of children. • Determine resources (human, financial, spiritual) to help with care of these people.

Table 5.2 Leadership strategy

Project: *Care for orphans and widows (James 1:7)*

6	Implement the plan – <ul style="list-style-type: none">• Identify and delegate authority to leaders to run this project.• Meet with the team to assign work tasks.
7	Guiding principles – Develop the following organizational tools for use on this project. <ul style="list-style-type: none">• Develop a Statement of Faith stating the belief of this project.• Determine a code of conduct relating to the people involved in the project.• Financial accountability system.• Protection to assure financial contributions are handled appropriately.



Discovery Session

Trainer: Divide the participants into small groups of 5-7 people each. Have them work together to discuss and answer the following questions.

1. If your church has not been growing, are there areas of leadership qualifications which have been violated?
2. Who are the people in your leadership team who are not qualified? They will stop church growth.
3. Identify them and begin to pray about how to deal with them.
4. If you are serious about church growth, you will address this issue. Church growth will be negatively affected if these issues are not addressed.

Trainer: Read the follow session conclusion.

Session Conclusion: Leadership can multiply their efforts if they are willing to delegate not only responsibility, but also authority to their leadership team. This team can help carry the vision to the church. Meditate on how you can improve the leadership team at your church.



SESSION 6

DISCIPLESHIP

Overview

Discipleship is the process Jesus' uses to mature believers in His church. It is the process of mentoring and training new believers to follow Jesus so their lives will be pleasing to God. Discipleship is an important key that unlocks church growth and maturity through multiplication.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. Understand the necessity of discipleship
2. Understand multiplication growth God's way
3. Learn the characteristics of a disciple
4. Learn how to select a person to disciple

Diagrams: 1

Discovery Session:

- Questions and answers
- Small discussion groups
- Are you a disciple?
- Do you have disciples?
- Prayer

Trainer: Show Diagram 6.1, Addition versus Multiplication, and point out the difference of winning one person a week to discipling one person per year. Teach this concept from the descriptions following the diagram.

Diagram 6.1

ADDITION VERSUS MULTIPLICATION		
	Addition	Multiplication
Years	Win 1 a week	Disciple 1 a year
1	53	2
2	105	4
3	157	8
4	209	16
5	261	32
6	313	64
7	365	128
8	417	256
9	469	512
10	521	1,024
15	781	32,768
20	1,024	1,048,576
25	1,301	33,554,432
30	1,537	107,744,000
32	1,641	4,294,976,000

Discipleship is God's way to multiplication growth. Diagram 6.1 compares two types of discipleship growth: Addition and Multiplication.

- Addition growth** takes into account one person witnessing and winning new believers. The example shows a person winning one person to Christ each week. So, at the end of one year, there are 53 believers (counting the one witnessing). Notice that at the end of ten (10) years, there are 521 new believers. However, in this method, there is no discipleship training taking place. Addition is the result of one person doing all of the work. This is a very ineffective method of church growth. However, if each of these new believers were discipled, they would mature in their Christian faith. The result would be church growth.
- Multiplication growth** is the result of evangelism AND discipleship done by all believers. New converts witness and win other new believers. The example shows that if a person disciples and trains only one new believer each year, and each one of them disciples one new believer, at the end of ten years, there will be a growth of 1,024 believers. Not only are there new believers, but each has been trained and is able to teach

others about Jesus. This is called the law of multiplication. This is the most effective method of church growth.

Study the chart carefully and compare the results. At the end of 32 years, the “multiplication” method adds over **4 billion trained** believers, while the “addition” method adds only 1,641 new believers who are **not** yet trained.



Key to church growth: Discipleship

A. What is discipleship?

Discipleship is not a class! Discipleship is a mentoring relationship between a mature believer and a new believer. It is a relationship which demonstrates the life of Christ, the Word of God and the power of the Holy Spirit. It includes ALL aspects of the journey of life, both positive and negative. It is the process of mentoring and training new believers to follow Jesus and live their lives in a way that is pleasing to God.

Fully equipping believers for ministry is accomplished through an investment of mature believers' time and energy into the lives of others. Some ways to invest in others include:

- Spend time with God through prayer and study of God's Word
- Spend time with the people you are mentoring
- Be a blessing to them
- Impact their lives
- Touch the lives of others

B. How Jesus made disciples

The 12 disciples are examples of Jesus' discipleship process. Their lives reflect how He trained and prepared them to function after His death and resurrection. Jesus had a personal relationship with each of His disciples. He spent time with them. He knew His followers and they knew Him. There was a relationship of openness, truth, reality and honesty. The following list shows seven steps taken by Jesus to disciple those close to him.

1. Jesus called them. (Mark 1:17)
2. Jesus taught them. (Mark 1:21)
3. Jesus showed them. (Mark 1:24-26)
4. Jesus separated them. (Matthew 10)
5. Jesus sent them. (Luke 9:1-9, 57-62)
6. Jesus evaluated them. (Mark 6:30-32, Luke 9:10)
7. Jesus left them. (Luke 24:45-51, John 16:5-15)

Trainer: Refer back to Diagram 6.1. Review the significance of long-term growth through discipleship.

C. Multiplication growth

Discipleship of new believers should begin immediately upon conversion. After a person accepts Jesus Christ as Savior and Lord, it is important that they be taught (discipled) how to live a Christian life that is pleasing to God. After a period of maturing in their own Christian life, the disciple then becomes a “mentor.” A mentor acts as a guide, advisor, encourager and teacher. This method of making disciples results in multiplication growth. A church should grow as a result of new believers, not because believers leave one church to go to another. Multiplication happens when each believer witnesses and wins others. As multiplication takes place, new churches are established and growth happens.

D. Characteristics of a disciple

A disciple exhibits the character of their teacher. A Christian should imitate the character of Jesus. A disciple is to learn and obey God’s Word. They should not just have head knowledge of what the Bible says, they should obey its message.






A disciple’s character is very important. Knowledge of God’s Word will never make up for a shortage of character in their day-to-day life. The worth of a relationship with God and a life lived by the power of the Holy Spirit cannot be compared to knowledge. Many have knowledge about the Bible. But if they do not have a living relationship with God through Christ, that knowledge will profit them nothing for eternity. Jesus said we are to be His disciples. A disciple makes a decision to have a relationship with God and others. Table 6.1 shows some characteristics of a disciple. Use this as a guide as you disciple others.

Table 6.1 Some characteristics of a disciple

1.	<p>A disciple is a new creation (born again). Jesus told Nicodemus that he must be born again. (John 3:3) Being “born again” is becoming a new creature from within. This profound truth is the beginning point of a Christian life. One must be transformed, cleansed, forgiven by Jesus, the living Christ. It is an event and an experience in each believer’s life. It is not just the act of joining a church or religion. Believers are to follow as a disciple of Christ, but they must first have a “born-again” experience.</p>
	<p>📖 See John 3:3, 1:12 and 2 Corinthians 5:15-17.</p>
2.	<p>A disciple puts Christ first (makes Him Lord, boss). The Lordship of Jesus Christ in a believer’s life is essential to become a fruitful disciple. This is the time when a disciple must decide if they will follow what Jesus wants them to do, or do what they and others desire them to do.</p>
	<p>📖 See 2 Corinthians 5:14-15, Matthew 6:9-13, 24, 33, Luke 9:23, John 13:13-14 and 21:1-19.</p>
3.	<p>A disciple makes himself a student for life. A disciple should be learning from the Bible, the Holy Spirit and others. A disciple should eventually become a mentor (disciple maker) too. Before one can do this, they must be willing to first be a student and a learner. They must leave behind the attitude that they know everything and be willing to learn from others. They must realize that they do not have the answers for every problem.</p>
	<p>📖 See Proverbs 9:8-10, Matthew 4:19, John 6:60-66, 14:6.</p>
4.	<p>A disciple repents of sin, walks in purity and separates from the sin of the world. A disciple knows that many people are watching them to see if their life measures up to the standards of the Bible, the book by which they proclaim to live and follow. If a disciple continues in sin, people will label them a hypocrite.</p>
	<p>📖 See 1 Corinthians 6:19-20, Ephesians 4:22, 5:5, Colossians 3:5-10, 1 Thessalonians 4:3-7 and Titus 2:12-14.</p>

Table 6.1 Some characteristics of a disciple

5.	<p>A disciple is submitted to authority. A disciple knows from the teachings in the Bible that “all authority” is of God. Therefore, they must honor their church, community and national authorities as they would God, even when they do not agree with them.</p> <p>📖 See Hebrews 13:7, 17, Matthew 10:39-42, 1 Peter 3:8-9 and Romans 13:1-7.</p>
6.	<p>A disciple has a regular time of devotions and prayer. Just like Jesus drew away from people for a time of prayer with the Father, a disciple also needs a daily devotional and prayer time to come to know God better.</p> <p>📖 See Psalms 42:1-2, 27:4, 1 Thessalonians 5:17-18, Mark 1:35, Luke 11:1-4, James 1:5-7 and 5:16.</p>
7.	<p>A disciple desires to learn and apply God’s Word. They demonstrate faithfulness to God’s Word. Everything about a disciple’s life needs to be centered on faithfully applying the Bible’s truths to their daily lives. They desire to learn and apply God’s Word through:</p> <ul style="list-style-type: none">• Hearing it preached and taught• Reading it frequently• Studying the Bible• Memorizing Scripture• Meditating on the Scriptures. <p>📖 See 2 Timothy 2:15, John 8:31, Acts 2:42, 17:11, Colossians 3:16 and 2 Timothy 3:16-17.</p>
8.	<p>A disciple must count the cost and continue. Jesus said take up your cross daily. The Scripture clearly shows that faithful servants were rewarded with more work of service, not less. God entrusts His work to faithful, obedient disciples.</p> <p>📖 See Luke 9:23, 62, 14:25-35, John 8:31 and 2 Corinthians 3:18.</p>
9.	<p>A disciple is Christ’s witness, who lifts Him up through words and deeds. A disciple is able to see and demonstrate in daily life how God’s Word, truth and power can benefit all.</p> <p>📖 See Acts 5:42, Matthew 28:18-20, Acts 1:8, 14:21-23, 22:14-15 and Romans 2:21-24.</p>

Table 6.1 Some characteristics of a disciple	
10.	A disciple regularly gathers with other believers to worship God and to be involved in works of service through the church.  See Hebrews 10:25, Psalm 122:1, Acts 16:5, 1 Corinthians 12:12-27 and Colossians 1:15-18.
11.	A disciple has an attitude of a servant . Jesus demonstrated the example of a servant. He told His disciples they must be servants and that the greatest must be servant of all.  See Mark 10:42-45, Acts 6:1-4 and 2 Corinthians 12:15.
12.	A disciple honors God by freely giving their time, talents and money back to Him . Everything a believer is and has is given to them by God. A disciple is blessed when they give back to God.  See Malachi 3:10-11, Haggai 1:6-9, 1 Corinthians 16:1-2, 2 Corinthians 9:8-9 and Philippians 4:14-19.
13.	A disciple walks according to the Spirit, displaying the fruit of the Spirit . A disciple needs to have the fruit of the Spirit strong in their life so they do not live as the world lives. The fruit of the Spirit includes goodness, knowledge, self control, perseverance, godliness, kindness and brotherly love.  See 2 Peter 1:5-8, Acts 16:1-2, 1 Corinthians 13:4-7, Galatians 5:22-23 and 1 Peter 2:18-23.
14.	A disciple reproduces himself . The natural fruit of a disciple is another disciple. Jesus commanded us to make disciples. Disciples are obedient to their Lord, Jesus Christ.  See also John 15:8 and 2 Timothy 2:2.

Discipleship is a relationship that will always be present in the lives of the mentor and the student (new believer). Because of their precious life in Jesus, there will always be a strong spiritual and emotional bond. It is necessary to teach new believers for a season until they are able to mature with the help of the Holy Spirit. Then it is time for both the mentor and the student to disciple new believers.

E. Selecting a person to disciple

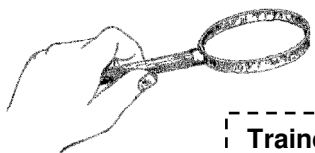
Now it is time to make a commitment to disciple (mentor, train) another believer in the ways of God. This matures the mentor in

their faith and also trains the disciple. Discipleship requires dedicated time and effort. The following lists some practical guidelines and characteristics to consider when selecting a person(s) you are willing to commit to train and disciple.

- **Loyalty** – The best disciple for you is a person that you have personally brought to Christ. You exhibit loyalty to train them, and they are loyal to learn from you.
- **Witnessing to others about their new life** – They should be telling and demonstrating the things from which God has set them free.
- **Testimony** – They should have a new life that their family, friends, co-workers have noticed.
- **Baptized** – They should be baptized or desiring to be baptized.
- **Teachable** – They should have a desire to pray, read and study the Word of God.
- **Reaching out** – They should be telling family, friends and others about the greatness of God.
- **Whole household** – Their household should be aligning with the Word of God.
- **Accountability** – They must have a teachable spirit and be willing to give an account to you for their time and actions. They must be willing to spend dedicated time with you for at least one year.
- **Serving** – They must have a desire to serve others and demonstrate the fruit of the Holy Spirit.
- **Protection** – Men disciple men. Women disciple women. Couples disciple couples. Discipleship of and by young people (between the ages of 11-21) must be closely supervised by adults.

Trainer:

1. Step 4 of this manual provides a systematic guide to help accomplish Steps 1, 2 and 3 of this manual. It gives specific, practical tools (materials and forms) to organize and measure training to equip and mentor believers. The result is multiplication of the laborers in the local church.
2. Introduce Step 4, Starting the Series, and explain how the process works. List the forms and certificates. It is important for the participants to understand the process because they will be writing their Action Plan in Session 7. This will give them practical ideas and ways to make disciples, have church growth and do church planting.



Discovery Session

Trainer: Divide the participants into small groups of 5-7 people each. Have them work together to discuss and answer the following questions.

1. Discuss the commitment to, and importance of, making disciples.
2. Why is it important to make a personal commitment to become a mentor and begin to train disciples?
3. Discuss why your thinking must change from having “church members” to “mentoring new believers (discipleship)” who become thoroughly equipped followers of Christ. Remember, “church members” are not mentioned in the Bible.

Trainer: Read the follow session conclusion.

Session Conclusion: The most effective way to have real lasting church growth is to make disciples and train those disciples to make disciples, and on and on. This brings multiplication of believers not addition of members to the church.



SESSION 7

ACTION PLAN

Overview

The closing session is designed to create a written “Action Plan” that will be implemented upon each participant’s return to their local church. This plan will help maximize and train the human resources under a leader’s authority and expand the work force and laborers for the “harvest.” This process is accomplished by implementing the truths and principles taught in EGI’s Getting Equipped™ Series. This session includes an opportunity to evaluate what each participant has learned. Answers are given at the end of the session.

Time required to complete this session: 1 1/2 hours

Goals of the session:

1. To make a written action plan
2. Discover keys of church growth and some things you may need to change in your church
3. Understand the importance of working with volunteers
4. Learn how to begin this training program

Forms: 1

Evaluation: 1

Discovery Session:

- Writing vision and implementation plan
- Evaluation of material in sessions
- Closing and Prayer

Trainer: Discuss the Action Plan and the points it should contain from the following pages.

A. What is an “Action Plan”?

Now, it is time to put your vision into an action plan. You cannot implement a plan or vision until you put “feet” to it. This means you must act in order for the vision to become reality. This is the most important part! People will believe some of what you say, but they will believe and imitate what they see you doing. The characteristics of a good action plan are:

- **It must be real** – Is this a plan that others can understand and help you accomplish?
- **It must be workable** – What are the steps to accomplish this plan? A workable plan can be broken into measurable tasks.
- **It must be measurable** – Define the expected results. These results may be measured in time periods and numbers. For example, you may have a goal of telling 100 people about Christ in a period of four weeks.
- **It must motivate action** – Is your plan real enough that you and others can act on it?
- **You must be accountable** – Identify other believers to whom you can be accountable. Regularly report the results of your plan to them. Seek their advice and wisdom on how to improve the results, if appropriate.

As you equip believers in your church to do works of service, the power of God is released upon them. When the Holy Spirit enables believers to use God’s power, the work will change from a natural work of a person to a supernatural work of God. In many cases and in many nations, this change releases the power of the Holy Spirit as seen in the first century church. As in the early church (recorded in Acts), many believers today are seeing and experiencing miracles, signs and wonders as they put Mark 16:15-17 into practice. Jesus was their teacher, just like the Holy Spirit teaches believers today.

B. Implementing the action plan

Just as there are specific ingredients required to make a particular recipe, there are ingredients required for an action plan. Each ingredient in a recipe has its purpose. The action plan should contain specific elements required for success in a situation, relationship or plan. For example, each discipleship program should have an action plan.

Identify and list the elements of your plan. These elements will vary depending on the vision to be accomplished. The following list shows some practical elements involved in implementing a discipleship program.

- **Vision** – Write the vision including the desired results of this particular discipleship program.
- **Identify the basic steps required to succeed** – For example: After going through training on EGI's Equipped through Basic Beliefs of Christianity manual, students are equipped to become mentors and can disciple another.
- **Teaching team** – Write the names of the training team who will be mentoring new disciples.
- **Selection of students** – Write the names of the students to be discipled.
- **Identify the class time** – Write the days and time. For example, Tuesday and Thursday, 6:00 – 8:00 pm, with practice sessions during the week as determined by the mentor.
- **Place for training** – Identify where these classes will be held.
- **Practical application of Bible truths learned** – Identify practical goals for each student. An example may be that each student is to win and disciple at least five (5) people who are not currently believers, teaching them all that they have been taught. (Matthew 28:18-20)
- **Recognition** – Prepare certificates of completion for each student who satisfactorily completes the requirements of the program.

C. Working with volunteers

Volunteers are people who desire to work with you to accomplish the vision. It is critical that you clearly and effectively communicate your vision to the volunteers. Your team consists of these volunteers, so they are very important to your vision. Teamwork is critical to successful completion of a vision. If they adequately understand the goal and purpose of the vision, they can be helpful in accomplishing the task. The Holy Spirit will enable them to perform the necessary tasks.

If volunteers do not understand the vision, they will lack focus and enthusiasm.

However, if they do not understand the vision, they will lack focus and enthusiasm.

If your vision is not progressing as you thought it should, communicate your vision to the team again. Perhaps they did not clearly understand the focus of the vision.

D. Spiritual condition: mentor and disciple

For successful results, it is critical that both the trainer (mentor) and the trainee (one being disciplined) have a good relationship with God.

1. Mentor (trainer who will be teaching disciples)

The mentor must have a strong, mature relationship with God. They must desire to invest their life in the lives of others. The following lists the requirements of a life that is invested in others:

- Spend time with God through prayer and study of God’s Word
- Spend time with the people you are mentoring
- Be a blessing to them
- Impact their lives
- Touch the lives of others

Jesus explained about making “fruit that will last.” That is the job of a mentor – to lovingly teach new believers about Jesus.

Table 7.1 Spiritual condition of the mentor

John 15:16-17	Required action
<i>You did not choose me, but I chose you and appointed you to go and bear fruit—fruit that will last. Then the Father will give you whatever you ask in my name. This is my command: Love each other. (John 15:16-17)</i>	• Chosen by Jesus
	• Appointed
	• To go
	• Bear fruit
	• Fruit that will remain (last)
	• Permission to ask of the Father in Jesus’ name
	• Commanded to love one another

2. Disciple (trainee)

The spiritual attitude of a disciple (the person being trained) should be one who is willing to learn and then act on those truths. They should have a desire to draw closer to God, learn of His ways and

commit to practice what is learned. The result will be a believer who will desire to disciple others, just as they were disciplined.

Trainer: Copy and distribute “Vision and Implementation Plan” and the “Launch Seminar Evaluation” to each participant as follows.

Vision and Implementation Plan

1. Make two (2) copies of the Vision and Implementation Plan and distribute to each participant. It is provided on the following pages.
2. Allow enough time for participants to complete the forms.
3. Copy their forms. If a copy machine is not available for their use, ask them to hand write the information on the second set forms.
4. Ask the participants to give one copy to you for your records. If someone else will be doing follow-up with the participants within 1 year, pass these forms along to that person.
5. Each participant is to keep their copy of the forms for their use and reference. You may suggest that they keep their action plan in the cover of their Bible where they can review it regularly.
6. You may want to show a completed form so the participants will understand how to complete them.
7. Copy and distribute the Launch Seminar Evaluation to each participant. Allow enough time for completion.
8. Quickly review the answers. If time is short, point out that the answers are given at the end of this session.



Discovery Session

1. Complete your plan of action on the Vision and Implementation Plan (provided on the following pages). When finished, return one copy to the trainer or facilitator for their files. You are to keep the other one.
2. Please put your name on the Launch Seminar Evaluation and answer the questions. The answers can be found in the sessions you have been taught in this seminar.

Trainer:

Read the following statement to conclude this session on action plan.

Session Conclusion: Having “vision” and a “practical action plan” that can be implemented will help when you return to your church to begin to disciple and train believers. The result will be church growth.

Vision and Implementation Plan

Page 3 of 3

6. Training Team:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

7. Potential disciples?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

8. What are your strengths?

9. Your weaknesses?

10. Spiritual resources:

12. Financial resources:

11. Human resources:

13. Location resources:

Name: _____ Date: _____

Launch Seminar Evaluation

1. What is the purpose of the church? _____

2. What is the posture/position of a New Testament leader?
(Matthew 20:25-28) _____

3. What five things does the Great Commission tell us to do?
 1. _____
 2. _____
 3. _____
 4. _____
 5. _____
4. What are the seven steps used by Jesus to make disciples?
 1. _____
 2. _____
 3. _____
 4. _____
 5. _____
 6. _____
 7. _____
5. What is the role of the pastor or the leader? _____

6. What is the role of believers? _____

7. What are the four stages of the Mission-Church Life Cycle?
 1. _____
 2. _____
 3. _____
 4. _____
8. Name three keys to church growth.
 1. _____
 2. _____
 3. _____

9. What does 2 Timothy 2:2 tells us to do? _____

10. What are the four types of church growth?
1. _____
2. _____
3. _____
4. _____

11. Why did Moses' leadership break down?
• God was _____
• The people were _____
• Moses was _____

12. Evangelism is the responsibility of whom? _____

13. Name 10 reasons why the church does not grow.
1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____

14. What will YOU DO to bring growth?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____

15. Write your vision. _____

16. How many people do you plan to train and disciple with these manuals? Number: _____

Launch Seminar Evaluation

(Answer Key)

- 1. What is the purpose of the church?**
Fulfilling God's Will and Mission.
- 2. What is the posture/position of a New Testament leader?**
(Matthew 20:25-28) *Servanthood*
- 3. What five things does the Great Commission tell us to do?**
 - Go*
 - Preach – Teach*
 - Baptize*
 - Make Disciples*
 - Heal the Sick*
- 4. What are the seven steps used by Jesus to make disciples?**
 - Called them*
 - Taught them*
 - Showed them*
 - Separated them*
 - Sent them*
 - Evaluated them*
 - Left them*
- 5. What is the role of the pastor or the leader?**
Prepare God's people for works of service so that the body of Christ may be built up. (Ephesians 4:12)
- 6. What is the role of believers?**
The works of service to the church (Body of Christ) and bringing Christ to the World.
- 7. What are the four stages of the Mission-Church Life Cycle?**
 - Pioneer*
 - Parent*
 - Partner*
 - Participant*

8. **Name three keys to church growth.**
1. *Vision*
 2. *Equipping the believers for ministry and works of service*
 3. *Discipleship*
9. **What does 2 Timothy 2:2 tells us to do?**
And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others. (2 Timothy 2:2)
10. **What are the four types of church growth?**
1. *Upward*
 2. *Outward*
 3. *Onward*
 4. *Inward*
11. **Why did Moses' leadership break down?**
- *God was **angry**.*
 - *The people were **complaining**.*
 - *Moses was **failing to meet the needs of the people – too heavy of a burden**.*
12. **Evangelism is the responsibility of whom?**
Evangelism is the responsibility of the whole church – each believer.
13. **Name 10 reasons why the church does not grow.**
(The answer to this question will vary from case to case.)
14. **What will YOU DO to bring growth?**
(The answer is dependent on each individual's faith.)
15. **Write your vision.**
(This should be a short form of the vision you wrote in the "Discovery Session" in Session 7.)
16. **How many people do you plan to train and disciple with these manuals?**
Number: *RECOMMENDED that you train and disciple at least 6 people during the first year.*

Closing, Commitment, Sending

When Jesus ministered to people, He always challenged them to commitment and action. He brought them to a new level of commitment and faith which brought fruitful actions. Jesus has not changed. *Jesus Christ is the same yesterday and today and forever.* (Hebrews 13:8) He is looking for people who will make a commitment to follow Him. Following Christ demands faith, obedience, discipleship and commitment.

Trainer: As a leader who is leading people into church growth and church planting, it is appropriate to demand commitment from all participants to the truths discussed in the seven sessions of this seminar. It is very important to bring closure and commitment. Nine (9) activities are given to conclude the Launch Seminar. **Choose one** to use to seal the things God has done in the hearts of the participants during the sessions. The result should be commitment to action, implementation and growth.

SUGGESTED WAYS TO CLOSE A LAUNCH SEMINAR

1. Lay hands on each participant individually and bless them.
2. Have the participants hold hands. Say a prayer encouraging each participant to do what they have heard from God during this time.
3. Have the participants kneel for a session of individual prayer to be concluded by the leader.
4. Leaders anoint each participant with oil.

5. Pray the Lord's Prayer collectively as a group.

Lord's Prayer

"This, then, is how you should pray:

*"Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done
on earth as it is in heaven.
Give us today our daily bread.
Forgive us our debts,
as we also have forgiven our debtors.
And lead us not into temptation,*

6. Say the Apostles' Creed together.

Apostles' Creed

I believe in God, the Father almighty,
Creator of heaven and earth.

I believe in Jesus Christ, His only Son, our Lord.
He was conceived by the power of the Holy Spirit
and born of the virgin Mary.

He suffered under Pontius Pilate,
was crucified, died, and was buried.

He descended into hell.

On the third day he rose again.

He ascended into heaven,
and is seated at the right hand of the Father.
He will come again to judge the living and the dead.

I believe in the Holy Spirit,
the holy universal Church,
the communion of saints,
the forgiveness of sins,
the resurrection of the body,
and the life everlasting. Amen.

7. Give each participant a small candle. The leader lights one candle and then passes that light on to other people holding candles. Each person with a lit candle lights the candles of others until all candles are burning. Jesus said you are the light of the world. (Matthew 5:14, Acts 13:47, John 8:12, 2 Corinthians 4:6)

In a darkened room, one small light spreading from candle to candle quickly extinguishes the darkness. God's people should cover the earth extinguishing the darkness. (This is especially effective if the closing is in the evening and the room can be darkened.)

8. Send the participants out with an appropriate blessing and a charge spoken as Jesus charged the first disciples.

Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."
(Matthew 28:16-20)

9. You may find that the Holy Spirit will give you something different to use for closing your Launch Seminar.

STARTING THE SERIES

Step 4



EQUIPPERS GROUP INTERNATIONAL

After the participants return to their local churches, it is time to start EGI's Getting Equipped™ Series. These leaders are ready to “facilitate” a Launch Seminar for leaders and teachers from their local churches.

The first thing they should do is to facilitate training of the seven seminar sessions contained in Step 3 of this Guide. It is important that their local leaders and teachers understand the truths taught in these sessions **before** beginning to teach the manuals themselves. This training should take place in a 1 to 2 day Launch Seminar. This is an excellent weekend activity to train local leaders and teachers. **After attending the seminar, leaders are ready to begin teaching the Getting Equipped™ Series.**

FIRST: Leaders “facilitate” a Launch Seminar for local leaders and teachers in their churches.

THEN: Leaders and teachers are prepared to start teaching EGI's manuals.

Step 4 of the Facilitator's Guide contains the following sections.

- Ordering Materials
- To the Teacher
- Forms and Certificates

Ordering Materials

Manuals in EGI's Getting Equipped™ Series can be ordered from your facilitator, or directly from EGI's publisher at the following address:

Nations Vision, Inc.
P.O. Box 2505
Frisco, TX 75034 USA
e-mail: order@nationsvision.org
www.nationsvision.org

Visit EGI's website (www.equippersgroup.org) to learn more about us. You can also learn which translations of each manual are available.

If there is a need for a manual teaching a specific topic, send an e-mail to info@equippersgroup.org or contact us directly via mail.

TO THE TEACHER

A. Guide to teaching lessons in EGI’s manuals

The following guidelines are provided to help the teacher understand how to conduct class lessons contained in the Getting Equipped™ Series. Each lesson is designed to be taught in a two-hour session – one hour for the teacher to teach the content of the lesson and one hour for discussion and application activities. In most cases, there is more information provided than can be taught in that time period. It is up to the teacher to determine and teach the material most applicable to the group being taught. You may want to split a long lesson into two lessons, if appropriate.

Since one method of teaching does not fit all groups, the lessons are designed to accommodate different learning styles and the culture of the local church. They can be used to effectively disciple new believers in basic Christian truths and to train leaders in the local church.

Use Jesus as your example for effective teaching. Jesus was called “teacher” 42 times in the Gospels – more than any other title. Jesus calls His followers “disciples,” which literally means “learners.” The teacher of the Getting Equipped™ Series should present the material so the students will know Jesus and mature in their faith. There are two kinds of knowing – knowing about Jesus and knowing Him by experience. The lessons presented in this Series are designed to help you, and your students, know Jesus in a real and personal way. This truth is emphasized in the following Scripture from James 1.

Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like. But the man who looks intently into the perfect law that gives freedom and continues to do this, not forgetting what he has heard, but doing it – he will be blessed in what he does. (James 1:22-25)

1. Teacher's objectives

The primary objective of the teacher is to encourage believers to become fully developing followers of Jesus. A believer is to **be** like Jesus in character, **do** like Him in works of service, and **relate** to God and mankind in love – just as He did. These manuals are written with this goal in mind. Other objectives are:

- Each believer is able to lead non-Christians to a saving knowledge of Jesus.
- Encourage believers to have an experiential knowledge of Jesus Himself rather than just to gain information about Christian truth.
- Provide “spiritual food” which will encourage believers to grow in the application of love, unity and works of service.
- Provide a source of sound teaching to the local church.
- Provide a basis for recognizing false teachers and false doctrine.
- Understand what Jesus has done for and in the believer – the salvation brought to them. Encourage believers to greater obedience to His will.
- Train leaders who are then equipped to train others.

The lessons in the Getting Equipped™ Series provide truth, but the example of how these truths operate in a disciple's life comes from the teacher. The teacher must add his or her life examples to the teachings. Teachers are encouraged to make these truths colorful through their insights and life experiences. The power of God is present in both God's Word and the testimony of Christians.

2. Preparing the lesson

The teacher should prepare the lesson before class begins. The components of preparation are study and prayer.

a. Study

1. Read through each lesson and look up all of the verses.
2. Study how each verse relates to the topic. Sometimes Scripture verses before or after the actual cited verses will help you better understand the overall meaning of the text.

3. Know your students. Consider their needs and the time you have to teach the lesson. Prioritize the lesson's truths to meet the needs of your students. If a student leaves the class with only three truths, what should they be? Prepare your lesson to assure these areas are covered first.
4. Consider how much time you want to leave for discussion.
5. Determine how you will use the activities section found at the end of each lesson. You may want to add more application activities or not use this section at all. You may decide to incorporate it into the discussion period.
6. Determine the class length. You have the flexibility to use all of the material presented or selected portions to be studied. It may be necessary to split a long lesson into two sessions to adequately cover the material.

b. Prayer

1. Pray for those who will attend your class. Pray that the Lord Jesus will teach them what they need to know.
2. Ask Jesus what He wants you to learn from the material.
3. Ask Jesus to give you wisdom as to what portions of the lesson you should emphasize in class.
4. Ask Jesus to give you examples of how these truths are experienced in your life or the lives of others you know.

3. Students to study and apply truths to their lives

This Getting Equipped™ Series stresses the importance of understanding and applying the Word of God. When a person accepts Jesus as Savior, the Holy Spirit comes to live in that individual. It is the Holy Spirit's job to guide the believer into all truth. The intention of this Series is to assist believers in their responsibility to study, understand and apply God's Word.

Note to Teacher: As you teach the manuals in EGI's Getting Equipped™ Series, consider using these practical suggestions to help your class help each other.

- Identify the top 5-10 users who have successfully used this program and have had good results.
- Have them give a spoken testimony of how they used the Series to get good results. (Note: A written testimony could be used if necessary and read to the class.)
- Provide a time of interaction where the one giving the testimony and the students can compare results and discuss problems encountered. Some of these discussions might include the topics of opposition or persecution. If you used a written testimony in the previous point, discuss among the students possible problems and solutions.
- Conduct a special closing ceremony after completing each manual and recognize top users. Present certificates of completion to those qualifying.

FORMS & CERTIFICATES

The following forms and certificates are provided for your use when teaching EGI's Getting Equipped™ Series. An example of each form or certificate is shown. A full-sized copy of each one is provided on the CD accompanying this manual.

1. **Sign-Up Sheet** – The Sign-Up Sheet is a class listing of each person who plans to take the course. Students can sign-up in advance or on the first day of training. This information will be used as your class list and the basis of the class reports.
2. **Application Form** – The Application Form provides the teacher with personal and spiritual information about each student. This is especially useful if students come from different churches or if the class is being taught in a Bible school setting. Part of the application process requires that the student has the permission and blessing of their spiritual authority (pastor, elder or mentor) before taking the class.
3. **Enrollment Form** – This form identifies each lesson in each manual in the Getting Equipped™ Series. It helps the Facilitator and Teacher monitor the progress of each student. It provides a place to track each student's training on specific manuals and lessons. Upon completion of training on each manual, the Facilitator (and/or the Teacher) awards a certificate of completion to the student.
4. **Database Attendance Sheet** – This attendance sheet is an example of an electronic database tool provided for use by the Facilitator and/or Teacher to use to monitor and measure progress of each group (class) of students. This database is like a teacher's grade book where they keep track of each student's completion record. The electronic database contains a separate worksheet for each manual. If this capability is not available to you, you can keep your own database on paper.
5. **Report Forms** – There are two (2) report forms. These forms are important for use by the Facilitator to measure progress.

- **Student Report Form** – Each student completes this form after completing training on each EGI manual. The student gives two copies of this form to the Trainer. The Trainer keeps one copy and forwards the other copy to the Facilitator.
- **Trainer Report Form** – This form is completed by each trainer. Make two copies. The trainer keeps one copy and gives the second copy to the Facilitator.

6. **Certificates of Completion** – This manual contains a sample of a certificate to be awarded after completion of training. The CD contains a certificate pertaining to each manual in the Getting Equipped™ Series. If you do not have capability to produce colored certificates, there is a certificate on the CD that can be adapted for each manual. Certificates are provided on the CD.

CD – In addition to the items listed above, the CD contains **training aids for use in teaching these sessions**. These training aids also include the diagrams used in the Launch Seminar sessions presented in this manual.

Note to the Facilitator and/or Trainer:

Forms – The following forms can be adapted as you see fit. Use the appropriate form for your situation.

Cost – We recommend charging each student a fee for the training, depending on the culture and economic conditions. Sometimes, training is considered more important and the commitment greater if there is a financial cost. Consider the cost of materials, location, transportation, food, etc. in figuring the course fee. **Nothing is free – if it cost nothing it will have little value!!**

Class size – The ideal size of a training session is 10-12 students per class, but not more than 24. You might consider leading two (2) classes if you have enough students. The value to your students will be greater if you have about 10-15 students per class. In some nations, however, they have done effective training of over 100 students per class because the desire for training is so intense. This curriculum may also be used in Bible schools and institutions which, many times, run larger classes. This series is useful for Bible school graduates to begin their mission of church planting.

Sign-Up Sheet

Getting started with the EGI Series

(Name of manual) _____

Teacher _____

Date: _____ Time: _____

Place: _____

NAME OF STUDENTS	
1.	13.
2.	14.
3.	15.
4.	16.
5.	17.
6.	18.
7.	19.
8.	20.
9.	21.
10.	22.
11.	23.
12.	24.



EQUIPPERS GROUP INTERNATIONAL

APPLICATION FORM

Please place photo here

The Getting Equipped™ Series Training Course

PERSONAL INFORMATION:

1. Name that you go by: _____ Sex: _____
Full Name: _____
2. Home address:
House & Street: _____
City/Village: _____
District (optional): _____
Province/State: _____
3. Date of Birth _____ Age: _____
4. Education Level Achieved: _____
5. Where do you go to church? _____
6. Leaders' Name: _____
7. Denomination: _____
8. Address of Church:
House & Street: _____
City/Village: _____
District (optional): _____
Province/State: _____

SPIRITUAL FOUNDATION:

9. How long have you been a Christian? _____
10. Have you ever been involved in serving God full-time as a job?

What did (do) you do? _____

11. What do you do in your church? (Mark all activities in which you participate in your church.)

- Pastor
- Assistant Pastor
- Elder
- Evangelist / Church Planter
- Worship Leader / Cell Group Leader / Youth Leader (etc)
- Other (please state) _____

12. What do you consider yourself? (Mark One)

- A leader
- A potential leader
- No interest in being a leader

13. Have you ever received Bible training, or been involved in a training course? Yes: _____ No: _____

If "Yes", what course or school did you go to for Bible training?

14. Where have you received most Biblical teaching? (Mark One)

- When the Pastor Preaches
- Private Study
- Local Leadership Training Program
- Seminars (How long: _____)
- Bible School (How long: _____)

15. Why do you want to study the Equippers Group Getting Equipped™ Series? _____

16. Do you have a desire to tell people about Jesus and to see more churches started in your country?
Yes: _____ No: _____

REFERENCES:

17. Please give the names and addresses of two people who know you very well that we could contact as a personal reference:
1. Name: _____
Address: _____
Position: _____
Phone Number: _____
How long have you known this person? _____
2. Name: _____
Address: _____
Position: _____
Phone Number: _____
How long have you known this person? _____
18. Please use a separate piece of paper to write your testimony about how you became a Christian and what Jesus Christ has done for your life.
19. Since this course involves receiving training, we would request that you have a letter of permission from your pastor or Christian leader who is in authority allowing you to study.

SPIRITUAL AUTHORITY AND ACCOUNTABILITY:

20. Do you accept that you must submit to your denomination, church and church leaders?

Yes _____ No _____

COST OF TRAINING:

The normal cost of training is \$_____. This charge covers the cost of teachers, books, materials and meals.

Please return this completed form to any of the following locations:

1. _____
2. _____
3. _____

CONFIRMATION AND SIGNATURE:

Signature of Student: _____

Signature of Church Leader: _____

GETTING EQUIPPED™ SERIES ENROLLMENT FORM

Name: _____

Address: _____

Facilitator: _____

Completion Date

FACILITATOR'S GUIDE														
Step	1	2	3	4	Sessions			1	2	3	4	5	6	7
BASIC BELIEFS OF CHRISTIANITY														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
BIBLE STUDY SKILLS														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
GENESIS : THE BOOK OF BEGINNINGS														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
STEWARDSHIP														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
MISSIONS AND CHURCH PLANTING														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
THE CHRISTIAN FAMILY														
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14

GETTING EQUIPPED™ SERIES ENROLLMENT FORM

Name: _____
 Address: _____

 Facilitator: _____

Completion Date

Step	1	2	3	4	Sessions					1	2	3	4	5	6	7
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		
Lesson	1	2	3	4	5	6	7	8	9	10	11	12	13	14		

Student Report Form

(To be completed by each student)

1. Name: _____ Sex _____
Full Name: _____

2. Home address:
House & Street: _____
City/Village: _____
District (optional): _____
Province/State: _____

3. Total number that started the Getting Equipped™ Series training program at the same place on the same date. _____

4. Number of converts/souls won to Christ and baptized.

5. Number of new Bible studies. _____

6. New churches started. _____
Provide the names and addresses of these churches.

7. If possible, include photos of seminar, students, converts, etc. with description written on reverse side – or accompanying a digital image.

8. Testimonies – Please write your testimonies of what God did in winning souls, starting new Bible studies and new churches.

Trainer Report Form

(To be completed by the class Trainer/Teacher)

1. Name: _____ Sex: _____
Full Name: _____
2. Home address:
House & Street: _____
City/Village: _____
District (optional): _____
Province/State: _____
3. Name and language of the EGI Getting Equipped™ Series manual.


4. Did you finish teaching the manual to your students?
Yes ____ No ____ When do you expect to finish? _____
5. Language in which you taught your students. _____
6. Number of students in this training program.
 Less than 10
 10 – 23
 24 or more
 Other
7. How many converts do your students have? _____
8. How many have been baptized in water? _____
9. How many new Bible studies have your students started as a result of studying the Getting Equipped™ Series? _____

10. Names of students successfully completing the training.


Student's name	Manual completed
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	
16.	
17.	
18.	
19.	
20.	
21.	
22.	
23.	
24.	

Certificate of Completion

This is an example of the Certification of Completion to present to each student upon completion of training on the Facilitator's Guide. The CD contains specific certificates to award upon completion of training on each of the Getting Equipped™ Series manuals.

	<i>Equippers Group International</i>
	<p>Certificate of Completion</p> <p>to</p> <p>_____</p> <p>for</p> <p>Training on the Getting Equipped™ Series manual:</p> <p>Facilitator's Guide</p>
	<p>_____</p> <p><i>Trainer's Name and Title</i> <i>Date:</i></p>

The following is a sample of a Certificate of Completion that can be used for training on all manuals in the Getting Equipped™ Series.

	<i>Equippers Group International</i>
	<p>Certificate of Completion</p> <p>to</p> <p>_____</p> <p>for</p> <p>Training on the following Getting Equipped™ Series manual:</p> <p>_____</p> <p><i>Trainer's Name and Title</i> <i>Date:</i></p>

