Chapter 5.1 The Motivation of a Leader – Moving from Popularity to Ministry

In his book "In the Name of Jesus" Henri Nouwen draws upon the three temptations of Jesus as the basis of critical lessons for leadership. The first temptation of turning bread into stone is a lesson of giving up moving from being relevant to prayer. Our great need is to be connected to Christ and not just be with it in our culture. The second temptation of casting himself down that God would save him speaks to the leadership lesson in this section.

Consider

"Popularity to Ministry" Henri Nouwen reproduced by permission.

The Temptation: To Be Spectacular

Let me tell you about another experience that came out of my move from Harvard to L'Arche. It was the experience of relational ministry. I was educated in a seminary that made me believe that ministry was essentially an individual affair. I had to be well-trained and well-formed, and after six years of training and formation, I was considered well-equipped to preach, administer the sacraments, counsel, and run a parish. I was made to feel like a man sent on a long, long hike with a huge backpack containing all the things necessary to help the people I would meet on the road. Questions had answer, problems had solutions, and pains had their medicines. Just be sure that you know with which one of the three you are dealing. Over the years, I realized that things were not as simple as that, but my basic individualistic approach to ministry did not change. When I became a teacher I was even more encouraged to do my own thing. I could choose my own subject, my own method, and sometimes even my own students. Nobody would even question my way of doing things. And when I left the classroom I was completely free to do whatever I saw fit. After all, everyone has a right to live his private life privately!

When I went to L'Arche, however, this individualism was radically challenged. There I was one of many people who tried to live faithfully with handicapped people, and the fact that I was a priest was not a license to do things on my own. Suddenly everyone wanted to know my whereabouts from hour to hour, and every movement I made was subject to accountability. One member of the community was appointed to accompany me; a small group was formed to help me decide which invitations to accept and which to decline; and the question most asked by the handicapped people with whom I live was, "Are you home tonight?" Once, when I had left on a trip without saying good-bye to Trevor, one of the handicapped people with whom I live, the first phone call I received when I had reached my destination was a tearful call from Trevor, saying, "Henri, why did you leave us? We miss you so. Please come back."

Living in a community with very wounded people, I came to see that I had lived most of my life as a tightrope artist trying to walk on a high, thin cable from one tower to the other, always waiting for the applause when I had not fallen off and broken my leg.

The second temptation to which Jesus was exposed was precisely the temptation to do something spectacular, something that could win him great applause. "Throw yourself from the parapet of the temple and let the angels catch you and carry you in their arms." But Jesus refused to be a stunt man. He did not come to prove himself. He did not come to walk on hot coals, swallow fire, or put his hand in the lion's mouth to demonstrate that he had something worthwhile to say. "Don't put the Lord your God to the test," he said.

When you look at today's Church, it is easy to see the prevalence of individualism among ministers and priests. Not too many of us have a vast repertoire of skills to be proud of, but most of us still feel that, if we have anything at all to show, it
is something we have to do solo. You could say that many of us feel like failed tightrope walkers who discovered that we did not have the power to draw thousands of people, that we could not make many conversions, that we did not have the talents to create beautiful liturgies, that we were not as popular with the youth, the young adults, or the elderly as we had hoped, and that we were not as able to respond to the needs of our people as we had expected. But most of us still feel that, ideally, we should have been able to do it all and do it successfully. Stardom and individual heroism, which are such obvious aspects of our competitive society, are not at all alien to the Church. There too the dominant image is that of the self-made man or woman who can do it all alone.

The Task: "Feed My Sheep"

After having asked Peter three times, "Do you love me?" Jesus says, "Feed my lambs, look after my sheep, feed my sheep." Having been assured of Peter's love, Jesus gives him the task of ministry. In the context of our own culture we might hear this in a very individualistic way as if Peter now was being sent on a heroic mission. But when Jesus speaks about shepherding, he does not want us to think about a brave, lonely shepherd who takes care of a large flock of obedient sheep. In many ways, he makes it clear that ministry is a communal and mutual experience.

First of all, Jesus sends the twelve out in pairs (Mark 6:7). We keep forgetting that we are being sent out two by two. We cannot bring good news on our own. We are called to proclaim the Gospel together, in community. There is a divine wisdom here. "If two of you on earth agree to ask anything at all, it will be granted to you by my Father in heaven. For where two or three meet in my name, I am there among them" (Matthew 18:19-20). You might already have discovered for yourself how radically different traveling alone is from traveling together. I have found over and over again how hard it is to be truly faithful to Jesus when I am alone. I need my brothers and sisters to pray with me, to speak with me about the spiritual task at hand, and to challenge me to stay pure in mind, heart, and body. But far more importantly, it is Jesus who heals, not I; Jesus who speaks words of truth, not I; Jesus who speaks words of truth, not I; Jesus who is Lord, not. This is very clearly made visible when we proclaim the redeeming power of God together. Indeed, whenever we minister together, it is easier for people to recognize that we do not come in our own name, but in the name of the Lord Jesus who sent us.

In the past I traveled a lot, preaching and giving retreats as well as commencement and keynote addresses. But I always went alone. Now, however, every time I am sent by the community to speak somewhere, the community tries to send me with a companion. Being here with Bill is a concrete expression of the vision that we should not only live in community, but also minister in community. Bill and I were sent to you by our community in the conviction that the same Lord who binds us together in love will also reveal himself to us and others as we walk together on the road.

But there is more. Ministry is not only a communal experience, it is also a mutual experience. Jesus, speaking about his own shepherding ministry, says, "I am the good Shepherd. I know my own and my own know me, just as the Father knows me and I know the Father; and I lay down my life for my sheep (John 10:14-15). As Jesus ministers, so he wants us to minister. He wants Peter to feed his sheep and care for them, not as "professionals" who know their clients' problems and take care of them, but as vulnerable brothers and sisters who know and are known, who care and are cared for, who forgive and are being forgiven, who love and are being loved. Somehow we have come to believe that good leadership requires safe distance from those we are called to lead. Medicine, psychiatry, and social work all offer us models in which "service" takes place in a one-way direction. Someone serves, someone else is being served, and be sure not to mix up the roles! But now can anyone lay down his life for those with whom he is not even allowed to enter into a deep personal relationship? Laying down your life means making your own faith and doubt, hope and despair, joy and sadness, courage and fear available to others as ways of getting in touch with the Lord of life.

We are not the healers, we are not the reconcilers, we are not the givers of life. We are sinful, broken, vulnerable people who need as much care as anyone we care for. The mystery of ministry is that we have been chosen to make our own limited and very conditional love the gateway for the unlimited and unconditional love of God. Therefore, true ministry must be mutual. When the members of a community of faith cannot truly know and love their shepherd, shepherding quickly becomes a subtle way of exercising power over others and begins to show authoritarian and dictatorial traits. The world in which we live--a world of efficiency and control--has no models to offer to those who want to be shepherds in the way Jesus was a shepherd. Even the so-called "helping professions" have been so thoroughly secularized that mutuality can only be seen as a weakness and a dangerous form of role confusion. The leadership about which Jesus speaks is of a radically different kind from the leadership offered by the world. It is a servant leadership--to use Robert Greenleaf's term*--in which the leader is a vulnerable servant who needs the people as much as they need him or her.
From this it is clear that a whole new type of leadership is asked for in the Church of tomorrow, a leadership which is not modeled on the power games of the world, but on the servant-leader, Jesus, who came to give his life for the salvation of many.


How is this perspective on leadership different from what you may have heard previously?

What strikes you about Nouwen’s thoughts?

**Examine**

Study the following passages and make note of the key principles of leadership.

Mt 4:1-12

Jn 20

Mk 10:45

**Interact**

How do we get caught up in being popular?

What is the motivation of the leader?

What is true ministry?

How does this relate to the need for community or relationships?

What other lessons do you find in Nouwen’s writings?
How did Jesus overcome this temptation is Mk 10:45?

**Reflect**

We are called to lead before the Lord not for the Lord. God is more interested in the process as He is in the outcome.

Popularity for a leader almost always leads to wring decisions or compromises.

Popularity is based on the majority. Yet God’s ways are not man’s ways. Leaders must be careful to know the difference.

In leading people, we must both serve them as well as need them.

What additional thoughts come to mind?

**Apply**

What is God challenging you with in your leadership?

**Leadership Principle:** Leadership will always come to a crossroads of being popular and dying to the personal interests of others. Choose to minister to others.
5.2 Developing Community

Relationships with people are one of the primary things that the Lord values. It is as important or more so than the end result. If we use people or manipulate them to get our ends met or achieve some results, God is not pleased.

Consider

“Beneath all our problems there are desperately hurting souls that must find the nourishment only community can provide - or die. . . The greatest need in modern civilization is the development of communities - true communities where the heart of God is home, where the humble and wise learn to shepherd those on the path behind them, where trusting strugglers lock arms with others as together they journey on.” - Larry Crabb

No business can really give security. . . The private sector increasingly has become a way to make a living far more than a way to make a life. Only the social sector--the nongovernmental, nonprofit organization--can create what we now need, communities for citizens. . . The twentieth century, now coming to an end, has seen an explosive growth of both government and business. What the dawning twenty-first century needs above all else is equally explosive growth of the nonprofit social sector in building communities in the newly dominant social environment, the city.” - Peter Drucker

“The man who lives in a small community lives in a much larger world... The reason is obvious. In a large community we can choose our companions. In a small community our companions are chosen for us.” - G. K. Chesterton

“Henri Nouwen defines 'community' as the place where the person you least want to live with always lives. Often we surround ourselves with the people we most want to live with, thus forming a club or clique, not a community. Anyone can form a club, it takes grace, relational vision and hard work to form a community.” - Philip Yancey

Which of these quotes do you identify with most? Why?

Have you experienced this kind of love for one another?

Examine

Community Builders
Matt 5:1-12 The Beatitudes

<table>
<thead>
<tr>
<th>community builder</th>
<th>beatitude</th>
<th>Deadly sin</th>
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</thead>
<tbody>
<tr>
<td>v3 character of humility</td>
<td>poor in spirit - humility</td>
<td>pride - self</td>
</tr>
<tr>
<td>v4 cry</td>
<td>mourn - share unhappiness of others</td>
<td>envy - resent happiness of others</td>
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<tr>
<td>v5 care</td>
<td>gentle - refuse to harm others</td>
<td>anger - willing to harm others</td>
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<tr>
<td>v6 Christ centered</td>
<td>hunger for righteousness - passion for God</td>
<td>sloth - lethargy toward God</td>
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<tr>
<td>v7 comfort</td>
<td>merciful - sharing with others</td>
<td>greed - grasping on to world’s goods</td>
</tr>
<tr>
<td>v8 confession</td>
<td>pure in heart - holy, desire for God</td>
<td>lust - desire for everything but God</td>
</tr>
<tr>
<td>v9 celebrate</td>
<td>peacemaker - building bridges</td>
<td>judging - create divisions</td>
</tr>
<tr>
<td>v10 commitment</td>
<td>persecuted - take on hurt</td>
<td>gluttony - consuming worldly goods</td>
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character lived out in community

Comment on how the principles in the beatitudes apply to living in community with one another and in building a team? Examine the verses that correspond to the community killers, make note how it affects community.

Community Killers
1. compete Luke 9:46 - “There arose a reasoning among the, which of them should be the greatest” using others for our gain
only one wins, win at all cost  
worship this in our culture  
sets up winners/ losers - a standard measure from human perspective  
take advantage of others weaknesses  
Petersen “This competitive spirit, when a person has to take credit for what he’s doing- this will hurt a team, His security is wrapped up in what he is achieving so he sets aside those he is able to lead to Christ. This is not from God, it doesn’t come from the bible - it comes from somewhere else.”  
If we come together only in our strength, it sets us up for pride because I have a strength in this area. How I look is important to me. The only contribution I make is because of a life of pretense.

2. **compare**  
I set my own standards,  
put others down in order to lift me up  
tends to be a world focus - feeds pride or self deprivation  
reveals my value system  
Bonhoeffer - “It is vitally necessary that every Christian community from the very outset face this dangerous enemy squarely, and eradicate it. It is the struggle of the natural man for self-justification. He finds it only in comparing himself with others, in condemning and judging others. Self-justification and judging others go together, as justification by grace and serving others go together;”

3. **count**  
measuring in order to look good or gain credit

4. **control** - manipulate the outcome  
lead by fear  
emphasis on policies, rules and regulations  
restrictions  
opposite - freedom

5. **criticize**  
judge others motives, put others down, faultfinding  
Fenelon “Only imperfection is intolerant of imperfection. If there is one mark of perfection is that it tolerates imperfection. It is able to adjust. It becomes all things to all men.”

6. **confined**  
independence/ isolation  
Nouwen “As long as we live our deepest truth in secret, isolated from a community of love its burden is too heavy to carry. The fear of being known can make us split off our true inner selves from our public selves and make us despise ourselves even when we are acclaimed and praised by many.”
7. **Confusion** - no vision  
   Prov 29:18

8. **Complain**  
   Phil 2:14 - Do all things without grumbling or disputing

**Interact**

Discuss these principles and thoughts as it relates to a team you are currently working with?

How are you doing?

### Moving from Chaos to Community

Having a team that experiences community is not something that just happens. It takes commitment, pain, patience and a deep sense of humility. Building community is at the heart of team building. Review the following chart discuss what are the principles involved in developing community? Where is your team in that process?

| Psuedo Community | Conflict avoidance  
|                 | Pretense of peace - counterfeit  
|                 | Telling of white lies - masks  

| Chaos | Conflict and struggle  
|       | Basic differences emerge  
|       | Barriers to real communication, finally get honest about feelings  
|       | Two ways out of Chaos – organization and emptiness. Organization leads back to Psuedo community.

| Organization | Three types  
|             | 1. Fixers – fix all problems  
|             | 2. Sellers – Try to convert to way of thinking  
|             | 3. Dictators - Impose peace  
|             | 4. Controllers – Control outcomes  

| Emptiness | Examine self:  
|          | 1. Preconceptions/expectations  
|          | 2. Prejudices  
|          | 3. Ideology/ theology  
|          | 4. Need to heal, convert or sell  
|          | Death to self must occur

| Community | Open, vulnerable  
|          | Loving, acceptance

**Practical Tips**  
Never judge or place value on what another says; Speak in first person; Don’t try to fix; Listen attentively; Don’t quit in Chaos; Learn to die to self.
Reflect

Nouwen “Nothing is sweet or easy about community. Community is a fellowship of people who do not hide their joys and sorrows but make them visible to each other in a gesture of hope. In community we say: Life is full of gains and losses, joys and sorrows, ups and downs - but we do not have to live it alone. We want to drink our cup together and thus celebrate the truth that the wounds of our individual lives, which seem intolerable when live alone, become sources of healing when we live them as part of a fellowship of mutual care.”

weakness - Petersen “I think it’s beautiful how God has put the body together. I need my weaknesses as much as I need my strengths because if I didn’t have my weaknesses I wouldn’t need you. And if I don’t have you I’d be so much impoverished for the lack of relationship. So there is real beauty in how it’s put together. We should not be down on ourselves because of our weaknesses. We should give thanks for them because it is the glue that holds us together in the body. I should be thankful for what I don’t have because this creates a bond that you and I wouldn’t have otherwise.”

Nouwen “The most impressive aspect of my life at L'arche is that the handicapped people hold us together as a family and the most handicapped people are the true center of gravity of our togetherness.

Dietrich Bonhoffer - “The elimination of the weak is the death of the fellowship”
“The exclusion of the weak and insignificant; the seemingly useless people, from a Christian community may actually mean the exclusion of Christ; in the poor brother Christ is knocking at the door.”

What new insights is God revealing to you?

Apply

What will begin to apply to our current team or even family situation?

What is the greatest struggle?

Leadership Principle: Leadership must persevere through chaos in order to experience true community which is the deep caring for one another.
Chapter 5.3 Relational Leadership

At the heart of leadership is people.

Relational Ministry

Key Teaching Points:

1. The Christian Life is primarily relational (loving God and loving one another and the world) and is lived out in grace. It is not just right beliefs or obedient behaviors. These only form the boundaries that help us focus on the journey of relationships.

2. The Great Commandment (relationships) precedes the Great Commission (the cause). Relationships are the means of ministry. Relationships and community are the bridge between God and ministry.

3. If a relational focus is missed, we will be proud, judgmental, irrelevant or have a distorted view of God.

4. When we focus only on beliefs and behavior, we find our security in a black and white world. Relationships require grace, patience, and humility, all of which are found in the security of Christ in us.

Verses:

In 13:34-35 “A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. “By this all men will know that you are My disciples, if you have love for one another.”

1 Thes 2:8 “Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us.”

Rom 12:10,13,15 “Be devoted to one another in brotherly love; give preference to one another in honor;... contributing to the needs of the saints, practicing hospitality. Rejoice with those who rejoice, and weep with those who weep.”

1 Cor 12:25,26 “the members should have the same care for one another. And if one member suffers, all the members suffer with it”

Luke 6:12-15 “He spent the whole night in prayer to God. And when day came, He called His disciples to Him; and chose twelve of them, whom He also named as apostles... And He descended with them, and stood on a level place;... who had come to hear Him, and to be healed.”
Principles:
God is relational in His being and in His purpose (loving us).
Relationships are fundamental and crucial to an ongoing fruitful ministry. Ministry will not happen without them.
Evangelism and discipleship are more relational than just content or behaviors.

Application:
Offer grace at the point of need without being prideful
Support at the point of struggle without judgment
Accept at the point of failure without condemning
Comfort at the point of pain without criticism

What do peers say about your relational focus?
Who are you in community with?

Consider
Relational Leadership is an ever increasingly used model for leadership within a team setting. It is simply focused on the idea that people are the highest focus and having healthy relationships are at the heart of getting things accomplished. This also involves allowing people to utilize their gifts to accomplish task involved.

How would you describe relational leadership?

Examine
Study these verses, examining them to discover what the bible says about relational leadership.
1 Pet 5:1-3

Rom 12:3-20

Review 1 Cor. 12, how does the picture of the body relate to relational leadership?

Interact
How does God’s view of the functioning of the body speak to having teams and team leadership?
What is the interplay between giftedness, functions and leadership?

In Romans 12, where do the gifts come from?

What do these passages teach about the valuing and caring for people? What is the leaders role in that?

**Reflect**

Team leadership is found in the context of team and the task.

Leadership within a team moves or is relational based on the task and the giftedness of the team members.

Roles and / or the functions of the members help determine the task leader.

Relational Leadership requires humility and security.

Relational leadership offers mutual servanthood.

Relies on the collective I. Q. of the team

Which of these principles is most important to you? Why?
Apply

How will you apply this big idea to your team?

What impact do you expect this will make?

**Leadership Principle:** Leadership is all about people, it is fundamentally relational. God is in control of the results.
Chapter 5.4 Starting a Team

Community is a description of how a ministry team should function. A community has real and vital relationships, it is where people live if you will, and a community has a direction where they are headed. In this chapter we will discover about leadership through the eyes of relationships and the necessity of working at relationships.

At this time in the process of development as a leader it is crucial and foundational to your learning to begin leading a ministry team. You may already be leading a ministry team and that is fantastic because much of the learning process is by experience. If you are not leading a ministry team at this point there are several suggested ways to go:

1. A John Study (Straight to the Source)
2. Utilize Living Proof 1 to start a neighborhood group
3. Ministry Team

Leading a John study focus’ on having a team of believers who then reach out to their non-believing friends to introduce them to Christ. It is well defined and laid out in CBMC’S “Straight to the Source”. Living Proof 1 is available from CBMC and is self explanatory in terms of starting a group that ends with a team focused on evangelism. Starting a ministry team is laid out in CBMC’S “Bringing the Ministry to Life”. The very first step is to pray and gain God’s perspective of direction, team members, timing, etc. Teams don’t just happen it begins with much prayer. This experiential learning with probably be as beneficial to your growth as all of the content.

Consider these questions:

Who is a part of your team?

What is vision or objective of your team?

What are you asking God for?

How do you see God at work?

If you have questions seek the counsel of your mentor who will help guide you on the way.
The Team Forming Process

The following outlines a simple process to develop a ministry team. Please also refer to the CBMC Handbook which will give further guidance as to this process.

1. **Leader**
   A team starts with a leader who God has called.

2. **Vision**
   The leader needs a vision. The vision is a motivation and a rallying point for God to use to bring others to be involved. This vision will be expanded on and developed by the team.

3. **Pray**
   Pray for God to bring people together. God needs to draw the people, it is not for us to push or manipulate people into surfacing.

4. **Recruit**
   As the leader is ministering, he needs to challenge people to the vision and to God’s leading.

5. **Align**
   Align the people to the vision. This begins with understanding the three devotions of a team and then to plan how to fulfill the functions of a team.

6. **Community**
   Build relationships through being vulnerable and being involved in each other’s lives especially as the struggles of life surface.

7. **Empower**
   Although God to raise up people to champion the various functions of the team. The leader needs to give the task leader opportunities to be creative and take initiative. Be careful not to over control the people and the mission.

**Leadership Principle: Leadership always works itself out within a team context.**
Chapter 5.5  Building a Ministry Team  - Part 1

The Team Wheel

The Team Wheel is a tool developed by Team Resources to help a team function after it is formed. The Team Building Workshop reviews this in an depth way. The following page is given as a reference to the emerging leaders to help your team in planning and functioning as a team. Note: a foldout on the Team Wheel is provided in the back of this study.

Characteristics of a High Performance Team

Teams

1. Describe how each of the biblical leaders utilized a team.
   - Moses
   - David
   - Christ
   - Paul

2. How do teams help you achieve exceptional results?
The following are three fundamental characteristics that are non-negotiable in the forming and the functioning of a team. Review the foldout at the end of this study guide to learn and be able to answer the following questions.

**Common Purpose**

1. **How does purpose help create alignment?**
   - What should be the criteria for an effective purpose?
     - Clear
     - Significant
     - Relevant
     - Achieve

**Clear Roles**

1. **Types of Roles**
2. **Dividing the Task**
   - Gift based
     - My part – Your job
     - My part of our job

**Accepted Leadership**

1. **Role of Leadership**
   - Cast vision
     - Offer structure
     - Servant
2. **Types of Leader**
   - Team
   - Task
Chapter 5.6  Building a Ministry Team  - Part 2

Here are the final three characteristics in forming and functioning as a team. Review the foldout at the end of this study guide. Read the information provided for each of the following subjects, make notes as to the principles found in each of the categories. Discuss what are the key principles for each of the characteristics and how could you apply them to your team?

Effective Processes

1. Collective IQ
2. Conflict

Solid Relationships

1. Community
2. Valuing and caring for people

Excellent Communication

1. Actions and modeling
2. What and how

Leadership Principle: Every leader needs a team and every team needs a leader.
Assessment and Planning

How would you assess your team in each of the outlined criteria for the functioning of a high performance team. What plans or action items would you take to enhance how well your team is doing.

Teams

Common Purpose

Alignment

Clear Roles

Types of Roles
Dividing the Task

Accepted Leadership

Role of Leadership
Types of Leader
Effective Processes

Collective IQ
Differences

Solid Relationships

Community
Valuing and caring for people

Excellent Communication
5.7 Principles and Functions of a Ministry Team

Ministry teams fulfill the key functions of evangelism, discipleship, reproduction and community. The following underscores the key principles it takes for these functions and ministry outcomes. Teams need to examine how they are doing in fulfilling these functions.

**Critical Process - Evangelism**

Key Teaching points:

1. **Evangelism is a process**
   Evangelism is a process like farming (cultivating, sowing, harvesting); it is not just an event. This process takes time and cultivation takes the most time. We are to cultivate a relationship, sow God’s word and help them clearly understand the issues. Evangelism is usually not one big decision, but a series of mini-decisions.

2. **There different roles that we serve in evangelism**
   God/man: Only God saves a person, we are His instruments and participate in His work
   believer- unbeliever: we are to pursue the lost and initiate a relationship, they usually don’t come to us.

3. **Evangelism is most effective in a relational lifestyle**
   More than 80% of people hear of Christ through a relationship with another person
   Much prayer is needed in this spiritual battle

Verses:

- 1 Cor 3: 6-8 “I planted, Apollos watered, but God was causing the growth. So then neither the one who plants nor the one who waters is anything, but God who causes the growth. Now he who plants and he who waters are one; but each will receive his own reward according to his own labor”
- Jn 6:44 “No one can come to Me, unless the Father who sent Me draws him; and I will raise him up on the last day.
- Mt 5: 12-16 “You are the salt of the earth; but if the salt has become tasteless, how will it be made salty [again]? It is good for nothing anymore, except to be thrown out and trampled under foot by men. "You are the light of the world. A city set on a hill cannot be hidden. "Nor do [men] light a lamp, and put it under the peck-measure, but on the lampstand; and it gives light to all who are in the house. "Let your light shine before men in such a way that they may see your good works, and glorify your Father who is in heaven.
- 1 Thes 1:5 for our gospel did not come to you in word only, but also in power and in the Holy Spirit and with full conviction; just as you know what kind of men we proved to be among you for your sake.

Principles:

- **We are all called to share Christ with all those who do not know Him. It is best done in a context of relationships. It is a process which takes time and God is in control of.**

Application:

1. Who are the non-believers you have a personal ongoing relationship with?
2. Are you praying for these individuals?
3. Where on the spiritual temperature chart are your friends?
4. What is an appropriate next step?

Notes:

______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________

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<thead>
<tr>
<th>Spiritual Temperature</th>
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<tbody>
<tr>
<td>0 Accepts Christ</td>
</tr>
<tr>
<td>-1 Repents and believes</td>
</tr>
<tr>
<td>-2 Decides to act</td>
</tr>
<tr>
<td>-3 Recognizes need</td>
</tr>
<tr>
<td>-4 Positive to the gospel</td>
</tr>
<tr>
<td>-5 Understands the gospel</td>
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<tr>
<td>-6 Positive to the bible</td>
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<td>-7 Open to the messenger</td>
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<td>-8 Aware of Bible’s relevance</td>
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<td>-9 Aware of a difference</td>
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<td>-10 Hostile to the Gospel, going my own way</td>
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Critical Process – Discipleship

Key Teaching Points:
1. Discipleship is relational (spiritual parenting) and not just a transfer of information.
   God often utilizes a matrix of people to help in the growth process.
2. Discipleship is a life on life process to which we are called, it is most fruitful in a 1 on 1 basis.
   The hope is to see 3rd and 4th generation reproduction: Paul to Timothy to faithful men to others also
3. The heart of discipleship is forming Christ in people.
4. Discipleship is a process of growth that results in Christ likeness, maturity and fruitfulness.

Verses:
1 Thes 1:6-8 You also became imitators of us and of the Lord, having received the word in much tribulation with the joy of the Holy Spirit, so that you became an example to all the believers in Macedonia and in Achaia. For the word of the Lord has sounded forth from you, not only in Macedonia and Achaia, but also in every place your faith toward God has gone forth, so that we have no need to say anything
1 Thes 2:7-8 But we proved to be gentle among you, as a nursing [mother] tenderly cares for her own children. Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us
Gal 4:19 My children, with whom I am again in labor until Christ is formed in you
Mt 28:19-20 “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.”
Col 1:27-29 Christ in you, the hope of glory. 28 And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ. 29 And for this purpose also I labor, striving according to His power, which mightily works within me.
2Tim 2:2 And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also

Principles:
Our hope in discipleship is that our “Timothy” would invest their life into another believer and they would do likewise.

Application:
Who are you investing your life into?
What does this look like?
What are the greatest struggles you face?

Notes:
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Key Teaching Points:
1. We are called to function in a team environment (the body) and not independently. We need the gifts and support of one another.
2. Teams need a leader and its primary functions should be prayer, evangelism, discipleship, teaming with one another and to reproduce.
3. Teams should be devoted to Christ, one another and the cause of the Gospel. These should be growing and in balance.
4. Teams need a clear vision, mission, values and a plan.

Verses:
- **Eccl 4:9-10** Two are better than one because they have a good return for their labor. For if either of them falls, the one will lift up his companion. But woe to the one who falls when there is not another to lift him up.
- **Rom 12:10** Be devoted to one another in brotherly love; give preference to one another in honor;
- **1 Cor 12:12** For even as the body is one and [yet] has many members, and all the members of the body, though they are many, are one body, so also is Christ.
- **Jn 15:5, 13, 26** Apart from Me you can do nothing... greater love—lay down your life for your friend... having been in My presence you will testify of me

Principles:
God has so designed us that we can’t function without others. We need their gifts, strengths and weaknesses in order to be fully used by God. It is called being a part of the “body”. God hates independence.

Application:
1. Who am I working with as I am involved in the ministry?
2. Why is humility key to being a part of a team?
3. Why is balance critical for a team? Is your team in balance as it relates to the three devotions?

Notes:

“I think it’s beautiful how God has put the body together. I need my weaknesses as much as I need my strengths because if I didn’t have my weaknesses I wouldn’t need you. And if I don’t have you I’d be so much impoverished for the lack of relationship. So there is real beauty in how it’s put together. We should not be down on ourselves because of our weaknesses. We should give thanks for them because it is the glue that holds us together in the body. I should be thankful for what I don’t have because this creates a bond that you and I wouldn’t have otherwise.” – Jim Petersen