



# Pastor's Resource for Local Impact 2008

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## INTRODUCTION

Global Impact is a ten-year initiative to double everything measurable in the church. Growing incrementally at 7.2 percent annually will achieve that goal within this time frame. We want to double primarily in the number of people in our churches. After all, we are in the people business! If we grow in numbers of people, all of the other ministries and resources grow at an equivalent rate.

Global Impact can only be an outflow of local impact. As streams of influence individual in their identity lose themselves in the maelstrom that is the mighty Mississippi, so the collective impact of thousands of local churches will become a global influence. No church is too small for its impact to matter.

This *Pastor's Resource for Local Impact* is a partnership of Sunday School, Youth, Stewardship and the General Home Missions Division to provide any pastor the wherewithal to think and lead toward change and progress. The purpose is to assist pastors and local congregations to become engaged in Global Impact and achieve this timely goal. Unifying our resources and working as a body will provide the synergy to accomplish what we could not do alone. When each community is impacted for the kingdom, then the world will be impacted as well!

*“The goal is to double! Double every congregation. Double the number of preachers and churches in the fellowship. Double the number of missionaries—both at home and on the foreign field. With God’s help, we will impact our city, nation, and world! Your organization, with its nearly 4,500 local churches and 500 daughter works in North America, along with the 23,000 congregations around the world, is moving into the flow of unprecedented revival. The great commission compels us to teach all nations—indoctrinating the world with this apostolic truth. Our Bible-based message is distinct and different. That is why it is imperative that Global Impact become the obsession of every pastor, minister, and saint.”*

—KENNETH H. HANEY, UPCI GENERAL SUPERINTENDENT

## GENERAL HOME MISSIONS DIVISION

### Apostolic Diagnostic Tools

*Apostolic Diagnostic Tools* are designed to help a pastor think critically about things that may affect the effectiveness of the local church. Often growth is hindered by practical issues. Until those practical matters – things as simple as adequate parking or an attractive nursery – are addressed, growth will be hindered. These diagnostic tools provide solutions and remedies to some common challenges.

### **Apostolic Diagnostics: Assessing the Site, Property, and Facilities**

1. Important property considerations: On how many acres does the church sit? How much of the land is usable?
  - a. Bill Easum is a consultant who assists churches of many stripes. He observes, “If the goal is to become a regional church, you need a minimum of eight acres, but thirty acres or more is better.” Not every church is destined to be a “regional” church.
  - b. A rule of thumb in many settings is one acre can handle one-hundred people. In metropolitan areas or in settings where there is a careful use of the land, this is not relevant.
2. How many sets of stairs does your church have?
  - a. Consultant Bill Easum observed, “We are in a one-story world. The more stairs you have, the fewer people you will have at church in the twenty-first century. Why? The country is getting older.”
3. How bright is the sanctuary?
  - a. Bright is better than dim. It is hard to celebrate in a dark room.
4. Is the location of the church visible to those passing by on major byways?
  - a. Location, location, location matters in something more than business locations. Most churches are located at least five hundred feet off the beaten path. People struggle to find them.
  - b. I recently read a rural church’s advertisement posted in a restaurant. It said, “You will love us, if you can find us!”

5. How wide are the halls?
  - a. For a church to grow, the minimum acceptable width of a hallway is ten feet.

### *The Nursery*

1. What is the appearance of the nursery? How neat is it? Are things stored in the nursery that have nothing to do with infants?
  - a. Keep the nursery free of hazards. Nothing hot should be brought into the nursery by a staff member or by a parent.
  - b. Do not stack things that toddlers could pull off on top of cabinets. Provide storage cabinets high enough that children cannot reach them.
  - c. Cleaning supplies should never be left in any nursery area.
  - d. Do not use the nursery for storage of any kind.
2. Is the carpet clean? Are the walls freshly painted? Are there windows?
  - a. Anytime the carpet has a stain that cannot be cleaned, replace the carpet, even if it is rather new.
  - b. Sanitize the room and toys after each use.
  - c. Redecorate the entire nursery complex each year. Repaint and remove any damaged equipment, toys, or carpet.
3. Is the nursery on the same floor as the sanctuary?
4. Is there a sign at every turn of the corridor showing the direction to the nursery and to the sanctuary?

### **Nursery Suggestions**

1. Place a name tag on each child as he or she enters the room.
2. Give all first-time parents a brochure telling them about the nursery.
3. Give your nursery workers regular training.
4. Use the nursery as an opportunity for evangelism:
  - a. Take a picture of each child who is in the nursery for the first time. Place the picture on the nursery bulletin board. If the child does not return within three weeks, send the picture to the parents telling them you are still holding a place for their child.
  - b. Send a letter of congratulations to the parents of all newborn children who are connected with the church.

## Apostolic Church Diagnostics: Hospitality Assessment

*The statistics and solutions being provided are not relevant for every church. Urban churches where attendees travel by bus or subway have a different dynamic.*

1. We have \_\_\_\_ onsite parking spaces available. Our auditorium can seat \_\_\_\_\_. *In most parts of North America, there will be four cars for every seven people in attendance (a ratio of 1.75 people for each car). As a general rule, an inadequate parking area means people actually drive away from the church. If the church seats 600 but you only have 150 parking spaces available, the church's attendance is not likely to exceed 265 until additional parking becomes available.*
2. How many designated, prime parking spaces do you have set aside for visitors? \_\_\_\_\_ *Convert about 5-7% (a minimum of 2 spaces) of the parking spaces closest to the entrance doors as spaces reserved for visitors. You can contract with a parking lot strip/markings company, or if this is a "Do It Yourself" project, buy the pavement marking paints from Sherwin-Williams, Lowe's, Home Depot, or nationally from Emedco's Website <http://www.emedco.com>. (Emedco's will ship a free product catalog.) Paint the lines a different color than the church parking. Install Visitor Parking Signs. Visitors are usually among the last to arrive on the parking lot; they should have a convenient place to park. What does this communicate to the church family? Visitors are expected, and visitors are important.*

### Entering the Parking Area and Building

1. Is the entry to the parking area clearly marked as an entrance? **Y N**
2. After someone parks their car, several doors may be visible. Is one door clearly marked as the main entryway to the auditorium? **Y N**
3. Are all secondary buildings and entry-ways also clearly marked as to their purpose? **Y N**
4. Are all internal areas (nursery, bathrooms, water fountains, etc.) clearly marked? **Y N**

Those who have attended a church for a period of time become knowledgeable about the facility. We assume everyone else has the same knowledge. When it comes to providing hospitality to newcomers, don't assume anything. You cannot over-communicate. Eliminate a lady visitor's embarrassment at having to ask the nearest usher where the ladies' restroom is located.

Materials for applying a Hospitality Task Force are in the appendix after this Diagnostic Resource.

For smaller churches and home missionaries, the following may be more fitting:

*External Signage:* Take a pen, ruler, and paper and make a rough layout of your buildings, driveways, exits, and important areas. Is there appropriate signage? Is it large enough for the person in a car to read it? Is additional signage needed? If so, signs can be purchased locally or

nationally through a website. Start with <http://www.whitepages.com> in the business category. Type “signs” and your zip code. A local list will be provided. You can also contact national providers like <http://www.fastsigns.com/>.

*Internal Signage:* Take a pen, ruler, and paper and make a rough layout of your buildings with restrooms, nursery, water fountains, fellowship hall, etc. Once you have identified the place where a first-time visitor would need additional information, decide if you can make your own signs with Microsoft Word or Publisher. You may need to contract this to someone locally, or use a national provider like <http://www.fastsigns.com>.

### **Nursery**

1. In two sentences describe the nursery services provided by the church:

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2. Do *trained* personnel staff the nursery? (Training should include dealing with irate parents, providing CPR for children, registering and releasing children to authorized personnel, changing diapers, and the time a child should cry before contacting a child’s parents.) **Y N**
3. Are children segregated according to age? **Y N**
4. Is there some way for a parent to check on their child without being disruptive to the entire nursery? **Y N**
5. Does the nursery staff have regular meetings and training sessions to work through problems and concerns? **Y N**

An effective nursery ministry is one of the most challenging but valuable efforts a church can engage in. For parents of nursery-age children, the professionalism and care provided in a nursery is one of the deciding factors on whether that family returns for a second visit. In Springfield, there are people in the church today because of a top level nursery program. There is a wealth of information online regarding operating an effective nursery. Some have materials for sale, and others provide free resources to get you headed in the right direction. A google search of “church nursery” will lead to many websites. One site to look at is [Churchnursery.com](http://Churchnursery.com)

At the very least, there should be a “sign in/out” sheet for parents when they leave/pickup their children. Any guardian who is allowed to pick up a child other than the parents should be pre-registered with the staff. Local resources are available for training on CPR or a training program like those at <http://www.cprtoday.com/>. Another option is available at: <http://www.emergencyuniversity.com/cicpr.asp>.

*Age segregation:* A nursery is one of those areas where one is better served to do less, but do it well, than to have “much” and do it in a slipshod manner. It is better to have one nursery for younger toddlers only than to have older toddlers to newborn all in one room together. An older toddler can hurt an infant without meaning too. We had three different areas: (1) Infants (2) crawling toddlers (3) walking toddlers.

In this age of litigation and lawsuits, being open and having good records is vital. Video cameras in two corners of each nursery and a long-term recorder provide a record if a nursery worker is alleged to have harmed a child. Monitors in the church foyer and just outside the nursery allow any parent to see what was happening in the nursery at any given moment.

### **Welcoming New People**

1. Is someone assigned to greet each visitor, either on the parking lot or at the main entryway?  
**Y N**
2. Do you have an information/welcome table that is clearly labeled as such? **Y N**
3. Does the information/welcome table have current newsletters and other information on church life? **Y N**
4. Do you have a workable procedure for getting the names and addresses of each guest? **Y N**
5. Do you have designated “greeters” besides ushers who are trained to help guests? **Y N**
6. Is there a program in place to clean and maintain visitor-frequented areas? **Y N**

The first impression of a church does not come from the pastor or music. It comes from the hospitality or lack thereof from the parking lot to the pew. People who can smile and provide a positive welcome make a huge impact. Items that answer questions (because every guest comes with questions) like a F.A.Q. sheet for different areas of ministry are helpful. Visitor cards that are completed at the information/welcome table have proven the most effective way to glean the names and addresses of guests. A good packet of materials for the visitor to take home is also helpful.

*Information/Welcome Area:* A church newsletter/bulletin should be available so visitors will have something that offers a basic outline of a Pentecostal service (with biblical references), a public church calendar, etc. The Welcome Area is not the place to put strong doctrinal tracts that would be better explained in a one-on-one Bible study.

The visitor’s address form should be copied 3 times:

- One copy stays in the Welcome Center.
- The second copy is given to the Service Director (Pastor, Assistant Pastor, etc.) by the Head Usher.
- The third copy goes to the Church Growth Secretary

If the technology is available, contact information can be put in a computer that is then sent to the appropriate staff.

### **The Visitor during the Service**

1. Do you welcome guests early in the service? **Y N**
2. Do you welcome guests without making them stand or creating awkwardness for them? **Y N**
3. Is your music, whatever style, done well? Will guests be able to participate in the singing?  
**Y N**

4. Do your members engage guests and invite them to coffee or other social activities after the service, taking the initiative to introduce them to regular members? **Y N**

Making visitors feel warmly welcomed without embarrassing them is important. Drawing them into participating in the service through the singing and designated times for small group prayer helps.

### **Resources/Solutions**

1. Hospitality Facility Maintenance: Restrooms need to be checked before services to be certain they are clean and stocked. Someone needs to check them again a few minutes before church as people begin to gather. The appearance and cleanliness of the ladies' restroom is one of two defining moments for the lady visiting for the first time.
2. The Greeters should do a walk-through before going to the assigned doors. If restrooms need tune-up, Greeters should know where the restocking materials are kept. Ushers should do a walk-through of the auditorium before services to make sure song books are put away, paper between seats is removed, tissues are at altar, etc. This process isn't part of the normal facilities clean and maintenance program.
3. Welcome Guests Early: This is a great practice because after this point, the guests can relax and enjoy the service. The key is getting the copies of the Guest Contact Info Forms to the Head Usher within five to seven minutes after the service starts. Within 10-15 minutes of a service having started, the guest can be greeted by name. Visitors who come in later can be mentioned at the end of the service if it is appropriate.
4. Creating an awkward-free guest welcome: As a rule, visitors do not like to be asked to stand or otherwise put in an awkward situation. One way to make them feel welcome is to read the list of names of the visitors and then have the church greet each other and visitors while music is being played.
5. Ushers should try to seat the guests about mid-way in the center of the auditorium on the outer edges so the visitor is not climbing over church members. Pastor, you will have to teach your church about making room for visitors to sit. Ushers must understand the importance of introducing guests to a church member that is seated close by.
6. Lighting and color can make a visitor feel welcome or create an environment of suppression. The church should always work toward creating a light, welcoming atmosphere.
7. Music that involves: Praise is not restricted to church-going people. David said, "Let everything that hath breath praise the LORD. Praise ye the LORD" (Psalms 150:6). If a visitor begins to praise the Lord as the church does, there is no limit to what the Holy Ghost can accomplish. We can encourage their participation by:
  - Having anointed music. Anointing is always a product of preparation; therefore for music to be anointed, it must be prepared and prayed over. A list of songs that are prepared and available for use should be on hand (along with keys, parts, and words).

- Salt your newer worship songs with old hymns. “Amazing Grace” and “The Old Rugged Cross” are familiar sounds to almost any visitor. Changing the beat/melody to modernize hymns is an option, but the familiar lyrics are very important.
  - If your budget will allow it, use a projector to make the lyrics available to all. If you are in a home missions or small church setting, a low-cost overhead projector may be all you need. The following two websites can give you information about projection equipment: [http://www.churchmultimedia.com/how\\_to\\_buy.php](http://www.churchmultimedia.com/how_to_buy.php)  
<http://projector.lifetips.com/cat/59703/church-projectors>.
8. An engaging church family wins new people. People are not looking for a friendly church, they are looking for a friend. Saints are light and salt to the world. Often we are not very illuminating or very salty. One leads people to become individually engaging by the example of church leadership (beginning with the pastor and his family), the training of department heads, and encouragement of laity. Suggested training materials include:
- a. How to Win Friends and Influence People by Dale Carnegie
  - b. How To Be A People Person by John Maxwell
  - c. Interpersonal Relationship Skills For Ministers by Jeanine Cannon Bozeman
  - d. 25 Ways to Win with People by John Maxwell

Your best resources:

- A heart for knowledge: Proverbs 18:15
- A pastor or administrator that has been successful in a hospitality program
- Proverbs 27:17, Proverbs 11:14
- Prayer for wisdom: James 1:5, Proverbs 25:11
- Leadership of the Spirit: Luke 12:12, John 14:26

### ***Appendix 1: Apostolic Church Diagnostics - Hospitality Task Force***

This is a resource for a group of people in a local church to work on together. The pastor should schedule a time to meet with the person he designates to chair the task force. A timeline should be established including milestones for the research, a time for the task force to report to the pastor, and then time to report to the entire church. Getting “buy-in” through participation is an important part of the leadership process.

Goal: To create a mindset in our congregation that encourages a constant awareness of those who will visit our church.

Process: Develop a presentation that will make the light bulb go on for every member of our church. Church gatherings are all about visitors! If churches do not have visitors, they do not have growth.

Discussion:

- What is involved in a setting where you feel you are being treated hospitably?
- What is an usher, a doorkeeper, a greeter? Define using your own words.
- How can we balance the essentials of hospitality with the important item of maintaining relative order and security?
- How long has it been since you visited another church as a visitor? What positive thing do you remember about the experience? What negative thing do you recall?
- Looking back, if you had the power to change the experience in a way that would have benefitted you as a visitor, what would you have done?
- How can we awaken our church to the grand opportunity that lies before us?

### **What Visitors See**

Proposal: A Hospitality Task Force working alongside the pastor and other key leaders will do a research project that examines our church from the perspective of a visitor. We will call it “First Impressions!”

Process: We will divide the Hospitality Task Force into sub-groups. Each group will then use pictures, video, and share personal observations about their discoveries. The Hospitality Task Force will be looking with clean lenses like they were first-time visitors to our congregation. Each sub-group will develop a list of items that need to be evaluated. The entire task force will find ways to improve a visitor’s experience for that first visit. Our goal is to turn “first-timers into full-timers.”

## Hospitality Task Force Sub-group #1: Our Church from the Highway

Your task is to observe the impression of a person who travels by our church each day, make points regarding those impressions, and make recommendation to improve our “curb appeal.”

### A. Signage

1. What does the sign communicate about our church?
2. What does it tell you about upcoming events?
3. If you look at nothing but the sign, what do you think of the church?
4. Does anything seem lacking from the sign(s)?

*Making the Point:*

- ✓ Take pictures from all angles of the church sign.

B. Landscaping

1. What does the landscaping portray about our church facilities and the people who attend church here?
2. When you look at the lawn and the grounds, what do you imagine as being the mindset of the people who attend this church?

*Making the Point*

- ✓ Take pictures of our church’s landscape, both good and bad. Look at the places nobody looks at but our neighbors.

C. Campus

1. Does the building have a modern look?
2. Does the physical plant need a face-lift (paint, repairs, etc.)
3. Do current conditions communicate progress or lack of concern?
4. Is the campus well lit and appears to be safe at night? As a single woman, would I be concerned about getting to my vehicle after dark?

*Making the Point*

- ✓ Take pictures of the building at various times and from different angles. Does it appear “open” for business during office hours?

D. Recommendations for improving church appearance from the highway:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

E. Recommendations for improving a visitor's experience on the church's parking lot:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

**Hospitality Task Force**  
**Sub-Group #2: Leaving the Vehicle and Walking toward the Sanctuary**

Your task is to consider the first impression a person has as they walk toward the church.

- A. What is going through the mind of a first-time visitor as they walk toward our auditorium?
1. Which door do I enter? (Consider this from every possible parking spot.)
  2. Who is that group of young men and women there on the steps?
  3. Am I dressed right?
  4. How will I find the classroom for my children?
  5. Will I know anyone?
  6. Is anyone here like me?
  7. What am I doing here?
  8. How do I find the person that invited me?
- B. Does anyone give me a positive welcome?
- C. Recommendations for improving the visitor's experience as they walk from their vehicle to the entrance.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

Hospitality Task Force  
Sub-group #3: Doorway Experience

- A. Did someone greet me?
- B. If so, how did they welcome me?
- C. Did they act glad to see me?
- D. How did they open the door?
- E. How did they present themselves (appearance)? What did I expect them to look like?

**Foyer Surroundings**

- 1. Appearance of the foyer: warm and inviting, cold and withdrawn, comfortable, classy, reaching out, etc.?
- 2. Did the foyer welcome and inform?
- 3. A hostess greeted me:
  - a. Did they tell me their name?
  - b. Did anything mark them as an official representative of the church?
  - c. How did they ask for my name and address?
  - d. What kind of information did they give me about the church?
- F. Recommendations for improving a visitor's experience at the entrance and foyer of church:

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

Hospitality Task Force  
Sub-group #4: A Visitor's Quest Once inside the Foyer

- A. Where is the restroom? Where are the signs showing restroom?
- B. Where is the nursery? Where are the signs showing directions?
  - 1. Did a nursery attendant introduce themselves to the visitor?
  - 2. Did a nursery attendant ask if the visitor knew where they would be sitting?
  - 3. Did a nursery attendant ask the visitor if there were any special needs or instructions concerning their child?
  - 4. Is there a plan in the event of an emergency for the parents to retrieve their child or a nursery attendant to contact parents in the sanctuary?

**Classrooms**

- 1. Visitors' children need to go to their class—how do they find it?
  - 2. Where does visitor meet their children after church is dismissed? Is this communicated to the visitor upon arrival?
- C. Recommendations for improving visitor's knowledge about church campus:
- 1. \_\_\_\_\_
  - 2. \_\_\_\_\_
  - 3. \_\_\_\_\_
  - 4. \_\_\_\_\_
  - 5. \_\_\_\_\_

Hospitality Task Force  
Sub-group #5: Visitor's First Impression inside the Sanctuary

Remember we only have one time to make a first impression.

- A. Is the sanctuary clean and inviting?
- B. Has the visitor been spoken to and welcomed by persons other than an usher or greeter?
- C. What are the sounds in the sanctuary?

- D. Was the beginning of the service planned and organized?
- E. Was the visitor made to feel included?
- F. How did the visitor feel about the offering?

**Hospitality Task Force**  
**Sub-group #6: Visitor's Last Impression after Service Dismissal**

- A. Was the visitor sought out and spoken to?
- B. Did anyone engage in conversation with the visitor?
- C. Did anyone invite them to return?
- D. Did anyone give the visitor the opportunity to ask questions?

**Conclusion: What Hospitality Is Not:**

- Policing—it is necessary, but not the main import of an ushering staff.
- Receiving the offering.
- Protecting the facilities.
- Participating or focusing on the service for self-benefit.
- Not a job, assignment, or position. It is a lifestyle/ministry.

## Apostolic Diagnostics: Disciple-Making

### Do you know where you are?

1. We had \_\_\_\_\_ born again two years ago. Of these, \_\_\_\_\_ have been to at least one church service over the past two weeks. \*
2. We had \_\_\_\_\_ born again last year. Of these, \_\_\_\_\_ have been to at least one church service over the past two weeks. \*

### Diagnosis

- \* If you do not know the answer to the first two questions, the symptoms indicate you are not getting and retaining enough information about your converts. To establish a process that will correct this symptom, go to Appendix 1.
  - \* Trained altar counselors are an important part of a successful disciple-making effort. The information for training the altar counselors and establishing a process for sharing the information is found in Appendix 2.
  - \* There needs to be a periodic (weekly, bi-weekly, or monthly) pastoral review of the data regarding each new convert. Questions 1 and 2 deal with statistics; the statistics are important for considering the big picture, but until one deals with each new convert as an individual, there can be little disciple-making. For a form that will help you or someone you designate to keep up with each new convert, go to Appendix 3. On a periodic basis (not less than one time each month) this information should be reviewed by the pastor. Some single person has to be assigned the responsibility of keeping up with new spiritual babies.
3. New Converts who drop out of our church usually do so after (Please provide an estimated percentage):
    - \_\_\_\_\_ We never see them after conversion.
    - \_\_\_\_\_ One month.
    - \_\_\_\_\_ One to three months.
    - \_\_\_\_\_ Three months to one year.
    - \_\_\_\_\_ One year to three years.
    - \_\_\_\_\_ Three years and beyond.
    - \* *What does this mean?*
  4. Of the \_\_\_\_\_ who were born again two years ago, \_\_\_\_\_ of them completed a Discipleship course of at least six lessons. This is a percentage of completion of \_\_\_\_\_ (*the second number divided by the first number*).

5. Of the \_\_\_\_\_ who completed a Discipleship course, \_\_\_\_\_ have been to church at least one time in the past two weeks.
6. Of the \_\_\_\_\_ who did not complete a discipleship course, \_\_\_\_\_ have been to church at least one time in the past two weeks.

### Diagnosis

- Are you having a hard time getting new believers to attend Discipleship classes? What could the problem be? Any of the things below can be the diagnosis that leads to the remedy for a serious problem.
  - Are the new believers made aware of the Discipleship class from their first experience? Is an altar counseling guide form discussing Discipleship classes handed out? The altar counseling form is found in Appendix 1.
  - When do you have the Discipleship classes? Are they convenient for the new believer? New babies get to eat on their schedule. For some possible solutions, go to Appendix 4.
  - Were they given a personal invitation from the Pastor or Discipleship Director? A copy of three different types of personal invitations is found in Appendix 5.
  - Is the pastor engaged enough in the Discipleship classes that the student feels the pastor values it greatly? An evaluation of pastor involvement can be found in Appendix 6.

7. Of the \_\_\_\_\_ who were converted two years ago, \_\_\_\_\_ are currently tithing.

### Diagnosis

If a consistently high percentage of new believers are not entering into God's stewardship plan (after two or three years of church attendance), it is an indication that they are not being taught the principles of tithing and offering. For four Discipleship lessons on Stewardship, go to Appendix 7.

Financial commitment is an indication of total commitment. Every person requires three conversions: the mind, the heart and the wallet. The wallet is the most difficult conversion of all. Be aware of how well you are doing teaching people about financial commitment.

8. What specific and intentional actions does your church take on behalf of a new convert?

- A. On the day of their conversion? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

B. Within one week of their conversion? \_\_\_\_\_

\_\_\_\_\_

C. During the first month after their conversion? \_\_\_\_\_

\_\_\_\_\_

9. How many Discipleship lessons are available to new believers? \_\_\_\_\_

### Diagnosis

- If the answer to 8 A., B., and C., was nothing, then the church's motherhood pattern is that of an ostrich. To see what an ostrich motherhood looks like, read Job 39:13-18. For further elaboration on ostrich motherhood, refer to "You Wouldn't Want an Ostrich for Your Mama!" in Appendix 8.
- For specific and intentional disciple-making that could be taken at:
  - The point of conversion: Appendix 9.
  - Within one week: Appendix 10.
  - During the first month: Appendix 11.
- Discipleship materials are available in an abundance: *Take Root, Bear Fruit, In My Father's House* – Level 1 and Level 2. To order discipleship materials, refer to Appendix 12.

10. What intentional efforts does your church make to help a new convert become connected socially to other people? \_\_\_\_\_

\_\_\_\_\_

### Diagnosis

- What a difference a few friends makes. To see the ratio of friendship in relation to retention, go to Appendix 13.
- For ideas others have successfully used to make social connections, go to Appendix 14. Any idea has to be workable in your situation and setting. What will work in Milwaukee may not work in Southern Georgia or vice-versa.

11. What does a mature disciple of Jesus Christ look like to you? \_\_\_\_\_

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### **Diagnosis**

- Teaching to end-result is vital. If the right picture of what a disciple looks like is not clearly in mind, then the teaching will likely be off target.

12. Based on Jesus' key characteristics, what might you change about your process of making disciples? \_\_\_\_\_

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## *Appendix 2: Altar Counselor Job Description*

I. *SUMMARY OF AUTHORITY AND RESPONSIBILITY:* To obtain information about the new convert at the altar and counsel them, assisting them in their new walk.

II. *DUTIES INCLUDE:*

- A. Praying with prospective new converts at the altar.
- B. Introducing oneself to the new convert whom the New Convert Care Director assigns (assigned for the purpose of counseling with and get acquainted with the new convert).
- C. Prepare a New Convert Report.
- D. Counsel the New Convert one-on-one going through the prepared check list. This will be done in an assigned room in a comfortable setting.
- E. Give the New Convert the prepared packet and any other material so assigned.
- F. Contact the New Convert within two days by telephone or a personal visit.
- G. Place all paperwork in the designated area for the New Convert Care Director.
- H. Be an example in prayer and praise, church attendance, and bringing guests to church. God loves faithfulness.

III. *ACCOUNTABLE TO:* New Convert Care Director

*EVALUATION:* Quarterly by the Pastor and Director. We will jointly assess any changes that may be needed in the job description, as well as additional personnel that may be required.

I HAVE READ THE JOB DESCRIPTION AND UNDERSTAND ITS RESPONSIBILITIES AND THE THINGS FOR WHICH I AM ACCOUNTABLE. I AM COMMITTED TO SERVING IN THIS CAPACITY TO THE BEST OF MY ABILITY.

\_\_\_\_\_  
SIGNATURE

I COMMIT MYSELF TO OFFERING THE SUPPORT AND GUIDANCE NECESSARY FOR YOU TO DO THE JOB TO WHICH YOU HAVE COMMITTED YOURSELF. I HAVE UTMOST CONFIDENCE IN YOUR ABILITY TO DO THE TASK WHICH HAS BEEN DELEGATED TO YOU.

\_\_\_\_\_  
SIGNATURE



## *Appendix 4: Discipleship Classes - Possible Solutions*

### *When . . .*

It is never convenient, but then again, babies are not designed for convenience. New converts will receive more edification from a class taught at their level of knowledge than in a general session. Your discipleship classes could be mid-week, Sunday morning during Sunday school, or worship.

Every pastor would prefer to have everyone in a worship setting, but keep in context that your objective is to develop people, not to simply have a crowd. Babies are not fed in bunches but as individuals.

Another option is to have class immediately after a consistent weekly prayer time on Monday or Saturday. This also serves to encourage the newcomer to attend prayer meeting as well as the class. Doing it on Monday or Saturday makes it possible for the pastor to be more involved.

If someone has a difficult work or school schedule, it is possible for them to receive one-on-one discipleship trainings. This is probably the most effective approach to personal multiplication.

### *Where . . .*

It is wonderful if there can be a single room designated for this purpose, however, that is usually not the case. Growing churches never have enough money or enough room. Make room for disciple-making.

It is my preference for this to be done in a classroom setting somewhere other than the auditorium. People need to have a table or desk on which to write. In Springfield at various times we used the fellowship hall, the church kitchen, a small office, the pastor's office, the pastor's wife's office, the youth class room, the prayer room, and the junior classroom. One thing that did not happen—not having room for it.

### *How . . .*

Make it informal. Enjoy getting to know people—coffee, cookies, donuts are in order. Perhaps the third week in, ask one of the newcomers to bring in the cookies. It gives you a chance to see if they will follow through.

This is a learning environment. The worst possible teaching technique is a monologue from teacher to student. Students need to be involved. Encourage them to ask questions. I always had the students read the Bible verses aloud rather than me read them to them. Early in the lesson, I'd ask if anyone was not comfortable reading aloud. Those people would never be asked to read.

Take time to help your students find the verses in their Bible. Give them page numbers if that will help. Most are lacking in any knowledge about the scripture.

Relax. Sometimes a good answer is, “I don’t know.” People are more likely to trust a person who does not come across as knowing it all.

### *Appendix 5: New Convert Invitation to Discipleship Class*

#### **Memo**

## Memorandum

**To:** \_\_\_\_\_ (Convert’s name)  
**CC:** Discipleship Director or Pastor  
**From:** Discipleship Director or Pastor  
**Date:**  
**Re:** Discipleship Classes for New Converts

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Dear New Convert,

We are truly excited and blessed by your recent infilling of the Holy Ghost and baptism in Jesus’ Name.

To help further your relationship with Jesus Christ and your involvement with \_\_\_\_\_ church, I would like to personally invite you to join our Discipleship Classes on \_\_\_\_\_ (date) at \_\_\_\_\_ (time) in the \_\_\_\_\_ (location). If for some reason this won’t fit your schedule, we are more than willing to work with your schedule, and if need be, provide one-on-one training. Come enjoy learning more about this wonderful life of being a disciple of Christ in this relaxed setting.

Please let us know what will work best for you. If you have any questions, please feel free to contact \_\_\_\_\_ at \_\_\_\_\_.

God bless!



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### Personal Note Card

Dear New Convert,

I am looking forward to what God is going to do in your life and am excited about your recent infilling of the Holy Ghost and Baptismal.

To help you continue your relationship with Jesus Christ, we would like to invite you to join our Discipleship Classes on \_\_\_\_\_ (date) at \_\_\_\_\_ (time) in the \_\_\_\_\_ (location). We are more than willing to work with your schedule, and if need be, provide one-on-one training. Come enjoy learning more about becoming a disciple of Christ in this relaxed setting.

Please let us know what will work best for you. If you have any questions, please feel free to contact \_\_\_\_\_ at \_\_\_\_\_.

In Christian Service,  
Pastor or Discipleship Director

### Phone Script

*This needs to be an informal call. The script is provided simply for the purpose of providing an idea.*

Bro./Sis.

Congratulations on your new birth into the Kingdom of God. The \_\_\_\_\_ (church) will help you in every way possible to continue your relationship with Jesus.

I am calling to invite you to join our Discipleship Classes on \_\_\_\_\_ (date) at \_\_\_\_\_ (time) in the \_\_\_\_\_ (location). These classes teach you the structure of the church body and how to better become a disciple or follower of Jesus Christ. We are more than willing to work with your schedule to make these classes convenient for you. Please let me know what will work best for you.

### ***Appendix 6: Pastoral Involvement in Discipleship Classes***

- Does the pastor teach a class or two?
- Does the pastor drop in to give a personal welcome to the new believers?
- Does the pastor affirm the Disciple-making process from the pulpit – having the leader or instructors stand to be recognized?

- Does the pastor teach the sessions dealing with stewardship and Christian lifestyle?
- Is time given in a service to honor those who are graduating from a particular class?

### *Appendix 7: Four Lessons on Stewardship*

(These lessons are geared to people who have been in and around the church for approximately six months.)

## Stewardship Lesson 1

(This lesson comes from the *Bear Fruit* teacher's manual by Carlton L. Coon Sr. *Bear Fruit* teacher and student material is available for purchase at [www.Homemissionsdivision.com](http://www.Homemissionsdivision.com) sales or [www.TruthPublications.com](http://www.TruthPublications.com))

- I. Several times the Bible uses a word that is not often part of our modern terminology. That term is *steward*. Discuss: (1) What is stewardship? (Management) (2) In what way is stewardship different than ownership? (3) Of what areas of life are we to be stewards?
- II. Jesus' parable of Luke 19:12-27 (*Read*) provides much truth about the responsibility of a steward.
  - A. The (decision) of what to do with the owner's assets was totally in the hands of the servants. (v.13)
  - B. The servants knew the owner expected (a positive return) on what he had invested in them. (v.21)
  - C. One's successful (management) of the master's resources determined the reward. (v.17,19,24)
- III. According to I Corinthians 4:1-2 (*Read*)
  - A. Stewardship involves more than the (management) of money. It also involves how we manage our talents and the truths God has put in our hands.
  - B. Stewards are to be (faithful). The word could be translated consistent or steadfast.

God is not interested in having a relationship with us based on convenience. He wants a love based on a commitment to Him during both the good and bad times. How we manage life is important. What we do with our time, talents, finances, and resources indicates the depth of our

commitment. A great deal can be discovered about a person by looking at their calendar and checkbook. It will indicate what they really feel to be important.

### **Financial Stewardship**

An important part of our commitment to God has to do with our finance. Where we spend our money is an indication of what is important to us. (Read Matthew 6:19-21.)

*Discuss:* If one is the manager of finances that really belong to another, what are some things you would expect him to do? If Christians are stewards of God's resources, how does what we just talked about apply to them?

There are several obvious things that good financial stewards should do: (budget, be careful of credit card expenses, pay your bills, etc.)

### **Introduction to Tithing**

One aspect of stewardship is tithing. This is an important Bible concept. The word *tithe* means a tenth. As stewards, we need to know the proper way to tithe, what tithes are, where and to whom it should be paid, what we are to tithe on, and when to tithe. These are some of the questions we will answer from the scriptures. Study your Bible closely on this point so you can be in obedience in your tithing, and so you can give others proof as to the importance of paying tithes.

Tithing is (a tenth of your income or increase). Compare Genesis 14:20 and Hebrews 7:2-4. These verses show Abraham bringing Melchizedek a tithe; a tenth.

#### **IV. The History of Tithing**

- A. Before the law, Abraham paid tithes to Melchizedek (Genesis 14:20). (Jacob) also promised God the tenth (Genesis 28:22).
- B. Under the Law
  1. Read Leviticus 27:30-34. (All) the tithe is the Lord's.
  2. Read Numbers 18:20-24. Israel's (spiritual leaders) received the tithe.
  3. Read Deuteronomy 12:5-6,11,17. Tithes were to be brought to a place (chosen by God).
  4. Read Malachi 3:8-10. For one not to tithe was considered (robbery)!
- C. Christ teaching on the subject: Read Matthew 23:23. Obviously Jesus was teaching on the hypocrisy of the Scribes and Pharisees. In doing so, He mentions their faithfulness to tithe. Based on His concluding statement referring back to tithing: “. . . *and not to leave the other undone*. Clearly they were not hypocrites for tithing, but for leaving other things undone. Jesus encouraged them to continue the practice of tithing.

D. Under Grace

1. In Genesis 14:20, (Abraham) paid tithes. According to Galatians 3:7, we who are of (faith) are the (children of Abraham). According to John 8:39, if you are Abraham's children, you will do the work of Abraham.
2. Read Hebrews 7:1-11. Abraham tithed to Melchizedek. The writer points out that here men that die receive tithes (verse 8). This is written in the present tense, indicating that it was occurring even as Hebrews was written in A.D. 64. In the early church people continue to tithe.

Tithing is the Biblical doctrine that teaches us to give 10% of our income or increase (salary, dividends, bonuses, profit from merchandise sales, government benefits, inheritances, court settlements, garden produce, etc.) to support the ministry. It is an essential part of stewardship. A key to being blessed is tithing. When I look at people who are struggling financially, I think, if only you would learn to tithe God could bless you!

Let's operate on the following premises. God is the owner of all our resources; we simply manage them for him. If the owner wishes us to bring 10% of our income to support those who provide us spiritual food and leadership, we should obey.

**Review**

1. What is a steward?
2. What do you manage for God?
3. What did the poor manager of Luke 19:12-27 do with the things the owner had left in his care? Why was this poor management (stewardship)?
4. What did the good managers do with the owner's resources? How does this principle apply to your life?
5. What does our checkbook and calendar tell about us?
6. What is a tithe?
7. What did Christ have to say about tithing?
8. Do you have any questions about this introductory lesson on stewardship?

## Stewardship Lesson 2

(This lesson comes from the *Bear Fruit* teacher's manual by Carlton L. Coon Sr. *Bear Fruit* teacher and student material is available for purchase at [www.Homemissionsdivision.com](http://www.Homemissionsdivision.com) sales or [www.TruthPublications.com](http://www.TruthPublications.com))

**Goal of this lesson:** To encourage you to make a 12 month commitment to give 10% of your increase. If you make such a commitment, you will be blessed, and it will be the start of a lifelong habit.

- I. Review what tithing is, as introduced in last week's lesson.
- II. *Note to Teacher:* Preview today's material. This lesson will take a different approach than any we have dealt with. It will attempt to answer many questions you may have about being a good steward and especially about tithing.
- III. *Question #1* - What portion of our increase is tithe?
  - A. The tithe of Israelites came from the (first fruits) according to Deuteronomy 26.
  - B. Tithing should be the (first) thing on the budget. God will bless you accordingly. Some would erroneously believe that they are to pay all their bills and then bring in 10% of what remains. This is not the scriptural pattern.
- IV. *Question #2* - What should tithes be used for? The Bible example always had tithes used to financially support those who (blessed or ministered) to the one paying the tithe.
  - A. Read Hebrews 7:1-11 and Genesis 14:30. Melchizedek received tithe from Abraham who he had blessed.
  - B. Read Numbers 18:20-24. The Levites received tithe from the Israelite people whom they served.
  - C. Read I Timothy 5:17-18. Paul told Timothy that elders who labor in word and doctrine are worthy of double honor and are not to be muzzled (uncared for) but "is worthy of his reward" (material things).

Tithes are used to support the pastor, provide salary for evangelists, supplemental pastors, and office staff. Those who oversee the use of tithing must be accountable to God for its use.

- V. *Question #3* - Where should I pay my tithes?

- A. According to Deuteronomy 12:5-6, 11 and 17, the tithe was to be paid where (God designated).
- B. Malachi 3:8-10 says to (bring them to the altar) at the house of God.
- C. According to I Corinthians 9:1-14, one who sows spiritual things (teaches, preaches, and leads you) reaps carnal (temporal or earthly) things.
1. He ministers about holy things, therefore, he is to live of the things of the temple and partake of things offered at the altar (verse 13).
  2. Your pastor is like a man planting a vineyard and caring for a flock or a man going to war. A warrior receives help to fight the battle (he cannot bear the expense alone). One who plants eats fruit of the vineyard and a shepherd drinks milk of the flock (verses 7-9).
  3. They which preach the gospel should live of the gospel (verse 14).
  4. You should pay your tithes where you attend church and to the pastor you sit under. The products of a man's efforts and labor go to support him. The pastor sows to you spiritual things and you respond with the temporal. You wouldn't work for a man and him pay someone else would you? Would you plant a crop and not eat any of it but give it to someone else? Would you feed a flock and then not eat the meat and drink the milk? "No!" is the answer to all these questions. How then can you attend a church where you are furnished pews, lights, gas, water, heat, air-conditioning, a pastor, prayer for the sick, counseling in time of need, etc., and then send your tithes and offerings elsewhere? To send your tithes and offerings to a radio or television preacher, an orphanage, another church, to a visiting minister or missionary, a Bible school, or any place other than your local assembly, puts you in a place of disobedience to God.
- VI. *Question #4 - How much of my increase is tithes? (10%) Note to Teacher:* That sounds simple enough, but it is helpful to do several equations where a tenth is calculated. Some calculations of tithe:
- A salary check of \$350. (The tithe is the first \$35.)
  - Selling a car for \$2,000 after buying it for \$1,500. In order to determine one's tithe, first calculate the profit. Do this as follows: Sales price less the original purchase price equals profit. So \$2,000 less \$1,500 equals \$500. There was a profit of \$500. The tithe on \$500 is \$50.
  - Inheriting \$40,000. The entire \$40,000 is an increase to you. 10% of \$40,000 is \$4,000. This will be your tithe.

- Getting a financial settlement of \$1,000,000. After deducting all attorney expenses, tithe 10% of the remainder.
- A business where the net profits are \$90,000 off gross sales of \$600,000. Tithe on the profits for the company. However, if the business provides you benefits that would normally be out of pocket (automobile, fuel, etc.) you really should tithe on those personal increases.

VII. *Question #5* - Should ministers pay tithes? Based on the example of the Levites who paid tithes to the (priests), all full-time and part-time ministers should tithe. Read Numbers 18:26, 32, and Nehemiah 10:37-39.

VIII. *Question #6* - What happens if I don't tithe?

A. Read Malachi 3:8-10.

1. You put yourself in the position of a (robber).
2. By doing so, you (close the windows of heaven) on your soul.

B. Read Haggai 1:2-6. Haggai says it is possible to put money in bags with holes in them. This is another tragic loss to the non-tither.

IX. *Question #7* - Can I put my tithes in the offering and it still be considered tithing? As you will hear, there is a distinct difference between the use of tithes and offering. Our offerings are free-will based on our capability and commitment. These funds are used to support the physical structure and the various outreaches (Bus Ministry, Sunday School, Home Bible Studies, Divorce Recovery, etc.) of the church. *Note to Teacher:* Select several of the following verses which speak of offerings as being distinct from the tithe: Malachi 3:8-10, Ecclesiastes 5:1-6, I Corinthians 16:1-2, II Corinthians 8:12-15, II Corinthians 9:6-7.

*Note to Teacher:* Be sure to provide time for questions. Below are some questions you can expect:

1. Should I tithe on my net or my gross? (Discuss the response with your pastor prior to teaching the lesson.)
2. Should I tithe on an inheritance? (We should tithe on all increase.)
3. How should small business owners tithe since their true increase is not usually known until some months after the fact? (Discuss this with your pastor. I have suggested that small business owners tithe an estimated amount until they receive their quarterly statement from their accountant. At that time they can add any funds needed to cover the shortage, or if they have paid more than a tenth, they can make adjustments during the

coming quarter.)

Hopefully, this has provided some guidelines to what is an important part of stewardship. (*Note to Teacher:* This is a good opportunity to pass out the envelopes used by the church to collect tithes and offerings. Quite often newcomers will not know that they should distinguish what they are giving.) In the past, when I've taught this material, I've ended with a challenge: Let me encourage you to be faithful in tithing and see if God does not respond in a positive manner. As a matter of fact, I challenge you to tithe for twelve months. If you have not been blessed, I will personally return your money with ten percent interest. God is faithful to keep his promises.

### Review

1. What portion of your increase is tithe? Does God get the leavings or should we bring him the first portion? Provide a scriptural reference.
2. What should the tithe be used for? Provide a scriptural reference.
3. What is the message of I Corinthians 9:1-14?
4. Calculate the tithe on the following:
  - a. A bi-weekly payroll check of \$400.
  - b. The sell of a house. It was purchased for \$40,000, \$10,000 was spent on repairs, and it sold for \$70,000.
  - c. You receive an inheritance of \$10,000.
5. According to Haggai 1:2-6 and Malachi 3:8-10, what happens when one does not tithe?
6. Read Malachi 3:8-10, Ecclesiastes 5:1-6, I Corinthians 16:1-2, and II Corinthians 8:12-15. Now write a simple explanation of the difference between *tithe* and *offering*.
7. Is there any part of this lesson you would like to have reviewed?

## Stewardship Lesson 3

### *Giving*

(This lesson comes from the *Bear Fruit* teacher's manual by Carlton L. Coon Sr. *Bear Fruit* teacher

and student material is available for purchase at [www.Homemissionsdivision.com](http://www.Homemissionsdivision.com) sales or [www.TruthPublications.com](http://www.TruthPublications.com))

- I. As we have discovered, Biblical stewardship means we are not owners of any of our possessions, but rather manage them on behalf of God, the true owner. In the last lesson, the concept of tithing was covered thoroughly. *Discuss:* What do you remember from our discussion about tithing? Tithing is a tenth of our income or increase that is given to God's work for the purpose of supporting the five-fold ministry (pastors, apostles, prophets, teachers, and evangelists). It is to provide support to those who sow spiritual things in our lives.
- II. Offerings are a different concept with a different purpose and objective.
- III. Offerings are (free-will). Notice how these worked in Bible history.
  - A. Read Exodus 35:4-5. Israel brought offerings to build the tabernacle. Notice that it was not built from their tithing. In their giving, the task was bigger than one person alone could accomplish.
    1. Read Exodus 35:20-29. It details the need.
    2. Read Exodus 36:5-7. This is the result of their giving.
  - B. Offerings are used for the building, use, and maintenance of God's work. If (everyone) does their part, it is easy on everyone.
- IV. Our (attitude) is as important as our (action).
  - A. Read Matthew 6:1-4.
    1. Do not give (to be seen of men).
    2. Offerings should be (private).
  - B. Read I Corinthians 16:2. (Consistency) in giving is essential. Our offerings are consistently needed to support the ongoing needs of the church. From a common sense perspective, it is obvious that sporadic offerings put the church in a difficult budgetary position. Offerings should be part of your planned budget.
  - C. Read II Corinthians 8:11. Don't just (talk about) and desire to give, saying, "When I make more money, gain inheritance . . ." Instead, give out of what you have now. My observation is that those who do not give when they have little also do not give when they have an abundance.
  - D. Read II Corinthians 9:6-7.
    1. The appropriate approach is to (purpose in your heart) what you will give.

2. Giving should always be done (cheerfully). The Greek word “cheerful” is *hilarion*, which could be translated “hilarious.” In essence, God loves *giggling* givers. In I Chronicles 29:9 the people rejoiced because they had given willingly.
  3. Giving is not to be the result of (necessity).
- E. Read Mark 12:41-44. It's not (how much you give), but how much you have left that God looks at.
- V. Giving is a grace. Read II Corinthians 8:1-8.
- A. Money is not the ultimate end. Paul sought men rather than money. (verses 1-3)
  - B. Paul did not propose any indirect methods of raising money. The Corinthian believers were very poor. Beyond doubt, bazaars, festivals, and rummage sales would have brought excellent returns. Paul made no mention of these easy sources of money. He was specific, “Upon the first day of the week let every one of you lay by him in store, as God hath prospered him, that there be no gatherings when I come” (I Corinthians 16:2).
- VI. There are some things that Paul did to encourage people to give:
- A. He declared the (grace of the Lord Jesus) (II Corinthians 8:9). What greater incentive could there be to give? From riches to poverty, Jesus had gone for them that they might go from poverty to riches.
  - B. He told of abounding (liberality of other saints). Of the saints in Macedonia, Paul seems to be saying, “They were so poor that I really didn't want them to give, but they begged me for an opportunity to give.”
  - C. He motivated them to give by (presenting the need) of the saints in Jerusalem. A sure incentive for giving is the good our giving will do. There is a missionary need; there is a need to be able to evangelize our local community.
  - D. Paul assured them that all gifts would be honestly used and handled.
- VII. The motivation to give.
- A. Paul appealed to the self-respect of the Corinthians. He points out the shame they would feel if others came by and found them unprepared to give. “Men will not respect us, and we cannot respect ourselves, if we do not give.” - (J. Broadus)

- B. Paul urged them to finish a worthy task which was worthily begun (II Corinthians 8:10-11). We should complete churches; we should pay bills; we should advance the cause of missions. The work is not finished; it is only just begun.
- C. A further motive is the reward which is sure to come (II Corinthians 8:14, 9:10). There will come a day when you will need a blessing.
1. Pledges were taken beforehand. Paul talks of their afore-promised bounty.
  2. Care and help were provided toward redeeming the pledges made. He followed up.
  3. Offerings were to be made with system and regularity.
  4. Carefully chosen messengers were to take the offering to Jerusalem (I Corinthians 16:3).
- VIII. Why should we give to God's work?
- A. We should give because of God's grace to us.
- B. We should give because of the blessing the church has been to us. *Discuss:* How has the church blessed your family?
- C. We should give because we are so instructed in God's Word.
- D. We should give because giving will result in our being blessed.
1. Read Luke 6:38. Give and it shall be (given) . . .
  2. Read Malachi 3:8-10.
  3. Your financial blessing will greatly depend on your decision to give.
- E. We should give because it takes money to move the gospel.
- IX. How much should I give?
- A. The church cannot function unless the people plan to give. Planned giving is not dropping one dollar in the offering pan each time it goes by. Planned giving is determining in your mind, "I will give X amount of my finances to missions, building fund, general fund, Sunday school, etc." or "I will give this percentage of my income to offerings."
- B. Some churches suggest that offerings equal five percent of an individual's income. The Bible indicates this to be what Israel did. Regardless of whether you decide to give a certain amount or a specific percentage of your income, it is important that you commit to something.

## X. Offering Options

- A. Our church is an evangelistic congregation that puts much money into meeting needs and evangelizing our world.
1. World Missions - These offerings are used to support missionaries in America and around the world.
  2. Sunday School - These funds are spent to provide literature for ministering to children, improving the classrooms, and supplementing the evangelistic outreach of Bus Ministry.
  3. Building Fund - These funds are currently being set aside in preparation of expanding our auditorium and educational space.
  4. Bus Ministry - These funds are given specifically to support the bringing of adults and children to Sunday school. This is a positive evangelistic outreach.
  5. General Fund - These monies pay the utility bills, insurance, and normal maintenance fees. It is from this fund that we pay the monthly notes secured by the church property.

There are other ministries and needs. Youth, Campus Ministry, Radio Ministry, etc. can always use your support.

Regardless of your giving, we pledge to use appropriate accountability and be good stewards. The church books are open to the fullest extent possible and yet maintain individual privacy. Each year we provide a financial statement detailing funds received and spent. If you have questions, see the Pastor or Church Secretary.

### **Review**

1. In Exodus 35 and 36, Israel is invited to give to meet a need. What was that need? How did the people respond?
2. What should our attitude be toward giving? Provide a scriptural reference.
3. What is the lesson of I Corinthians 16:2 about giving?
4. What should the emotional state of the giver be, according to II Corinthians 9?
5. What did Paul do to encourage people to give?
6. When you consider the various offerings that the church receives, which one(s) inspire

you to give?

7. Write out Luke 6:38 in your own words.
8. Is there any part of this lesson you would like to have covered more thoroughly?

## Stewardship Lesson 4

### *The Attitude of a Giver*

*(This was preached during a stewardship campaign at the church in Springfield. It can be adapted to use in teaching.)*

A one-dollar bill met a twenty-dollar bill and said, "Hey, where have you been? I haven't seen you around here much."

The twenty answered, "I've been hanging out at the casinos, went on a cruise and did the rounds of the ship, back to the United States for a while, went to a couple of baseball games, to the mall, that kind of stuff. How about you?"

The one dollar bill said, "You know, same old stuff - church, church, church." (Source: "New Testament Preaching," <http://ntpreading.blogspot.com/>)

"Will a man rob God? Yet ye have robbed me. But ye say, Wherein have we robbed thee? In tithes and offerings. Ye are cursed with a curse: for ye have robbed me, even this whole nation. Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now herewith, saith the LORD of hosts, if I will not open you the windows of heaven, and pour you out a blessing, that there shall not be room enough to receive it" (Mal 3:8-10, KJV).

*Discuss:* If a man tithes but does not give an offering, is he robbing God? What is the difference between the tithe and an offering?

I want to commend this church for being a great tithing church. Yet I think we do not understand the concept of the offering. Let me preface this by saying that there is a difference in tithe and offering. There is difference in use and purpose. In scripture the tithe was for the support of those who on a full-time basis ministered about the tabernacle and later the temple. I again commend this church for being faithful with the tenth of those things God blesses you with. Because you are faithful to tithe, we have two full-time pastors and a number of other support folks on the team. I sincerely and earnestly thank you.

On the other hand, offerings were for the maintenance, advance, and progress of the work around the tabernacle and temple. The offering had a distinct usage. In some ways we do not do a very good job with giving. Some of it has to do with the attitudes that we will address in a few minutes.

*Discuss:* What attitudes do you think are most often expressed about churches and money?

*Discuss:* What are the difficulties that most of us run into when we think about giving something away?

From all indications Corinth was a very carnal church, yet they seemed to have the concept of giving down to a science. Paul would go so far as to explain that he had used them as an example of giving in his dealing with other people. There are several things we can learn from them.

“For as touching the ministering to the saints, it is superfluous for me to write to you: For I know the forwardness [*cutting edge*] of your mind for which I boast of you to them of Macedonia, that Achaia was ready for a year ago; and your zeal hath provoked very many. Yet have I sent the brethren lest our boasting of you should be in vain in this behalf; that, as I said, ye may be ready: Lest happily if they of Macedonia come with me and find you unprepared, we (that we say not, ye) should be ashamed in this same confident boasting. Therefore [*What’s it there for?*] I thought it necessary to exhort the brethren that they would go before unto you and make up before hand your bounty, whereof ye had notice before, that that same might be ready as a matter of bounty, and not as of covetousness. [*It is possible to give, but give out of covetousness.*] But this I say, He which soweth sparingly shall reap also sparingly; and he which soweth bountifully shall reap also bountifully. Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity: for God loveth a cheerful giver. And God is able to make all grace abound toward you; that ye, always having all sufficiency in all things, may abound to every good work: (As it is written, He hath dispersed abroad; he hath given to the poor: his righteousness remaineth for ever. Now he that ministereth seed to the sower both minister bread for your food, and multiply your seed sown, and increase the fruits of your righteousness;) Being enriched in every thing to all bountifulness, which causeth through us thanksgiving to God. For the administration of this service not only supplieth the want of the saints, but is abundant also by many thanksgivings unto God; Whiles by the experiment of this ministration they glorify God for your professed subjection unto the gospel of Christ, and for your liberal distribution unto them, and unto all men; And by their prayer for you, which long after you for the exceeding grace of God in you. Thanks be unto God for his unspeakable gift” (II Cor 9:1-15, KJV, *commentary added in brackets*).

### **Difficulties with Giving**

Inconsistency - (verses 1-4) You can almost see the wheels going around in Paul’s mind. These people have been - great givers, but I know how carnal and inconsistent they can be. I had better send them a letter about giving. I had better send some elders to remind them, or perhaps to

motivate them to give. The attitude is demonstrated in the person who has the attitude, “But I gave a year ago,” or the one, “I am a faithful tither.”

*Discuss:* What are the results of inconsistency in giving? (What was Paul’s concern? It would result in the Corinthians being a poor example to others.) To our elders, leaders, and preachers in particular, let me pose this question, “Would you be someone that I could point out to a new convert and say learn all you can about giving from that person—they are a consistent giver?” If not, you are failing as an example.

Unpreparedness - (verses 3, 7) Giving needs to be planned and prepared for. Something has to be put up. God always had Israel bring the first fruit of the harvest. *Discuss:* Why do you think people are unprepared to give? (Don’t put it into their personal budget.)

Covetousness - The word is based in the thought - an eager expectation of a return. It goes toward the motive with which one gives - One can give with a covetous spirit. *Discuss:* What are some ways that our giving can be covetous? (Giving with an expectation of money coming back - Lester Francis.) Giving with the thought that my giving will gain me some honor or position. There is a difference between the motivational gift of giving and that of leadership. Many churches make the mistake of putting great givers into positions of leadership. Quite often it doesn’t work. If one gives with that thought in mind, their giving is covetousness in nature.

Sparingly - Sparingly is not a dollar figure. The widow gave more than you all, not because of the amount she gave, but because of what she had left when she got through giving. We reap what we sow. Consider: Does your gift to God describe who you are and what you have?

Grudgingly - (heaviness) “Phooey, I don’t want, to but I have to give.” When we give gifts to our young children on their birthday or Christmas, we don’t use the phrase, “I have to buy them a gift.” We are not to give with a heavy spirit, but with a joyous exuberance.

Necessity - (to have one’s arm bent or to twist one’s arm) You may give valuables to an armed robber, but it is giving of necessity. He has you in a position where you have no choice. Some of us have been to meetings where we gave out of necessity. Possibly, we had our name called to give a certain amount of money. That is not the proper attitude to give. The motivation of distress is not a good motivator. They are going to cut the lights off here is calling on people to give out of necessity. *Discuss:* How do you feel when you are asked to give out of necessity?

### **Great Attitudes in Giving**

Give to be on the cutting edge - forwardness. Your readiness to give. A church cannot be on the cutting edge if it does not have people who are willing to give: their talent, their time, their mental ability, their money.

Consistency - Always giving. Several of you are so faithful to give to everything. Home Missions, Foreign Missions, Youth, Sunday School, Chemical Dependency Ministry, etc. It may

not be a lot to any particular area of ministry, but always giving. I commend your faithfulness to give. It is a wonderful thing.

Preparation - planned giving (5% of one's income, a certain amount each week, etc.)

Purposefully - "as a man purposeth in his heart." To choose for oneself. We have talked to our leaders about being a purpose driven church. What drives our giving? Are we giving with our purpose in mind?

Cheerfully - *hilarion* - hilarious - God loves people who giggle as they give. I get to do this. It is the reason we present needs rather than opportunities. Needs are things that we can take care of grudgingly. Opportunities are things we revel and rejoice in. *Discuss:* How could we make giving more of a cheerful thing for all of us? Why do people become cheerless in their giving? (It may become too much money, etc.)

Expresses thankfulness to God - As we give we are expressing an attitude of gratitude. Those who hoard everything to themselves - the Dead Sea - are not joyful, nor are they thankful. Everything around the Dead Sea is also dead. Why? It doesn't give out to something else. People who do not give, become dead, and the things they touch also become dead. Giving establishes our understanding of who the owner of everything is. We are managers, God the owner.

## ***Appendix 8: You Wouldn't Want an Ostrich for Your Mama!*** **Disciple-Making**

Strange title . . . "You wouldn't want an ostrich for your mama!" Trust me – you really wouldn't! The Bible actually discusses it:

"Gavest thou the goodly wings unto the peacocks? or wings and feathers unto the ostrich? Which leaveth her eggs in the earth, and warmeth them in dust, And forgetteth that the foot may crush them, or that the wild beast may break them. She is hardened against her young ones, as though they were not hers: her labour is in vain without fear; Because God hath deprived her of wisdom, neither hath he imparted to her understanding. What time she lifteth up herself on high, she scorneth the horse and his rider" (Job 39:13-18).

An ostrich is impressive:

- A mature one stands over six feet tall. God said, "She lifteth herself up on high."
- It can outrun a horse for short distances: "She scorneth the horse."

Yes, an ostrich is impressive, but she isn't much of a mama. Her behavior toward her young denotes her lack of wisdom and understanding. An ostrich moves fast and stands tall – things that catch the eye – but she is not a pattern for maturing spiritual babies.

A young ostrich's survival depends on chance. Maybe . . . perhaps . . . possibly the chick will survive. This is the result of poor mothering. Here are the qualities and habits that impair an ostrich's parenting skills:

- An ostrich drops her eggs in the desert dust. No nest. Nothing – just another day in the life of a bad mama. No special preparations are made. The chicks are at risk; accident or intent may destroy them.

Well now . . . what does the “nest” for your spiritual babies look like? Is there a safe place for them to grow and be fed a diet they can digest? Where do they get to ask questions – and not be treated as though their questions are foolish? How are they protected from accidental or intentional damage?

We hope for the best, but what *intentional* actions are we taking on behalf of spiritual babies?

- An ostrich leaves her young behind. She has something else to do. Some activity is more important than her young.

What is so important that a mother abandons her young? Shouldn't a good mother be constantly busy responding to the needs of her little one? Where do you spend your time? What fulfills you? Are you okay with having babies and then wondering whether they lived or died?

- An ostrich is hardened against her young. It is as though they were not her own.

Interesting word: “hardened.” A mother ostrich feels no emotional attachment. There is no sense of loss if an animal eats her young. It is as though her chicks were strangers. She sees her baby as competition for available food. Do we care about spiritual babies with anything approaching the intensity we feel for our natural offspring? Do we feel a sense of responsibility for them and a passion to protect them?

- The labor she expends to lay the eggs is labor that is in vain.

Sound familiar? Great resources are expended on babies being born. There is celebration in the delivery room. Saints rejoice over the wonder of new birth. Is the baby then forgotten? Do we get so busy *conceiving* the next thing that we forgot to care for the last thing?

Now for some discomfort – how much does your church's mothering style resemble that of an ostrich? What are you going to do about it?

### **Changing an Ostrich**

- Become extremely sensitive to the needs of spiritual babies. A mother is attuned to the slightest whimper of her offspring. She can hear distress that everyone else ignores.
- Accept responsibility! Paul told the saints at Thessalonica that he cared for them “like a mother caring for children.” He understood the relationship. The maturing of people became personal to him.
- Create a safe place. You probably won’t call your discipleship efforts, “The Nest,” but that is what disciple-making should provide.
- If your survival rate is low, do something different. Be aggressive enough to learn from a pastor or church that is doing a better job with spiritual parenting.
- Invest as much energy into caring for and developing spiritual babies as you do getting them born-again.

The Bible has a number of other illustrations of the sad things that can happen to the young.

### **Lamed by a Care-giver**

Remember Mephibosheth, who lived his life under the provision and protective care of King David. How did he end up a dependent?

“And Jonathan, Saul's son, had a son that was lame of his feet. He was five years old when the tidings came of Saul and Jonathan out of Jezreel, and his nurse took him up, and fled: and it came to pass, as she made haste to flee, that he fell, and became lame. And his name was Mephibosheth” (II Samuel 4:4).

Mephibosheth was lame because of his caregiver’s hurry. Her hurry became his harm. No impairment came to her because of her haste. Mephibosheth survived but was forever handicapped by her hurry.

Making disciples cannot be rushed. Each new convert is limited by natural limitations. There has to be a progressive revelation of God. Think of how little the average new convert actually knows about God and the Bible.

With that limited knowledge clearly in mind, imagine a Harvard math professor leaving his position to go teach algebra to children in kindergarten. His progress and that of the children would be limited. The failure would not be because of his lack of knowledge, but the mind of a five-year old is not prepared to deal with higher math. Math depends on a progressive education. Kids have to learn to add, subtract, multiply, and divide; then comes fractions and decimals. Finally they have the ability to deal with the science of figures. What would have been difficult becomes easy. But the Harvard math professor can’t rush the process.

In a similar way we deal with the process of making disciples. If you hurry them, you will harm them. I’m not talking about ignoring their development . . . invest in the new baby at their level

of understanding. Don't load them with the responsibilities of mature Christianity when they have not yet finished kindergarten.

Can I just speak plainly: we tend to fear when there are babies under our care. These spiritual infants are not yet living up to certain lifestyle expectations. Does that sort of fear make as much sense as a couple with a newborn being afraid of being criticized if their newborn dirties a diaper? Don't harm a spiritual baby out of fear of what someone else might think of you – the caregiver. Spiritual babies should not be put in harm's way. Some have been permanently impaired because we hurried through what should have been a deliberate process.

### **Directions for Spiritual Nurses**

- Don't fear outside pressure. New converts are not to be hurried to responsibilities they are not ready for.
- As a pastor, equip new babies for an ongoing personal relationship with Jesus Christ. Teach them basic things. Teach about the daily things of Christian life, personal quiet times, the disciplines of prayer and fasting, church attendance, and how to reach out to their friends.
- Take your time. Be deliberate. How long does it take to develop a disciple? My personal estimate: with a focused discipleship effort, it takes anywhere from three to five years.
- Be careful that some of the "other hands" who touch your spiritual babies don't get in a rush. Sometimes saints who have been in the church for fifteen years want to hold a new believer up to the same expectations they are now living. Such will hurt your babies.

### **Threatened by Babies**

People can tell if you want them around. It isn't verbiage, it's behavior. Pharaoh and Herod lived in different eras; both were motivated by fear. Herod and Pharaoh became threatened by infants. Each newborn Hebrew was a threat. Pharaoh and Herod's remedy: if it is a threat, kill it.

An average church operates on a delicate balance. People sit on those same seats at the end of a pew (where a guest has to climb over them) every service. Social groups are clearly defined. New people threaten the delicate balance of the average church.

Now . . . I know your church is far more spiritual than what I'm describing. You are thinking, "Social groupings and positioning does not come into play in our church." Okay, as an experiment, tell your wonderful, Godly, spiritual, and kingdom-minded praise leader that for the next three weeks you decided to have someone else lead the praise. You may well discover how social groupings and positioning come into play.

Being threatened by new spiritual babies may not enter into a pastor's thinking, but it affects the behavior of saints. Churches – even young Home Missions congregations – become closed social sets. In an average United Pentecostal Church, everybody knows everybody. New spiritual babies are fearful things. "Will they get more attention from the pastor? What if she is a better

keyboardist? I hear he sings – does he sing better than me?” You know the things I’m talking about.

One can only break into a closed social set with much effort. I am talking about the “kicking and screaming” kind of exertion. Most new converts don’t have it in them. An elder tells of a new pastor who led his church to growth; soon there was some trouble. One of the “old” saints commented, “We had a good little church till all these new people started coming!”

In a research project church dropouts were asked two questions:

- (1) Why did you drop out?
- (2) What would most influence your choice of a new church home?

The answer most commonly given to the first question was, “I did not feel part of the group.” The response to the second question (almost 75 percent), was “the friendliness of the next church’s people.” It again shows that how we respond in welcoming newcomers and making them feel a sense of “place” is important.

### **Remedy for Fearing the Baby**

- The pastor has to be highly visible in spending time with new converts. Have coffee with them. Invite them to your home. Demystify yourself to them.
- Establish an open door approach. One of the longest words Jesus ever used was “whosoever.” The word He seemed to like the best was “come.” His idea: “whosoever will, let him come.” He aggressively welcomed all sorts of people. Be open – work at it till it becomes natural.
- Learn to hug new people. Tell them, “I love you! I’m glad you are here. Thank you for letting me be your Pastor.” Even before babies understand words, they recognize the meaning conveyed by the outstretched arms of a mother. What is being conveyed by your posture?
- Draw other people into the fellowship circle and slowly coach them that these spiritual babies are what the church exists for.
- Don’t turn the “closed social set” into a squabble. Change it with your behavior and leadership outside the pulpit. When you finally address it, deal with it from a positive perspective and train the congregation on how to deal with new babies. Instead of fussing about it, coach them.

God forgive us for those we left in the dust, for the wounded sons, and for babies destroyed due to our fear . . . and please, Jesus, help us do better in the future!

We have many resources available, as well as several men trained to do seminars and workshops on Disciple-making. One four lesson component of the Apostolic Training Institute (DVD based instruction designed to train leaders) deals with Disciple-making. If I or the General Home Missions Division can help you with your desire to work in this area, contact us.

### ***Appendix 9: Discipling New Converts - Point of Conversion***

*The new convert meets with a trained Altar Counselor when they are baptized or receive the Holy Ghost.*

At this meeting the Altar Counselor will give a packet of materials and instructions that will help the new convert. The materials will include: the prayer clock; booklet designed for new converts; card with the Pastor's phone numbers, the New Convert Care (NCC) Director's phone number, and the phone number and name of the Altar Counselor; Daily Growth Diaries; and a cassette tape by the Pastor, designed for reuse that will guide them in a process of prayer and Bible study.

At the session, the Altar Counselors will get the new convert's address and phone number, and will discuss the experience that the person just had. If questions are asked, the Counselor will do their best to answer them.

The reason for the Altar Counselor is that a new convert is often overwhelmed by their experience. We need to put something into their hands that will help them get started right in their development to maturity.

### ***Appendix 10: Discipling New Converts - One Week***

*A Telephone Friend is assigned to the new convert for a next-day telephone call.*

The Telephone Friend is to contact the new convert on the very next day. This is important! Most of us have suffered "buyer's remorse." We bought something yesterday, but today wish we hadn't. Satan will attempt the same with new convert. He says, "You didn't get anything. What will your family say? You sure were foolish yesterday!" In the midst of this, the new convert will receive a positive, warm, welcoming phone call from a friend. Thus, we have "phone friends."

*A letter goes from the Pastor to the Spiritual Parent. The Spiritual Parent is the person who brought the new convert to church, or who is teaching them a Home Bible Study, etc.*

The purpose for the letter is to remind the soul-winner that their responsibility is not over, that there is so much more to be done in developing this young Christian. This letter will serve as a gentle reminder.

*If the new convert is not in or has not been in a Home Bible Study, they are invited to start one.*

Clearly, a solid understanding of scripture is needed by every saint. A Home Bible Study helps provide this, and allows the teacher a bit of fellowship time with the new convert.

*The new convert will receive a letter from the Pastor.*

This letter is personal and will serve to welcome the new convert into the church family.

### ***Appendix 11: Discipling New Converts - First Month***

*The new convert will receive a letter every other week for 24 weeks from the Pastor. These will be scripture-oriented and should help develop the young Christian.*

The rationale behind these letters is the thought that each new convert needs an established relationship with the Pastor. This communication should help in accomplishing such a relationship.

*On the last Sunday evening of each month, we will welcome all new converts and new families.*

There has not been a time when people are publicly welcomed to the body of Christ. This will create a bonding between the church and the new convert.

*Attendance will be kept on all new converts for one year.*

The purpose: Church attendance is one important indicator of a person's development. If a new convert misses both Sunday services, they will be contacted by the department leader. If they are absent from the Christian Development Class they will also be contacted. It is our desire to minister to people and let them know we are interested in them. The New Convert Care Director is held accountable in that he must know where absentees have been. The list will be reviewed each week.

*The new convert enters the Discipleship Class.*

The Discipleship Class is one of the most important aspects of making disciples. The lessons will run the gauntlet. Everything from "How to Share Your Faith" to "Using Your Talents" will be taught. The courses use *Take Root* and *Bear Fruit* (or some similar resource) as a guide. The first course lasts ten weeks and the second an additional eleven. Students are given the teacher's notes at the end of each lesson. Homework with question sheets will help the learning process. Class sessions are informal and will use a discussion format as much as possible. At the conclusion of each series, students who have completed eight of the ten homework assignments will be given a certificate recognizing their effort.

**Appendix 12:**  
**Home Missions Division Discipleship Material Order Form**

8855 Dunn Rd • Hazelwood, MO 633042-2299  
1-888-426-8543 • www.hmdsales.com

QTY	ISBN#	ITEM	PRICE	AMOUNT
<b>MY FATHER'S HOUSE DISCIPLESHIP COURSE</b>				
___	10531 or 10624	MFH I Teacher's Manual	<b>ENG or SPAN</b> \$10.00	\$ _____
___	10529 or 10623	MFH I Student Growthbook	<b>ENG or SPAN</b> \$10.00	\$ _____
___	10528 or 10622	MFH I Mini-Chart (8.5"x11")	<b>ENG or SPAN</b> \$ 8.00	\$ _____
___	10544	MFH I PowerPoint Presentation	\$25.99	\$ _____
___	10535 or 10627	MFH II Teacher's Manual	<b>ENG or SPAN</b> \$10.00	\$ _____
___	10534 or 10626	MFH II Student Growthbook	<b>ENG or SPAN</b> \$10.00	\$ _____
___	10533 or 10625	MFH II Mini-Chart (8.5"x11")	<b>ENG or SPAN</b> \$ 8.00	\$ _____
___	10532	MFH II Large Chart (11"x25")	\$21.00	\$ _____
___	10545	MFH II PowerPoint Presentation	\$25.99	\$ _____
<b>READY TO BE FREE DISCIPLESHIP COURSE</b>				
___	0757722466	RTBF Teacher's Manual	\$15.00	\$ _____
___	0757722474	RTBF Student Handbook	\$ 5.00	\$ _____
___	0757722474	RTBF Expanded Study	<b>ENG or SPAN</b> \$ 2.00	\$ _____
<b>TAKE ROOT (First Level)</b> <b>Lessons on the doctrine and Christian growth.</b>				
___	0757708641	Take Root Teacher's Manual	\$17.00	\$ _____
___	075770865X	Take Root Student Handbook	\$10.00	\$ _____
<b>BEAR FRUIT (Second level)</b> <b>Lessons on the responsibilities of Christian living.</b>				
___	0757708579	Bear Fruit Teacher's Manual	\$17.00	\$ _____
___	0757708585	Bear Fruit Student Handbook	\$10.00	\$ _____

Name: \_\_\_\_\_

Address: \_\_\_\_\_

**SEND TO:** City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: (\_\_\_\_\_) \_\_\_\_\_

Subtotal: \$ \_\_\_\_\_

Shipping (U.S.)  
(15%/\$3.95 min.) \$ \_\_\_\_\_

Shipping (CAN)  
(28%) \$ \_\_\_\_\_

Enclosed is my check/money order  
\*Made payable to Home Missions Division\*

Charge my:    

Credit Card No:

Expiration Date: \_\_\_\_/\_\_\_\_ Signature: \_\_\_\_\_

**TOTAL:**

### ***Appendix 13: Friends***

Win Arn's *Church Growth Ratio Book* says a church keeps a high percentage of converts who within six months can say, "I have seven personal friends in the church." As the number of friends decreases, the degree of retention also decreases.

Leaders have to set out to intentionally draw new people into the circle of fellowship. If it is not done intentionally, it will rarely happen accidentally. Social events, after church "get togethers," bar-b-cues, and cookouts are intentional efforts to connect people.

Coach your people about connecting with new people. Again, this has to be intentional.

Do it yourself. Pastor, you can do far more to help this by being an example than by being an instructor. Let people see you take that new little couple (not the one who has moved to town from another Apostolic church – the little couple who have two kids together and just got married or the fellow who just got out of jail) out to Sunday lunch and they will start getting the message.

*People are not looking for a friendly church, they are looking for a friend.*

### ***Appendix 14: Discipling New Converts***

*The new convert is assigned to a Fellowship Family each month for one year. The Fellowship Family takes the new convert and two other families to a restaurant or to some other form of fellowship in their home, etc.*

The purpose for fellowship is the building of relationship. "Osmosis" is the chemical process of absorbing something by being in contact with it. Fellowshiping with new converts allows a process of spiritual osmosis to occur. A further reason for the Fellowship Family is the fact that many new converts lose all friends after becoming a Christian. This fellowship develops friendships, filling the void in their life.

*On a quarterly basis, a fellowship for newcomers is held at either the Pastor's or New Convert Care Director's home.*

Again, this gives the opportunity to mix with others. We also invite several long time members to help. This creates a bonding.

## Apostolic Diagnostics: The Bible

A disciple of Jesus Christ abides in the Word of God. The Greek word “abide” is used in other settings to describe a fish in water. A disciple abides in the Word of God as a fish abides in water. Take a fish from the water and what happens? Right! Does the fish live in water for two hours three times each week? Hardly!

One of the coming church growth buzzes will be churches that are “teaching churches.” Teaching is dramatically different than preaching. Some old-timer said teaching is telling and preaching is yelling. Relevant, life oriented teaching (“How to balance your checkbook” type material) is needed by a generation that has been raised without much practical sense.

What are we doing to draw our people into an active interest in God’s Word?

Two things are important in getting people to *abide* in the Word of God:

1. An active encouragement to get them to read the Bible regularly
2. Some type of on-going in-depth Bible study

Evaluate the average saint in your local church in the following survey:

1. Are they getting the Bible taught to them on a regular basis? How many people were at church Sunday for the evangelistic service that is usually a non-teaching setting? \_\_\_\_\_ How many people were present for the last Bible study? \_\_\_\_\_ What percentage of people actually were in a “teaching” setting? \_\_\_\_\_
2. Review your last three Bible studies:
  - a. Was the student asked to do any “pre-work” to prepare their mind for the Bible study?
  - b. Was a print resource (a handout, etc.) put in their hand that will serve as a reminder of the materials they were taught?
  - c. Did they leave with a guide that will let them do outside study that connects them with the pastor’s teaching and preaching?
3. Does the church emphasize Bible reading? (The Sunday School Division’s *B.R.E.A.D.* – *Bible Reading Enriches Any Day* program is an excellent resource.) Does the church honor those who read the Bible through in a year?
4. Are people using a Bible that makes reading easy? (If your text of choice is the KJV, then ignore this question.)
5. Do your people use a Bible that is good for study purposes?

## Apostolic Diagnostics: How Biblical Is Our Church?

This diagnostic tool is provided to get you thinking about the health of the local church. Look over the following biblical expressions regarding the church. Evaluate those priorities in your church on a scale to 1 to 10.

	<u>Score</u>
1. Each part is doing its work. <i>“From whom the whole body fitly joined together and compacted by that which every joint supplieth, according to the effectual working in the measure of every part, maketh increase of the body unto the edifying of itself in love” (Ephesians 4:16).</i>	_____
2. Mutual concern is expressed for each other. <i>“That there should be no schism in the body; but that the members should have the same care one for another” (I Corinthians 12:25).</i>	_____
3. People serve on another in love. <i>“For, brethren, ye have been called unto liberty; only use not liberty for an occasion to the flesh, but by love serve one another” (Galatians 5:13).</i>	_____
4. We are putting up with each other in love. <i>“With all lowliness and meekness, with longsuffering, forbearing one another in love” (Ephesians 4:2).</i>	_____
5. I observe people carrying each other’s burdens. <i>“Bear ye one another's burdens, and so fulfil the law of Christ” (Galatians 6:2).</i>	_____
6. We are encouraging each other and building each other up.	_____
7. We submit to one another out of reverence for Jesus Christ. <i>“Submitting yourselves one to another in the fear of God” (Ephesians 5:21).</i>	_____
8. We are actively working to forgive one another. <i>“And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you” (Ephesians 4:32).</i>	_____
9. We are honest with each other. <i>“Lie not one to another, seeing that ye have put off the old man with his deeds” (Colossians 3:9).</i>	_____
10. We offer hospitality to one another without grumbling. <i>“Use hospitality one to another without grudging” (I Peter 4:9).</i>	_____

11. We are teaching and counseling one another with all wisdom. *“Let the word of Christ dwell in you richly in all wisdom; teaching and admonishing one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord” (Colossians 3:16).* \_\_\_\_\_

12. We are confessing our sins to each other and praying for each other. *“Confess your faults one to another, and pray one for another, that ye may be healed. The effectual fervent prayer of a righteous man availeth much” (James 5:16).* \_\_\_\_\_

After assessing your church and the area of body function, go back and evaluate yourself. Read over the list again and apply these to yourself on a scale of 1 to 10 as a spiritual leader.

### Spiritual Leader Body Life Evaluation

**Pastor’s  
Score**

1. Each part is doing its work. *“From whom the whole body fitly joined together and compacted by that which every joint supplieth, according to the effectual working in the measure of every part, maketh increase of the body unto the edifying of itself in love” (Ephesians 4:16).* \_\_\_\_\_

2. Mutual concern is expressed for each other. *“That there should be no schism in the body; but that the members should have the same care one for another” (I Corinthians 12:25).* \_\_\_\_\_

3. People serve on another in love. *“For, brethren, ye have been called unto liberty; only use not liberty for an occasion to the flesh, but by love serve one another” (Galatians 5:13).* \_\_\_\_\_

4. We are putting up with each other in love. *“With all lowliness and meekness, with longsuffering, forbearing one another in love” (Ephesians 4:2).* \_\_\_\_\_

5. I observe people carrying each other’s burdens. *“Bear ye one another’s burdens, and so fulfil the law of Christ” (Galatians 6:2).* \_\_\_\_\_

6. We are encouraging each other and building each other up. \_\_\_\_\_

7. We submit to one another out of reverence for Jesus Christ. *“Submitting yourselves one to another in the fear of God” (Ephesians 5:21).* \_\_\_\_\_

8. We are actively working to forgive one another. *“And be ye kind one to another, tenderhearted, forgiving one another, even as God for Christ's sake hath forgiven you” (Ephesians 4:32).* \_\_\_\_\_
  
9. We are honest with each other. *“Lie not one to another, seeing that ye have put off the old man with his deeds” (Colossians 3:9).* \_\_\_\_\_
  
10. We offer hospitality to one another without grumbling. *“Use hospitality one to another without grudging” (I Peter 4:9).* \_\_\_\_\_
  
11. We are teaching and counseling one another with all wisdom. *“Let the word of Christ dwell in you richly in all wisdom; teaching and admonishing one another in psalms and hymns and spiritual songs, singing with grace in your hearts to the Lord” (Colossians 3:16).* \_\_\_\_\_
  
12. We are confessing our sins to each other and praying for each other. *“Confess your faults one to another, and pray one for another, that ye may be healed. The effectual fervent prayer of a righteous man availeth much” (James 5:16).* \_\_\_\_\_

What are you doing to contribute even more to the strengths of the church you lead? What will you do to help overcome the weaknesses you have identified? Circle the things that you feel are being neglected through your local church and then write out one thing you can do, beginning today, to help your church grow in this regard.

Today I will \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

## Apostolic Diagnostics: Demographics

*Approach:* Looking to understand the people you are trying to reach? We suggest the following basic approach:

Are you effectively reaching your community? The entire community? From last Sunday's church attendance, list the top five cultural groups (Caucasian, Chinese, Black, Hispanic, etc.) at church:

Culture Group #1 \_\_\_\_\_

Culture Group #2 \_\_\_\_\_

Culture Group #3 \_\_\_\_\_

Culture Group #4 \_\_\_\_\_

Culture Group #5 \_\_\_\_\_

What are the five largest cultural groups in your community as a percentage of the entire community?

*To research this data, go to any of the websites listed at the end of this diagnostic tool. There will be a learning curve for any of them, but all have an abundance of information. Educate yourself on the use of Government provided census data. Census data is not overly complicated. The US Census Bureau has a short educational paper, ([www.census.gov/prod/2001pubs/mso-01icdp.pdf](http://www.census.gov/prod/2001pubs/mso-01icdp.pdf)) explaining the essential basics of census data that is a must read. Click on the link to read it.*

Culture Group #1 \_\_\_\_\_

Culture Group #2 \_\_\_\_\_

Culture Group #3 \_\_\_\_\_

Culture Group #4 \_\_\_\_\_

Culture Group #5 \_\_\_\_\_

1. Is your Sunday attendance a reflection of your community?
2. Why does it not reflect the makeup of your community? Has an intentional effort been made to reach that segment of the community?
3. What could be done to begin intentionally welcoming that part of the community?

### **Advanced Demographics**

The strategy for reaching a highly-educated upscale suburban community will probably be different from one employed to reach a rural community. Knowing what your community looks like is important. Several areas to consider:

- Average age of the residents
- Average income
- Married/divorced/single
- Educational level

There are communities where a Sunday school bus route will not work. The demographics are wrong for that method of evangelism. In another neighborhood it may work perfectly well.

Using the resources included in this document, you can consider many variables. Demographic data is available for hundreds of different variables of interest (e.g. age, income, housing prices, race, etc.) The amount of data can be overwhelming. Decide on the five (5) most important variables of interest to you and your particular situation. Start by obtaining demographic data for these variables.

The best place to start is the US Census Bureau (<http://www.census.gov>). The Census Bureau site allows you to interactively get demographic data and maps for areas you specify.

*Demographic Mapping:* demographic information may be easier to interpret when it is mapped. Typically, data is mapped in different colors with each color representing a different range of values for the data. For example, dark green may represent the average age of 35-40, while lighter shades of green represent different average age ranges. Maps allow you to see the data in specific geographic locations (down to small census tract areas) and to compare how the data in one area compares to another. Many of the companies that offer free demographic data also provide some mapping support. Most paid demographic services offer mapping. Again, the US Census Bureau site is the best place to start with mapping. A link to the Census Bureau's site for thematic mapping is: <http://www.census.gov>. From the first page go to the *American Fact Finder* page.

*Interpreting the Data:* After collecting the data and maps, it is time to think about what they mean. You can purchase a report like the one provided by Percept ([www.perceptgroup.com](http://www.perceptgroup.com)) that tells you what the data in your area means. This product is called a Ministry Area Profile. (Click on *Products* and then *Ministry Area Profile*.)

For direct mail efforts, organizations like Church Marketing Solutions offer free route mapping for their customers ([www.church-marketing.com](http://www.church-marketing.com)). Another direct mail outreach company is [www.promisenetwork.com](http://www.promisenetwork.com).

Demographic Sites Worth Checking Out:

[www.fedstats.gov](http://www.fedstats.gov)  
[www.freedemographics.com](http://www.freedemographics.com)  
[www.citibay.com](http://www.citibay.com)  
[www.melissadata.com](http://www.melissadata.com)  
[www.perceptgroup.com](http://www.perceptgroup.com)  
[www.census.gov](http://www.census.gov)  
[www.claritas.com](http://www.claritas.com)  
[www.link2lead.com](http://www.link2lead.com)  
[www.easidemographics.com](http://www.easidemographics.com)  
[www.church-marketing.com](http://www.church-marketing.com)  
[www.epodunk.com](http://www.epodunk.com)

## Apostolic Diagnostics: Involvement

1. How many specific ministry opportunities are there at your church? \_\_\_\_\_
  - Research has shown there should be six roles of ministry for every ten people who attend church.
2. How many of those specific ministry opportunities have a job description? \_\_\_\_\_
3. When were the job descriptions last reviewed and updated? \_\_\_\_\_
4. What percentage of your Sunday attendees have a clearly defined role of ministry? (They have a job, know what the job is, and are actively fulfilling it.) \_\_\_\_\_
5. Do you have a specific process or setting to make people aware of the ministry opportunities? \_\_\_\_\_
  - To learn what other churches do to highlight and recruit volunteers, go to Appendix 1.
6. What is your normal service attendance?
  - \_\_\_\_\_ Sunday morning attendance
  - \_\_\_\_\_ Sunday night attendance
  - \_\_\_\_\_ Mid-week attendance
  - \_\_\_\_\_ Prayer attendance

### Resources for involvement

- ✓ Ron French – *Designed for Life*
- ✓ Carlton Coon – *Fitly Framed*
- ✓ Don and Katie Fortune – *Discovering Your God Given Gifts*
- ✓ Home Missions Division – *So You Want to Serve*

### *Appendix 1: Methods to Highlight and Recruit Volunteers*

Measuring the number of people who are actively involved in the ministry of the church can be daunting, and the result can dismay. However, one has to start where they are.

Getting people involved requires several things:

1. **The pastor has to want this and see it as a measure of the church's effectiveness.** If the pastor is unwilling to empower others to make decisions and take action, then the church will be limited.
2. **Acquaint your leadership team with the concepts of motivational gifts to be used for ministry.**
3. **Teach the concept of motivational gifts to your entire church.**
4. **Highlight one ministry of the church during at least one service each month.** The presentation should be brief and should focus on the outreach/disciple-making component of the ministry. The leader of the ministry can express the need for additional help.
5. **As a pastor, validate the most obscure ministry as being important to the effectiveness of the church.** Do this from the pulpit by saying thank you, and include a list of nursery-workers or church cleaning volunteers in the bulletin from time to time.
6. **Before Thanksgiving take time to say "thank you" to the "behind the scenes" ministries of the church.** This should be particularly for those who are particularly thankless, like the people operating the sound equipment.
7. **Ministry Opportunity Cards**
8. **Expect Involvement: We welcomed those who had been baptized or received the Holy Ghost on the last Sunday of each month.** As part of the welcome, I always said, "We are glad you are here to be part of the ministry of this church. If you are just looking for a church to attend or a place to be a member, there are other good churches in this city, pastored by good men. I'll be glad to give you their contact information. If you are looking for a place to serve, to minister to others and to the Lord Jesus Christ, we are glad you are here."
9. **Fitly Framed: Five lessons designed to help a person find their place of ministry and to connect them to a ministry leader who can put them to work.**
10. **Annual Ministry Fair:** After several weeks of teaching and preaching about using your personality and motivational gifts for God, take a Sunday to have every ministry in the church set up displays in the fellowship hall. The intent is to communicate what the ministry does and to express the need for additional volunteers.
11. **Annual Volunteer Appreciation Banquet:** This is a huge morale boost. The pastor, ministry staff, and department heads put on tuxedo shirts and physically serve those who volunteer. Include a catered meal (so the volunteers aren't having to cook their own dinner), enjoyable entertainment, and select a Volunteer of the Year (as noted below).
12. **Volunteer of the Month** – as selected by Department Heads
13. **Volunteer of the Year** – as selected by all who volunteer at the church.

## **Apostolic Diagnostics: Youth Ministry**

### **Working with Volunteers: Do You Destroy Your Volunteers?**

Volunteers who are effective at working with young people are rare and scarce. This is a diagnostic tool that will let you know if you are one of the ones who's making them scarce.

1. How often do you go behind people's back to check up on them so see if they are doing their job?  
 All the time                      10 points  
 Most of the time                      7 points  
 Some of the time                      3 points  
 Never                                      0 points
2. Do you give priority to things that make you look good?  
 Yes                                      10 points  
 No                                        0 points
3. Do you tell people how many hours you've had to work?  
 Yes                                      10 points  
 No                                        0 points
4. Do you ever say, "I'll just do it myself; it will be easier?"  
 Yes                                      10 points  
 No                                        0 points
5. Do you sometimes feel threatened by adults?  
 Yes                                      10 points  
 No                                        0 points
6. Are you afraid to ask adults for help because you feel you're imposing on them?  
 Yes                                      10 points  
 No                                        0 points
7. Do you look forward to the praise you'll get for doing a good job?  
 All the time                              10 points  
 Most of the time                        7 points  
 Some of the time                        3 points  
 Not at all                                0 points
8. Are you uncomfortable around adults?  
 Most of the time                        10 points  
 Some of the time                        5 points  
 Very seldom                              0 points

9. When you give someone something to do, do you:
- Tell them in detail how to do it?      10 points
  - Give them specific guidelines?      5 points
  - Give them considerable freedom?      0 points

10. How many adults have you recruited to be part of your youth team in the last year?
- 0      10 points
  - 1-2      7 points
  - 3-5      3 points
  - 6 or more      0 points

Scoring

- |               |  |
|---------------|--|
| 0-29 points   | You have more help than you can use.     |
| 30-49 points  | You have most of the help you need.      |
| 50-69 points  | You're doing a lot of pleading for help. |
| 80-100 points | You're doing it all by yourself.         |

If you scored 0-29, keep up the good work, write a book, and develop a seminar.

If you scored 30-49, work on the areas you now see as a weakness. Write out a plan of action to be more effective in caring for and leading your volunteer workers.

If you scored 50-69, buy and read *The Care and Feeding of Volunteers* by Barbara Bolton, Mike Bright, and Byron Cress.

If you scored 80-100, you may well be doing it as you prefer. However, your preferred style of leadership will limit your ability to disciple young people. Having read that, if you want to change, it will take a serious commitment to growth on your part. Read the classic *How to Win Friends and Influence People* by Dale Carnegie. It is not Bible-based, but the principals are biblical. After reading Carnegie's classic, then read *The Care and Feeding of Volunteers* noted above.

## Cross Cultural Evangelism

*Carlton L. Coon Sr.*

One of Disneyworld's rides, "It's a Small World After All," captures reality. It really is a small . . . small world. North America has always attracted the wounded and those looking for advantage and opportunity. At no time has North America been more culturally diverse in so many different areas than it is today. From a small town in Iowa to the masses in Vancouver, British Columbia – our continent is an opportunity to impact the world.

Becoming a multicultural church depends on several things:

1. Heightened Awareness
  - a. Evaluation of the community we live in compared to the makeup of the existing congregation.
  - b. Waking to the "invisible population." An invisible population is the part of the community we never give thought to as an evangelistic opportunity. The disciples saw the residents of Sychar as people with whom to do business but not people to tell about Jesus. Jesus saw one woman of Sychar as an evangelistic opportunity. She realized her community needed to hear about this "man who told me all things that ever I did."
2. Education – When it comes to dealing with other cultures, "Do not assume you know – you don't!"
  - a. There are a wealth of resources by which to research multicultural ministry.
  - b. Each national heritage and culture brings its own issues and challenges.
  - c. The best beginning is being willing to admit you don't know what you are doing and then be equipped to be effective.
  - d. Recommended books:
    - i. *Planting a Multicultural Church* - Dan Scott
    - ii. *Planting Churches Cross-Culturally* - David Hasselgrave
  - e. Several of the lessons and materials referenced below give specific information on things "not" to do in attempting to reach to people of other cultures.
  - f. Black Evangelism Ministry has developed "*How Do You Reach Me?*" – a DVD equipping resource. This can be purchased through GHMD Sales.
3. Intentional Behavior that expands the church's awareness of the multicultural opportunity
  - a. The pastor's behavior could include spending social time with someone of another culture – learning about them and their culture. Allude to this experience in conversations with local church leaders.
  - b. Preach sermons and teach on the intentional behavior of the early church to reach cross-culturally. Topics could include:
    - i. Every Kindred, Tongue, People, and Nation . . . .
    - ii. Reaching the Invisible Population

- iii. Being Effective at Reaching other Cultures (*The notes for this Bible study taught to the Ontario Home Missions/Sunday School Conference and to the Black Evangelism Conference are available upon request – [bhord@upci.org](mailto:bhord@upci.org) )*
  - iv. Zion Born (*These sermon notes —preached at the World Spanish Council—are available upon request – [bhord@upci.org](mailto:bhord@upci.org). )*
  - v. Teach Me to Finish His Work (*The notes for this Bible study taught at the South-Asian Evangelism Conference and to the Native American Evangelism Conference are available upon request – [bhord@upci.org](mailto:bhord@upci.org). )*
  - vi. There are a wealth of other topics and texts on this. If the church is not intentionally reaching to people of other cultures, it is not fulfilling the biblical mandate. If we don't reach them, who will?
4. Have someone of another culture group come preach to your congregation. While they are there, have them talk with you, your leaders, and church about how to reach people from their culture.
- a. Several Spanish-speaking evangelists are available. For information contact the General Home Missions Division.
  - b. Errin Bryant who teaches our monthly Spanish Leadership lesson is available to help.
  - c. Xenn Seah – Chinese coordinator (209-523-7484)
  - d. Outstanding African-American evangelists include Michael Easter at 757-329-7994 and Sam Emory at 209-617-0032.
  - e. Joseph Domingues – Portuguese Coordinator (805-481-4673)
  - f. Jesse Forteleza – Filipino Coordinator (204-774-1547)
  - g. Director of Multicultural Ministries Donald Hanscom can offer other suggestions. Contact him at [dhanscom@upci.org](mailto:dhanscom@upci.org).
5. Keep this in front of your people – talk about it.
- a. Challenge your people to think of those they have previously ignored as evangelistic opportunities.
  - b. When something good happens, celebrate it. Don't celebrate in a way that will embarrass the visitor or convert from another culture, but in a later service comment about how exciting it was to have someone at church whose first language is Spanish, etc.
6. Use the resources of the General Home Missions Division
- a. *All Nations Sunday* is a single Sunday in the fall of the year. Director of Multicultural Ministries Don Hanscom has developed a resource that has proven effective in every setting. *All Nations Sunday* awakens people to the population around them. Multicultural Ministries has developed a packet of materials on how to have a successful *All Nations Sunday*. Visit [AllNationsSunday.com](http://AllNationsSunday.com) for further information.
  - b. *Globaltracts.com* is a partnership between Home and Foreign Missions to provide easily printed materials in many languages.

- c. Information on each Multicultural Ministry of the United Pentecostal church is available at [Homemissionsdivision.com](http://Homemissionsdivision.com).
7. Be intentional in your behavior
- a. If you are discipling people of other cultures and every person on your platform is Caucasian, it is time for some intentional inclusion.
  - b. Does the leadership team reflect the makeup of the congregation?
  - c. The early church acted intentionally. When a problem arose about the Grecian widows being mistreated, every person appointed to be a deacon had a Greek surname. It was the Holy Ghost's intentional inclusion of those from the larger Greek world.
  - d. Go the second mile to make people of other cultures feel welcome and wanted. Learn enough about their culture to never embarrass them, but do communicate how wonderful it is to have them in your church.
8. Starting a Daughter Church reaching to another culture
- a. When you have won a "woman at the well." Research and experience shows that people within a specific culture are more effective at reaching their people than someone from outside that culture.
  - b. Invest in discipling each new person of another culture to be evangelistic and then to be a leader.
  - c. Consider starting a daughter church or preaching point in another language. There are several ways to do this:
    - i. Have someone who speaks another language translate your preaching. Using headsets is a viable first step. Tom Harding at [tharding@upci.org](mailto:tharding@upci.org) can direct you to some headset options.
    - ii. Have a service where the intention is to focus on the second language. Someone from your church can translate the preaching or you can hire a high school or college student to translate for you. Encourage participation in the language you are reaching to. This could be testimonies in Russian, Spanish, etc.
    - iii. Discover a pastor from another culture and work with them to launch an evangelistic effort. There are men available you can learn from. Take advantage of their passion and burden.
      - 1. Pastor Daryl Hargrove in metropolitan Dallas has been effective with this. Contact Bro. Hargrove at 972-414-3668.
      - 2. Pastor Garland Hanscom in Ottawa, Ontario, is another pastor who has launched multiple daughter churches in other cultures. Contact Bro. Hanscom at 613-746-5769.
      - 3. Pastor Brent Carter in northern New Brunswick has been effective in starting daughter churches on Native American reservations. Contact Bro. Carter at 506-773-6964.

4. Veteran Missionary Elton Bernard started a Spanish church though he does not speak Spanish. Contact Bro. Bernard at 225-622-3162.
  5. Home Missionary Robert Huttegger in Manchester, MO, has been effective in winning and discipling Chinese students who are at university for a year or so. He continues to pastor them via the internet when they return to China. Contact Bro. Huttegger at 636-861-8348.
  - iv. Don't try to Americanize the person. Validate their cultural distinction, language, and uniqueness. Heaven will be a non-North-American culture. We should get comfortable with it down here.
9. Visit a church that is being effective with multicultural ministry in any way possible. Getting locked into a method is not the main thing – getting the job done is what matters:
- a. The local church is a melting pot of diverse cultures all meeting in one place: Pastor Art Hodges (San Diego, CA); Pastor Jesse Forteleza (Winnipeg, MB); Pastor Troy Fair (Sacramento, CA).
  - b. The local church has started daughter churches that reach out to the cultures: Pastor Ray Johnson (Denham Springs, LA); Pastor Granville McKenzie (Toronto, ON); Pastor Jack Yonts Sr. (Chicago, IL); Pastor Daryl Hargrove (Dallas, TX); Pastor Randy Keyes (Modesto, CA); Pastor Wayne Huntley (Raleigh, NC); Pastor Rex Deckard (Des Moines, IA).
  - c. Ask questions, make notes, and let the passion of reaching all people become your own.

### **Grassroots Effectiveness**

A final note: The General Home Missions Division is a clearinghouse for shared information. There are dozens of churches not included in this material simply because we are unaware of your efforts and effectiveness. Please pass your ideas on to me at [ccoona@upci.org](mailto:ccoona@upci.org). Our team will make sure your implementable ideas are made available to other churches.

Iron sharpeneth iron, and we learn from each other. We will make it (and you) available to others. Every resource we need is already resident within the church – we simply need to be alerted to it. We need men and women at the grassroots to help us build a portfolio of resources for Multicultural Ministries and Cross Cultural Evangelism.

## A Vision to Plant Multicultural Daughter Churches

### Multicultural Ministries

*Don Hanscom, Sr.*

1. Planting Daughter Churches within Ethnic Communities by Rev. Don Hanscom, Sr., Director of Multicultural Ministries/GHMD (Refer to subsequent section.)
  - a. God has orchestrated this incredible migration to North America to give to this world the end-time revival predicted in His Word.
  - b. Crossing cultural lines to plant a daughter church has to be intentional.
  - c. Some helps in your endeavor to plant a daughter church within ethnic communities:
    - i. Resources available from GHMD in many different languages
      1. [www.Globaltracts.com](http://www.Globaltracts.com)
      2. [www.allnationssunday.com](http://www.allnationssunday.com)
      3. Recommended (a must) – *To Every City and Culture* by Rev. Jack Cunningham.
    - ii. Multicultural Ministries stands ready to assist.
    - iii. District Multicultural Ministries Coordinators
    - iv. Regional and National Multicultural Ministries conferences/workshops
    - v. Go to [www.epodunk.com](http://www.epodunk.com) for demographics.
    - vi. Develop a plan for you and your workers before you start.
    - vii. Don't "tone-down" your services for visitors.
    - viii. Be sure your "Ethnic Minister" is ready before you appoint them.
    - ix. Maintain same standards for ethnic members as for English-speaking members.
2. Checklist for Detaching the Daughter Congregation by Rev. Jack Cunningham (Refer to subsequent section.)
  - a. Is the daughter congregation ready to detach from the mother church?
  - b. Discussion needed before public announcements are made
  - c. Agreements needed before detaching the daughter congregation
3. The World Has Come to Us by Rev. Paul Graham, Montreal, Canada (Refer to subsequent section.)
  - a. Isaiah 55:5 - "Behold, thou shalt call a nation that thou knowest not and nations that knew not thee shall run unto thee because of the Lord thy God ...."
  - b. French Quebec separatists drove nearly half of a million English-speaking people from the province. God's plan was to bring into His church people of nationalities that we had never met before.
  - c. Services held in the same building in English, French, Spanish, Tagalog, Tamil, and Farsi. Over 40 nations represented in the mother congregation.
4. Heaven Will Be Multicultural – by Rev. Michael R. Torres, Modesto, CA (Refer to subsequent section.)

- a. Pastor Keyes' vision: reach out to every person of color, and every ethnic group in Modesto and the surrounding area
  - b. The most powerful services are those that consist of a diverse congregation.
  - c. Multicultural services in Spanish, Gypsy, Russian, Hindi, Cambodian, Hmong, and Portuguese
  - d. The mother church does not require any money from the branch/daughter works.
  - e. Many of these works have attracted wealthy entrepreneurs, physicians, teachers, skilled professionals, and educated people.
  - f. Daughter congregations within a 45-minute drive come to the mother church service on Sunday night. This often gives the daughter congregation pastor a place for us to help them pray for their visitors who need the Holy Ghost and baptize them, and provide for them spiritual and social support.
  - g. Daughter congregations farther away come 3-4 times a year for special services.
  - h. The mother church supplies evangelists to help these daughter congregations.
5. Planting Cross-Culture Daughter Churches by Rev. Garland Hanscom, Ottawa, Canada (Refer to subsequent section.)
- a. The first daughter congregation was 18 miles from the mother church. This was an existing church with only one person attending. Discussion about closing the church down was taking place. Today it is a thriving church on 10 acres of land, pastored by District Superintendent Alonzo Dummitt.
  - b. Every daughter congregation is different.
  - c. The purpose of the daughter congregation differs from congregation to congregation.
    - i. My purpose of daughter church plants is that they will become indigenous churches in time.
  - d. Fear factor
    - ii. Fear of losing people
      1. Within 6 months, the mother church always fills up to where it was before the daughter congregation left.
    - iii. Fear of losing leaders
      1. The mother church has an on-going training program for leadership. A mentorship system is also important.
        - a. Some of our finest leaders are now pastoring churches in our city.
        - b. These growing congregations have a strong emphasis on evangelism which they observed and learned from the mother church. Nothing else matters but reaching the lost.
        - c. Discipleship teaching has kept us strong doctrinally.
        - d. When you train your own leader/Pastor, they remain loyal. Consequently, we all work in the same city with excellent, healthy communication.
    - iv. Fear of losing finances

1. When we begin a new daughter congregation, usually 25 people (8-10 strong tithers) choose to go with the daughter congregation plant.
  2. The giving in the Mother Church in tithes, missions, and building fund is up significantly over last year.
- e. From experience, even though many of these different ethnic groups speak excellent English, if given the opportunity to have a church in their language and culture, they jump at it. The reason is because it is much easier to reach their own people while worshipping in their cultural manner.
- f. The Cross-Cultural Daughter congregation is God's plan for this fast changing society.

### ***Planting Daughter Churches within Ethnic Communities***

*Don Hanscom, Sr.*

"By all possible means" (I Corinthians 9:22) - the world is at our doorstep!

The migration of people is painting a portrait of the "new" North America. *USA Today* recently reported that there are 354 languages spoken on a daily basis in America. *Demographics Magazine* stated, "America's identity as a melting pot now extends beyond multiple races and cultures to also include numerous languages." North America is increasingly becoming multilingual. *Demographics* also reported that Americans who speak a language other than English at home grew 47 percent in the past decade, and this group now accounts for slightly less than 1 in 5 Americans. It also reported that in six metro areas, those who speak only English at home are in the minority. The 1990s was a decade of redistribution of foreign-born residents, hence, foreign-language speakers.

Why are they here? Most often it is simply for economic reasons. Some see this incredible migration as a problem, rather than the will of God. I am convinced that what is happening in our world today is ordered of the Lord to give to this world the end-time revival predicted in God's Word. The church should view this as an opportunity instead of a problem. This may be clearly God's way of reaching the whole world with His saving gospel!

Crossing cultural and language lines to plant a daughter church has to be *intentional*, and not just an accident. Thank God for every daughter church that "just happened," but it is now time for churches to do some *intentional* church planting within the many different ethnic communities of North America. Jesus said to His disciples, "I say unto you, lift up your eyes, and look on the fields: for they are white already to harvest." The ethnic field may seem intimidating and unattainable because of language and cultural barriers, but we can do all things through Christ.

A minister friend considered himself semi-retired. He had pastored many years and felt weary. Shortly after resigning from pastoring, he noticed many Hispanic people living in the area where he and his wife lived. They began to feel a great burden to reach these people with Apostolic

truth. He simply hired a businessman in his city who was bilingual and paid him to interpret for him as he taught Bible studies to these people in the living room of his home. It was not long until their home was overcrowded, and they had to rent a hall for these studies. That which began as simply a Bible study had turned into a church congregation of precious Spanish-speaking Apostolic people who now have their own church facility and their own Hispanic United Pentecostal Church pastor. This may not work in every instance, but it certainly worked in this particular case. This is what I mean by *intentional* church planting: simply finding a way!

Here are some suggestions which should help you in the endeavor of planting daughter churches within ethnic communities:

1. There are evangelism tools which can be purchased from the Home Missions Division in many different languages. Go to [www.homemissionsdivision.com](http://www.homemissionsdivision.com).
2. Multicultural Ministries in the Home Missions Division stands ready to assist in every way possible.
3. Many districts now have their own Multicultural Ministries Coordinator. These coordinators can help to organize a service to reach out to the community in your area by using existing resources available in the district.
4. There are regional and national Multicultural Ministries' conferences/workshops for those interested.
5. Analyze the ethnic population in your area. Go to [www.epodunk.com](http://www.epodunk.com) for demographics. Make note of stores and restaurants where you could post flyers.
6. Decide before you begin how you plan for this ministry to operate in your church. This does not mean that you cannot change later on, but you need to have a plan for yourself and your workers before you start.
7. These people are tired of dead religion, and superstition. Although our services are different from what they are used to, they are looking for services that are exciting and alive. Don't "tone-down" your services for their sake.
8. Although this is basic, do not put someone up as your "Ethnic Minister" who is not ready.
9. Maintain the same standards for your ethnic members that you would for your English-speaking members.

The most important single argument for making the planting of new church plants (daughter churches) a high priority is that this is the most effective means for reaching unchurched people. There are hundreds of new daughter churches that already exist within the mind of God.

Perhaps you have considered planting a daughter church within an ethnic community in the past, but years have slipped by and still there is no daughter church. When are you going to take the leap, and do it? You cannot wait any longer. Now is the time! Determine to do so within the next year; make plans, and simply do it! It is God's will!

### ***The World Has Come to Us***

*Paul Graham*

The command of Jesus to His followers after His resurrection and just before His ascension was clear. We call it the Great Commission, “Go ye into all the world and preach the Gospel to every creature.” Each of us understands that it would be physically impossible for any one individual to accomplish that task. It has been said that each of us lives in our own world, and we are responsible for the people that we meet each week in the routines of our daily lives. We are to let our lights shine in our dark world so that others may see the hope of Christ in us.

When I was in Bible College many years ago, I spent one summer assisting a pastor in a town in New Brunswick. I worked on a chicken farm by day, but in the evenings I felt drawn by God’s Spirit to go to the church to pray. Down in a small Sunday school room, I would find myself weeping and crying out to God, sometimes for several hours at a time. I did not understand everything that was happening, but I was drawn to Isaiah 55:5 and to these words of that Scripture: “Behold, thou shalt call a nation that thou knowest not and nations that knew not thee shall run unto thee because of the Lord thy God....” I read that verse over and over again.

After I graduated from Bible College in 1974, I married my wife, assisted Pastors in two churches, and then became Pastor of a small church in a suburb of Ottawa, Ontario. However, deep inside, I felt a burden and a drawing to the city of Montreal, Quebec. After a year and a half of pastoring in Ontario, I moved to the city of Montreal, which at that time was the largest city in Canada. I came with a burden to work with French-speaking people, but was to later discover that the plan of God was to be much broader than that. I took French courses and in late 1977, we began holding our first services in French in the English Church in St. Laurent. It was the beginning of a daughter work, although it wasn’t known by that name back then.

Just after moving to Quebec in 1976, a provincial election was held, and the first separatist government was put in power. The goal of the separatist movement was to separate the province of Quebec from Canada and form an independent French country. Strict language laws were enacted by the new government, and in 1980, the first independence referendum was held. The push to separate Quebec from Canada failed, but the unrest that resulted from the years of 1977-1980 caused a major transformation in the population of Montreal. Literally tens of thousands of English-speaking people, along with other nationalities, moved from the city to other parts of Canada and the US. In fact, estimates of the exodus range from 250,000 to 500,000 people who left the province over a period of several years. This posed a major problem for the government.

People are the most necessary resource for a country, and now the population was declining, having a serious impact both socially and economically. I remember seeing whole apartment blocks closed with windows boarded up because there were no tenants to live in them. Many head offices of major corporations moved as well, causing vacancies in commercial buildings, which led to a recession in the construction industry. The government solution to the crisis was to open the door wide to immigrants from other countries of the world. First a trickle, then a flood of people from all over the world came to live in the city of Montreal. The face of the city had always been diverse to a certain extent, but nothing like it is today. In the borough where our church is located, the local paper recently declared that more than 160 nationalities of people are residing there.

This transition also had its effect on the church. A number of people were transferred away by their companies while others, fearing political and social unrest, chose to leave. However, God has a plan and He is in control of everything. Our door to door evangelism began to bring us into contact with nationalities that we had never met before. Evangelism and Home Bible Studies resulted in reaching people from many nations of the world. In time, services were being held in English, French, and Spanish, all in the same building. When a new building was completed in 1994, monthly Tagalog services were started for Filipino Evangelism. Later on, Sri Lankan people were reached, and then Tamil services were started. Recently, an Iranian Pastor and his wife were baptized, and now a weekly service is being held in Farci. Today in the various cultural ministries of the church, over 40 nations of the world are represented. It is a moving sight to see as these hungry, sincere people gather together each week to worship God in spirit and in truth. People who speak English attend the English services; people who speak French attend the French services, etc. God raised up leaders to pastor the various ministries and to evangelize more of their cultural populations.

The impact of God's plan in this immigration of peoples from all over the world to North America is now being felt overseas. Out of people who were reached by the Gospel in Montreal, came the birth of several churches on foreign soil. People who were saved felt a burden for their families back in their homelands. They went home to share the truth, resulting in people repenting, being baptized, and receiving the Holy Ghost. As a result, a new church was started, which in turn is now evangelizing people in that city, town, or village overseas.

In Canada and in the US, God has sent the world to us. Nations that knew us not have come to us because of the Lord God Almighty. Today that verse from Isaiah 55 makes sense to me, for I have seen it come to pass. What an opportunity for world evangelism. Pastor, reach out to the people of other cultures in your community. Whether they be Asian, African, Spanish-speaking or European, they all need Jesus. Thank God for our Foreign Missionaries and the marvelous work that God is doing through them overseas. However, the Harvest is so plenteous, and the laborers are so few to get the job done. The Church must take advantage of every open door of opportunity that God places before us. This flooding of North America with many nationalities of people is God's doing. He is sending the world to us! Let us reach it through Him!

## ***Heaven Will Be Multicultural***

*Michael R. Torres*

Two facts exist concerning multicultural evangelism. First, the fastest growth of evangelism in America is among the Hispanics. The second is that right now in America, the fastest growth in American Muslims is among the Hispanic males in urban cities. We must capitalize on this and do everything we can, including breaking out of our paradigm.

In 1988 when I arrived in Modesto, California, at Revival Center, there was a one year old Spanish-speaking branch work. Pastor Keyes expressed to me his vision of reaching out to every person of color and every ethnic group that was in Modesto and the surrounding area. We now have over twenty branch and daughter works, along with several works in many countries around the world. We also have over thirty different representations of ethnic groups and all major racial groups of people attending Revival Center. Of course all of this would not have been done without God and a special burden of Pastor Randy Keyes. A multicultural congregation does not happen without a vision, burden, flexibility, and work from leadership and a loving church. Pastor Keyes has gone out of his way to make sure that we include everyone in all phases of the church services and leadership. We make a special effort to reach out to everyone. We let them know that they count and are part of the church as much as everyone else.

The most powerful services are those that consist of a diverse congregation. They have a special flavor. We strive to do whatever it takes to help people of ethnic diversity feel comfortable and acclimated to Pentecost. We work with branch works, daughter works, Bible studies, prayer meetings, and fellowship. We have participated in multicultural services in Spanish, Gypsy, Russian, Hindi, Cambodian, and Hmong. One of our Spanish-speaking daughter works just converted a complete Brazilian (Portuguese) congregation, which further adds to our diversity.

Brother Keyes' philosophy is that our main mother church does not require any money from the branch/daughter works. Instead we help them financially to see their work get on its feet and later on become self-sufficient. Most of these works do very well financially, as they keep all tithes and offerings, which definitely motivates and helps them to grow and not feel that we are trying to take advantage of them. This goes a long way in keeping their trust and loyalty to the mother church and Pastor Keyes. Many of these works have attracted wealthy entrepreneurs, physicians, teachers, skilled professionals, and educated people.

Those branch works that are within a forty-five minute driving distance come to our main church service on Sunday Night. This often gives the branch work pastor a place for us to help them pray for their visitors that need the Holy Ghost and baptize them. It also helps their families to stay connected to the mother church for spiritual and social support. The others that are farther away come three to four times a year for special services so that we all worship together as one body. We also have times of fellowship at a church picnic with food, fellowship, and ball games—again to help everyone stay connected to the mother church. We supply evangelists from our church to help these churches and give them a boost. Because of Brother Keyes'

burden, desire, special efforts, and unselfishness, Revival Center is continuing to see a very successful multicultural program along with a very diverse local congregation—which is what heaven is really going to be like.

### ***Planting Cross Culture Daughter Churches*** *Garland Hanscom*

Planting daughter churches was not a lifelong dream. I entered into daughter churches out of a desire for church fellowship. Our church was the only Jesus Name church in the city of Ottawa, and we had to travel 90 miles to fellowship with the closest church in our section.

The first daughter church was God sent. I will tell just a little of how it came about. The church was 18 miles from the church I pastored, and they had only one person attending that was a strong Christian lady. There had been discussion about closing the church down and having this lady travel in to Calvary Church. They owned a church building and parsonage. God spoke to me very clearly to take it over as a daughter church. Today they have a thriving church on ten acres of land, pastored by our District Superintendent Bro. A. Dummitt.

#### **Point #1: Every daughter church plant is different.**

My wife and I have one son and no girls, but my son has two girls, and I have observed the tremendous difference in each girl. I have watched other families that have three or four girls and noticed that they tend to all be different. So it is with daughter churches. No daughter church plant is the same.

#### **Point# 2: The purpose of daughter church plants differs from church to church.**

Because of our situation of having no church fellowship, my purpose of daughter church plants was that they would become indigenous churches in time. I understand that some keep them under the mother church, never intending them to go on their own. That is fine, but my purpose was to plant churches in strategic areas of our city.

#### **Point #3: Fear factor**

After I finish a teaching session on daughter church plants, one of the most common questions broached is that of fear. The most common hurdles for some are fear. I understand this concern because I have had to deal with it myself for many years. Let me address some of the fear factors straight on.

##### *A. Fear of losing people*

Calvary church always fills up to where it was before the daughter church left within six months to one year.

*B. Fear of losing leaders*

Calvary church has on-going training for our leaders. Mentoring is another lesson I teach in seminars. You must have an on-going training program.

Some of our finest leaders are now pastoring churches in our city. In the right sense of the word, I am no longer fearful but proud of every one of these Pastors. They have Calvary Church's stamp on their lives. One example is that all of them pastor growing churches with strong emphases on evangelism, which they observed and learned from the mother church. Nothing else matters but reaching the lost. Strong discipleship teaching keeps us doctrinally strong, and separation from the world in every area is still God's plan.

When you train your own leader/Pastor, they remain loyal. Consequently, we all work in the same city with excellent, healthy communication.

*C. Fear of losing finances*

In January of 2007, we set another daughter church in order or released it to function on its own. At that time Calvary church had around 25 people choose to go with this daughter church. There were eight strong tithe payers among this group. More could be said, but suffice it to say we are now in December of 2007, and our giving in tithes, missions, and building fund are up significantly over last year. God never fails.

Where do I stop? We have two daughter churches at the present time. Calvary church just recently took a small struggling church in another city as a daughter church and hopefully will help it become healthy enough to live on its own. This makes three daughter churches that are on-going. The future holds more daughter churches in Ottawa, the Lord willing.

Most of our cities have become a melting pot of many cultures—not only languages, but culture. Many Africans in Calvary Church speak excellent English, but if given the opportunity to have a church in their language and culture, they would jump at it. The reason is that it would be much easier to reach their people while worshiping in their cultural manner. Many of these people speak French and English, yet they all function well at Calvary church. However if they were offered a Jesus Name Apostolic Rwandan church to worship in, every one of them would say a resounding “yes.” It is so easy for them to invite their Rwandan friends to a church of their culture.

To me this is the way to reach our world. Our District Superintendent told the District Board of Ontario that 60% of our church plants have been through daughter churches. They are in most cases the healthiest, fastest growing churches that have been planted here in Ontario. The survival rate is in the high percentile because this method births healthy babies. So much more could be and needs to be said, but not today. Suffice it to say, I truly believe the cross cultural daughter church is God's plan for this fast changing society.

## ***Multicultural Evangelism – Church Plant Vision***

*Troy Fair*

### **Introduction**

God has commissioned us to reach the world with the gospel. While “the world” may seem like an overwhelming target, it may be closer than you think. In most cities across the United States and Canada, entire communities of diverse ethnicities exist with differing cultures and languages ***just outside our doors***. While going to a foreign field seems an immense undertaking, ***the task can become an opportunity*** if you can simply catch the vision that God has given you by reaching across the street to the community which has come across the world to be close to you.

Many pastors have desired to reach into areas of their community of differing ethnicities and languages and yet have simply no idea of where to begin such a ministry. You do not need to learn a new language or travel to a new country or adopt new attire. You simply need to love those beyond your borders. Within this binder, you will find the direction you need to expand your limitations to the horizons of God’s calling for you to reach your city, and thus the world. Today is the first day of the birth of a new culture and community within the ministry of your church.

God is going to lead you to a very special person living even now in your city, walking down your streets, shopping in your stores, existing in your world. This special person will bridge the gap between you and the cultures enjoyed, and languages spoken, within the community you call home. Parallel cultures thrive quite successfully across this continent we call America. They often exist in harmony, enjoying the same piece of earth, but still living worlds apart. That is about to change. Your missionary adventure is about to begin, and you will not even have to leave town. God is going to bring into your life a ***person whom God will transform to become a pastor***.

### **Identification of Opportunity**

As you begin to reach a new culture and touch a new community of believers within your city, the first step in the process is God. You cannot accomplish this endeavor without the anointing of the Holy Ghost and the wisdom that comes only from God. From the first step to the last, your journey will be laced with the miraculous. This should not surprise us in the least. We serve a God who specializes in the supernatural. Pray that God will prepare you and send you to the right people, and particularly to the right person who will be the key to your community. God loves to answer these kinds of prayers. He has already given us a solicitation for this calling to ministry in Luke 10:2: “Therefore said he unto them, The harvest truly is great, but the labourers are few: ***pray ye therefore the Lord of the harvest, that he would send forth labourers into his harvest.***”

God is giving to you the vision that He gave to Paul in Acts 16:9: “And a vision appeared to Paul in the night; There stood a man of Macedonia, and prayed him, saying, ***Come over into Macedonia, and help us.***”

What men of “Macedonia,” Russia, Mexico, Nicaragua, Venezuela, Cambodia, Thailand, or other parts of the world are even now praying unto God the prayer “Help us?” Who else will God send but us? If we open our ears unto God’s call, He will call us. The first step is to open your ears and your heart and begin to listen to God, and He will indeed call.

It was an ordinary day at Calvary Evangelism Center with people to see, things to accomplish, and ministries to service, not at all unlike countless churches across this great continent of ours. On this ordinary day a man of rather short stature walked into the front office of the church. The occurrence of a strange man entering the office was not at all unusual on the busy street fronting the church with often many people coming and going for various reasons. This man entered the front office, however, and asked one of our pastors standing by if he could rent a room at the church to conduct services in. He went on to say that he had been having service in his house with about 40 in attendance and the police had instructed him to stop as the traffic and noise generated was not permissible in his residential neighborhood. With a seemingly endless calendar of events in mind, and knowing the difficulty and inconvenience of such an arrangement, the pastor gave the accustomed response that while we understood his dilemma, we do not rent out our facilities. After thanking the pastor, the man walked out of sight toward the front door to exit the facility. Moments later he returned, saying that God told him to come back because this was the place to which God had sent him. It is moments like this that we must look for. Often opportunities are not quite this clear, but frequently we can be so involved in what we are already accomplishing that we miss the opportunity to reach a new segment of our community.

The first step in starting a new ministry into a new segment of the community is deciding whom you want to reach next. This decision is often determined by the doors that God opens. Don’t limit God. You may have a large population of Hispanic people in your community, but God may, at this moment, want to reach the small population of Hmong, Laotian, Latvian, or Romanian cultures in your community. Pray, be open and sensitive to God’s direction, and be willing to move toward the culture God opens for you.

The second step is to allow God to send you the man or woman who will be the key to the culture that God wants to reach through you. God does not have to directly use your hands and your voice to reach every person that He desires to save. Your time and resources are limited. God can, if we are willing, lead someone to us with the talents and language and cultural understanding that can bridge the gap between you and an entire segment of your community with whom you will never be able to communicate. You must become the mentor. Elisha had an Elijah. Joshua had a Moses. You must become the Moses or Elijah for the person that God will call to lead a new culture to Him. Look for that man.

Understand that when God sends you the man through whom He will reach a community, He will not look like the pastor He is to become. If He did, God would not need you. That is your job. God once led me to know that He was calling a young man to the ministry. Some weeks

later that same young man walked through the doors of the church and sat in the back of the church in rather sloppy attire. I chuckled to myself and thought, “God you have a lot of work to do on him.” Immediately I felt God respond, “No. *You* have a lot of work to do.” You see God will send you an apple, but it is up to you to make the apple pie. If you do not do the work, the apple will eventually decay, having never become the beautiful delicacy God purposed it to become. Therefore, do not expect perfection. Simply look for a man that is hungry for God. Together, you and God can make of him the pastor God purposed him to become.

It would have been easy for the pastor to tell this strange man, “I am sorry, we do not rent the facility, but we will certainly keep you in prayer.” This would have ended a chapter in God’s design before it had a chance to begin. While not everyone who enters the building saying that God sent them is genuine, you can seek to discover their validity. The pastor, sensing that there was something divine occurring, called the man to his office and questioned him regarding what he believed. The man had a measure of truth yet was lacking in some significant areas. After countless meetings with pastors of Calvary Evangelism Center and countless Chinese buffets, (since this new Mein pastor will eat nothing else), this beautiful man is pastoring a Mien congregation at Calvary Evangelism Center, and while still learning after a year and a half, he is teaching his congregation everything that we teach him. None of Calvary’s existing pastors speak the Mein language, but God sent us a man who could. He is but one of many such people that God has sent to us.

While we enjoy many such congregations, we remain open and aware of God’s prompting and direction with regard to the development of new languages and cultures as new congregations are born. Two new men are in that process of development currently within our local church as God prepares us for two additional languages and cultures that have not yet begun. Within the next two years, we will begin both Chinese and Indian congregations. They are not yet born and yet we speak of them with faith and confidence as, together with God, we prepare each of the men who will pastor them. The two men who are to pastor them are not yet pastors, but they both have the character and the calling necessary for God’s divine purpose in their lives, and they are dedicating their lives to this goal.

Look for the man. When you have found him, invest your life in his! And then look again and God will send you another! And another! Exercise your faith!

*Matt 9:29 – “... According to your faith be it unto you.”*

### **Identification of Leadership**

So, you want to find a pastor? Where do you begin? With someone who is not a pastor! At times we seek the finished product, but in most cases, God is going to bring you an unfinished product. Your job is to finish the unfinished product.

While every case is different, look for someone with character. It is much easier to train and equip than it is to mold one’s character. If you can identify someone with character upon which

you can build, and receptivity to the calling and purpose of God, you have the necessary ingredients for a God-called pastor. If the person you are seeking to utilize is somewhat lacking in character, realize that until you and God can build the character necessary to be a pastor, your effort to start the work will need to wait. I have on two occasions attempted to use two such men having not discovered, or properly examined, their character. They were both incredibly gifted preachers. ***They could move the congregation with their preaching, but their character was not in line with their calling.*** In each case the consistency of their life outside of the pulpit negated their moments of anointing in the pulpit. The net gain of a person's ministry must be measured by their life results. Momentary lapses in judgment with regard to conduct, perspective, or conversation outside the pulpit will quickly undo the good so artfully crafted behind the pulpit. Such men are not prepared for the long haul and will invariably do the work more damage than good. They are simply not ready. I would much rather have a less talented, yet faithful, man of character than one who is amazingly talented but lacking in character.

If the person you have in mind is not yet ready, keep working on him. Do not throw him away, but never start him too soon. Some men at seventeen are more qualified than others who have attained the age of sixty. Let God continue His work until the object of your mentoring effort is ready. Paul and Barnabas invited Mark to join them on their missionary journey. During the journey Mark left their company and failed to complete the task at hand. Paul judged Mark to be lacking in character and refused the next time to take Mark with them, while Barnabas was in favor of Mark's invitation for the journey. The difference of opinion was so significant that they had a parting of ways over the issue with Paul taking Silas, and Barnabas taking Mark. I find it ironic, however, to see that later in ministry Paul sent for Mark to join him saying, "Only Luke is with me. Take Mark, and bring him with thee: for he is profitable to me for the ministry" (II Timothy 4:11). Paul was too busy reaching the masses to spend time on a young man whose character was yet developing, while Barnabas, determined to build people and develop each masterpiece, took the time to develop a young man named Mark. When Barnabas was finished and Mark was useful, Paul not only dropped his objection to Mark's ministry, but also sought after his company. Keep on working on your "Mark" until he is ready, but also remain open to the introduction of a new man to mentor as God's leading will allow. ***When you have a man with character, and a calling, you are set to begin.*** Now, go to work!

### **Connection**

Once you have identified the man, your opportunity has just begun.

The one ingredient necessary, and somehow always evident to your new friend, is genuine love. If the object of your mentoring efforts senses that you do not truly love him, your efforts to win him to God and mentor him in ministry will fail. We often pursue instant results. We sometimes want to start something this week and have revival next week (in copious quantities). While this does happen on occasion, this is not often the case. And when it does happen this way, it usually does not last because the relationship necessary for long-lasting mentoring and discipleship is not present. You must build a relationship through genuine love to have a lasting connection strong

enough to outlast the criticism he will undoubtedly endure and the challenges he will face as a new pastor.

Invest! You must look at your effort to establish a new work in another language as an investment. An investment takes time! Spend time with your new friend. In most cultures, as was the case in Jesus' day, food is an integral part of cultural connection. Jesus often ate with sinners.

Luke 15:2 – “And the Pharisees and scribes murmured, saying, This man receiveth sinners, and eateth with them.”

While the Pharisees refrained from dining with sinners and even criticized Jesus for His practice of doing so, Jesus continued to eat with sinners to connect with them, as was the practice of His culture. There are many cultures that you will never break into without eating their food. With Mien, Hmong, Russian, Indian, Fijian, Spanish, and most other cultures, a dining experience will open doors like nothing else. However, you must be willing, and able, to eat a variety of food types. Most people will make an effort to eat “American” food, though it is usually evident that it is not what they like. Almost without fail, most cultures believe that their food is the best and that when you get a taste of it, you will love it as much as they do. The secret is to do your best to “love it as much as they do,” and often you will.

Live the life of a Christian and a pastor with your new friend. Be ready to answer questions, give advice, and listen attentively to their challenges, dilemmas, and often seemingly juvenile experiences, as they learn to crawl and then walk and then run spiritually.

### **Encouragement**

Be a constant source of encouragement to your new friend. Believe in him. As he becomes a Christian and a leader, he will need support. Some grow quickly while others will take a significant amount of time.

A Hmong man was driving down the street when God spoke to him and told him to go into the church he was passing. After his initial visit to Calvary Evangelism Center, one of our pastors taught him a Bible study about salvation. This precious brother immediately became a disciple. A couple months later he was planning a trip to France and asked if he could baptize his friends and relatives living there. We prayed for this young saint and commissioned him to baptize these potential new believers. He subsequently baptized twenty-seven people before returning home from his trip to France. This Hmong man was a leader among his people before he became a pastor, and God used his leadership skills very quickly to start a congregation that is still thriving today. This precious brother has traveled back to Thailand numerous times and baptized many people including a Catholic priest and his entire congregation, turning the results of his efforts over to the missionaries there. He has also birthed many congregations across the United States. Remember that you can reach the world! It is probably living next door.

This brother would not have baptized those friends and relatives in France had we not encouraged him to do so. Had he not baptized those initial contacts in France, he may not have had the courage to start a new congregation of Hmong people. Your encouragement and faith in your newfound friend as God begins to use him will open doors to work the miraculous.

Don't limit God! Release your faith and the faith of your newfound friend!

### **Casting of Vision**

Believe in the impossible! Do not limit God! Expect the miraculous! It will happen!

It will happen, but very often not as you may have envisioned it. Always remember that you are working with another culture. Their style of music, volume of worship, fervency of spirit, manner of service, and service schedule will be unlike yours. Expect them to become Christian, but do not expect them to become like you. What purpose would there be in another congregation or group within your church just like yours? You are already practicing your own unique style of worship. Discover their culture, or more importantly, let them share it with you. Celebrate cultural diversity. *Different* is not less valuable than *familiar*. Give latitude for a diversity of style as a new group begins.

I was somewhat amused one day upon entering the service of our Hmong congregation. Seated in the very back of the auditorium was a Russian Family. Our Russian and Hmong congregations were certainly a study in opposites. In the Russian congregation, every act of worship was fervently but carefully and reverently presented with feeling, but also with careful obedience to protocol, as the men and women seated themselves at opposite sides of the auditorium in preparation for worship. Tears often graced the faces of the congregants as they knelt several times in fervent prayer throughout their services between the many messages preached each time they met. The Hmong congregation, no less committed and Christ-like in their service unto the Lord, worshiped with much less regard for protocol and much more latitude in worship. The Russian family, obviously mixed up in their schedule, sat in the back of the auditorium as the Hmong children in the row before them crawled unimpeded over the pew, and the father stopped feeding the infant baby its bottle long enough to take a drink himself, only to replace the lid and continue feeding the baby. Similar activity was evident across the auditorium. I don't know what the Russian family was thinking, but it was certainly a different picture of worship to the same God who obviously enjoyed and filled each service with His power and anointing. God does not prefer English to Chinese or Spanish to Russian. All are precious in His sight. The gospel never changes, but the language and style of worship must change as each culture and language does their utmost to express their worship unto God in the most meaningful way possible to them.

As your new friend and disciple matures to the point that he can share his newfound belief in God, encourage him. You must decide at this point if the culture you are reaching is different enough from yours to necessitate a new and unique service. Don't expect new cultures to automatically assimilate to yours. Our mother church is incredibly diverse in ethnicity. I love to

look across the congregation and see a plethora of color, as it will indeed be in heaven. However, even though our mother church is extremely diverse in ethnicity, not everyone will acclimate successfully into its membership. While many do very successfully, others will not.

One primary factor involved is the language barrier. Almost without fail, different languages will not successfully integrate into your congregation. While we have tried translation methods (with varying degrees of success), we have found that it is never as effective as a service and pastor dedicated to that language and culture. I have had occasion to enjoy/endure many services conducted in a language foreign to my own. While I enjoyed the Spirit I felt, I have always felt as though I was not a part of the proceedings. I was somehow an interloper viewing from afar while seated within. Audio tapes and CDs of services allow you to hear a message preached, and while a blessing, an audio recording is nothing like being in attendance personally in a service. A translated service is much the same as you understand what is being said, but you miss the meaning of how it was said and the flow of the Spirit as God leads.

An interpreted service also gives no allowance to cultural expression. One of my greatest enjoyments in attending our congregations of diverse languages is the variety of music and singing. While I cannot understand the words, I can feel the inspiration of the music and singing, and almost become intertwined with the fabric of the culture as the music somehow connects me with the mindset of the culture. Each of our congregations has a distinct flavor of music, worship, and activity most meaningful to them alone. Without a dedicated service and pastor, this is not possible.

Your decision to begin a new congregation will next depend on the man you mentor and often will begin with a once-a-week Bible study and or fellowship. Each situation and culture has its own style of beginning. The one constant is that ***it will rarely begin if you do not envision its beginning and communicate that vision to the man you mentor.*** You must empower him by believing in him and envisioning for him how it can unfold. You must lead him to the anointing and allow God to inspire him to the greatness of God's purpose. ***There is a difference between communicating a vision and transmitting a vision.*** You can communicate your vision to your newfound pastor-to-be for years without success. To be effective you must grow the man to match the mission and inspire that man to meet the mission by transmitting that vision. It must become his. You cannot preach every message and simply have him translate that message. He must grow to the point that he can touch the throne room of God and walk away with a divine message for his people.

Give your newfound pastor-to-be room. Lead him. Do not push him. Give him room to succeed. Remember however, the same room that he needs to succeed will also give him room to fail. Fail he shall, with some measure of frequency. But he will also succeed. With each success celebrate, and with each failure regroup. He will with each failure or success look to you for response. At this key moment it is necessary that you provide direction without condescension. Encourage as you counsel. Believe in your man. God sent him to you. God will not fail. Remember this is an investment.

Give your new baby congregation room to evolve. Most of the Russian congregations we have been privileged to work with have multiple preachers in each service. While very respectful each time we have been present with them, it would not be unusual for us to be only one of four or five preachers in the service with perhaps fifteen minutes available. Do not be offended with the differing expectations of those you seek to reach. I have been privileged to endure services where the drummer was on one beat, the other instruments played to another beat, and the piano or keyboard played in one key, while a guitar or bass, or even another keyboard, was in a different key. Being a musician, and further a drummer, this was a difficult experience to endure. But the music was theirs to create and evolve, and in time they did improve—though it is still a unique experience. I could not be distracted by the music, however, because my purpose was the gospel. I had to let them worship “their way” and thus take ownership of “their” service. To get sidetracked by trying to teach them how to play or sing “better” would be to miss the mark. I must lead them to Jesus, not to my style or expertise of musical expression.

***It is extremely important to evaluate your expectations, with regard to significance, before pressing them upon your newfound pastor and congregation.*** Remember, your pastor-to-be and your baby congregation can only absorb and assimilate a very limited amount of information at one time. At this infant stage before you instruct your new pastor, ask yourself the following question, “Is what I am concerned about related to salvation or doctrine, or is it simply style, preference, and protocol?” In other words, is your concern God’s concern, or simply your cultural preference? While the formula for baptism is important relative to doctrine and salvation, the style or type of music, duration of service, or frequency of activities involving food is entirely subjective to cultural expectations. ***Never forget that while you have the gospel and you are the mentor, your new pastor-to-be knows how to reach his people and his culture far better than you do. He simply needs your expression of confidence and God’s anointing to proceed to victory.***

When our first Russian congregation was beginning, the congregants would gather together in significant numbers, and the auditorium was filled with men kissing men on the lips. They were fulfilling II Corinthians 13:12, which states, “Greet one another with an holy kiss.” After kissing us a few times, without reciprocation, the Russian brothers figured out that we do not practice this type of greeting. However, we never attempted to convince them that it was wrong of them, nor did we ask them to stop their biblical greeting. While extremely offensive to our culture, it was acceptable and even biblical to them. We also found in those early days that practical practice of hygienic cleanliness was obviously and intensely lacking. With apparently only occasional baths combined with copious quantities of garlic used in food preparation, the resultant odor was absolutely overwhelming. When meeting with five or six Russian pastors in a relatively small room such as an office, the atmosphere quickly became unbreathable. However, our objective was not to teach them proper hygiene, at the risk of offending them, but to see that the Russian community of our city had the opportunity for salvation. At that time we had only one auditorium in which to worship, which required unique scheduling to facilitate back to back services with very little time between each congregation. Our own main Sunday service was just

after they vacated the building. We found it necessary to invest in aerosol air fresheners of the highest quality possible, which were utilized liberally upon the departure of the two or three hundred Russian worshipers each week.

We could not change them, but rather determined to change our behavior to mitigate the challenge in order to reach our community. Souls are far more important than temporary inconvenience. The Russian congregants in time resolved their issues of hygiene quite well, but if we had made an issue of the problem, our opportunity for eternal impact would probably have vanished.

Our Hmong pastor frequently burns the implements of ancestral worship, which have reverently graced the homes of new converts to his church. While I would not see the benefit or need for burning these items, he is aware that it is necessary for his people to absolutely desecrate these items of idolatrous worship from their lives and simply throwing them in the trash is not significant enough.

***Educate, equip, inspire and release.*** Have confidence that the same God whom you follow is capable of speaking to your newfound pastor. As is the case with raising children, you are in a continual process of letting go. Have confidence in your new pastor and in your faithful God! Together they will get the job done!

### **Training of Pastoral Leadership**

Now that God has brought you the man, what are you to do with him? This is a question often left unanswered, and a point at which many ministries die even before they are born. God calls men but looks to us to train and develop them.

I find three fundamental elements every Christian needs to possess, which are absolutely essential for a successful pastor to obtain. The first two are outlined in Jeremiah 3:15: “And I will give you pastors according to mine heart, which shall feed you with knowledge and understanding.” This clearly outlines that God’s expectation of your ministry includes the impartation of both knowledge and understanding. These two words are often confused and misused. They are not synonymous words. *Knowledge* means to know something. *Understanding* means to know how something works. You can know what the Holy Ghost is simply by reading about it in God’s Word, but you cannot understand it until you receive it. A man with knowledge but lacking in understanding is very dangerous. You can know what the gifts of the Spirit are, but if you do not understand their operation, you can cause tremendous damage. You may know what prayer is, but until you understand how to pray and how prayer works, you cannot connect with God.

You may know how to drive a car, but until you understand how it works, you would be wise not to try to repair it when it is broken. So also your new pastor-to-be must have a clear foundation of scriptural knowledge *and* an understanding of its application in order to begin the new

congregation God is preparing him to pastor. You are the conduit through which this knowledge and understanding must flow.

God calls men but looks to us to train and develop them. Often we train men but fail to develop them. Training someone is teaching that person to do something. We do this through doctrinal instruction and rudimentary instruction in the art of preaching, leading them to an understanding of homiletics and hermeneutics. In contrast, developing someone is helping them to grow as a person. It is helping them acquire personal qualities that will help them in every area of life. Cultivating self-discipline, time management, the benefit of a positive faith attitude, effective communication skills, and principles of effective leadership are all examples of development.

***God expects us to train those whom we mentor, which is to give them knowledge, but He also wants us to develop them, which leads us to expand their understanding.***

The third fundamental area, which is absolutely essential, is an area to which you can only lead your pastor-to-be. You cannot walk with him into this final arena, but you must take him to its location. When Elijah left Elisha, the mantle fell. When Elisha picked up the mantle, he became a different man. This was a God experience. The final fundamental area is that of wisdom. In Psalms 51:6, we find a glimpse of that mystery called wisdom, “Behold, thou desirest truth in the inward parts: and ***in the hidden part thou shalt make me to know wisdom.***” Wisdom comes from God. Knowledge and understanding without wisdom is dangerous. While knowledge means that you know something, and understanding means that you know how it works, ***wisdom is the gift from God that tells you when to use what you know and understand.*** Timing is everything. Wisdom tells you when to preach what you preach, when to speak, and when to be silent. A profound sermon out of season is like a beautiful leather jacket on a hot summer day. It is not wanted or needed until winter’s chill creates the climate necessary for its appreciation. When you have taught your newfound friend the knowledge and understanding, which is yours to impart, and God has filled him with wisdom, you will have a pastor.

With the aforementioned understanding of pastoral development, let us now look at the task of accomplishing the mission with a person of another culture. Training must be planned and deliberate. Development must also be planned and deliberate, but often can be accomplished additionally through spontaneous times of connection. It is often while eating a meal together or driving somewhere together that your conversation will drift to various areas of life and ministry. It is during these times of connection that you are often able to impart truths of life and leadership, which will serve to develop your pastor-in-training. Spend time with the object of your mentoring. Remember this is a process, not an experience. Take your newfound friend with you on hospital visits, times of visitation, and where possible, take him with you as you lead, instruct, and cast vision for your congregation. Always keep in mind that you are imparting yourself into this man. ***You must teach him to do what you do, not simply to assist you in what you do.***

Often a pastoral assistant learns to vacuum the carpet, turn on the air conditioner, and set up a Sunday school class, but you are training a *pastor* not an *able assistant*. He must know how to pray through a challenge. He must know how to pray until God has spoken to him with a message to preach to a congregation that simply must hear from God. Show him your passion, not simply your practice. He must see the depths of your soul. He must know what it is that drives you, because in time the same God and the same passion, without your constant supervision, must drive him. ***Give him your God and your anointing without changing his culture.***

As you begin the training of your new friend, step back for a moment and evaluate his absorption capacity. Your mission is to take him on a journey to the top of the mountain. You know what the top of the mountain looks like, but there are many routes available to take you to your destination. You will have to match your method, or route, to the ability of your new pastor. The water cascading over the beautiful Niagara Falls cannot be contained in a garden hose. Evaluate the reading capacity of your new friend, as well as his ability to understand what is presented to him, and proceed with that level of progress potential in mind.

If he cannot read English, it is fruitless, and often demeaning, to present him with material written in English. If he does not read English, your first step is to discover what may be available through UPCI Headquarters written in his language. We have a growing amount of material available in various languages.

In the case of the Mien pastor with whom we are working, we have discovered that the Old Testament has not yet been translated into his language. He can read English, but only with a limited understanding. Many of his congregants do not read or even understand English. He is now leading six congregations on the west coast of the United States, doing his best to teach them with a limited translation of the New Testament and a limited but growing understanding of the Bible. If we were to try to bring him to our level of pastoral understanding too quickly, he would be overwhelmed. We are meeting with him weekly and feeding him a consistent, steady diet of foundational doctrine, which he in turn is teaching to each of the groups for which he has become a leader. His assistant has just recently finished translating the Bible study “A Place Prepared for You” into the Mien language, which is a tremendous tool for this culture.

It was a joy recently to have him bring his brother for me to baptize him in the name of Jesus. While he baptizes converts, it was somehow special for him to have *us* baptize his brother. This act and many others are a witness to us of his constant growth and assimilation of doctrine into his preaching and teaching practices.

If you are working with an individual with limited understanding of written material, verbal instruction becomes of paramount importance. Go slow, repeat yourself often, and keep your instruction simple. It is necessary to ask questions along the way to evaluate progress, and remember to take nothing for granted. We sometimes assume that individuals have a basic understanding of scriptural or moral elements for life. Assume nothing and teach everything.

With one of our Russian congregations, which came to us as a small group yearning to learn, we had to repeatedly teach fundamental doctrine over a period of five years before it finally became theirs and not just ours. They would nod their heads up and down indicating that an understanding was evident. Never associate this behavior with clarity of understanding. Often people of other cultures and languages will give their assent to what you have taught them, without having really obtained a clear understanding, simply because they want to please you. They will want your approval, and they will not want to reveal ignorance. Never mistake ignorance for stupidity. The person you are working with may be an incredibly educated, intelligent individual, but he is trying to learn from someone who does not understand or speak his primary language. Once again, proceed only as fast as your new friend can learn, and prayerfully prepare your presentation in an order of doctrinal priority. The following outline, with regard to subject material, will provide you with an adequate plan for doctrinal training:

1. Sin
2. Plan of salvation
3. Prayer
4. Your Pastor
5. Giving
6. Holiness

### **Role Expectations**

God is seeking Elijah's for His Elisha's, Moses' for His Joshua's, and Paul's for His Timothy's. Be prepared to replicate your calling in this man. You must transmit your vision and share your burden, for in time this man will stand beside you in your labor and not simply behind you in your journey. Paul ultimately told Timothy to "do the work" and "stir up the gift" (II Tim 4:5, 1:6). Quite obviously, by this time Timothy knew what the work entailed and he had the gift to be stirred up. In time this man for whom you will become a mentor will grow to become a pastor. He will grow to pastor a congregation whose language is foreign to you. When this time arrives, you will not have to mentor him, but you will stand proudly beside him as his elder and counselor as God creates an impassioned pastor building a great congregation.

Something necessary for the success of this vision is a proper perspective of your role and the role of those who will mature under your leadership. At times we can think, as Moses did, that we are required to shoulder the entire load, to solve all of the problems or challenges, and create all of the vision necessary for the entire scope of ministry for those under our pastoral care. With this expectation God is limited in what He can develop under our leadership. We are by definition a finite existence. We cannot, in ourselves, be all things to all people.

To meet the challenge of our generation and respond to the opportunity of our day, we absolutely must assume a Paul-like ministry. Paul became a pastor of pastors. This is in essence truly Apostolic ministry. However, to pastor a pastor means that one must be wise enough to limit himself to the role of a counselor, except in circumstances of structure. Structure involves areas such as scheduling of facilities and the development of written role expectation. Instruction is absolute direction with defined limitations. This is necessary during the mentoring process, but

there does come a time when the mentoring ceases and the role of an elder or counselor begins. Paul relied on the mentoring already completed in the life of Timothy. He did not try to repeat the mentoring process but simply counseled Timothy in the areas of knowledge and understanding Timothy already possessed.

The greatest definition of wisdom is often to know when to remain silent. It is always easy to talk, particularly for a pastor. We are ever required to speak and give direction. It is a role we are continually called to fulfill. We are blessed in our church setting to have many pastors. They are given very significant roles to play, but they are also given the authority necessary to fulfill the calling they have dedicated themselves to accomplish. ***Authority must always accompany responsibility, or frustration will follow.*** Give authority away! In doing so, you empower others and free yourself from that particular responsibility. God has not called you to do everything. If you try to accomplish everything, you will complete nothing.

In order to become an elder or counselor and truly have pastors under your pastoral scope of ministry, you must be confident enough in your own calling to release ministers to minister who may not do everything exactly as you would do it. The amazing result is that while that person may not handle everything exactly as you might, frequently those under your ministry will eventually excel in areas you release to them until they can perform in a manner more effective than that which you could accomplish yourself. To achieve this level of excellence and proficiency, there will be some **trial** and even some **error**. Remember: "...tribulation worketh patience; And patience, experience; and experience, hope" (Rom 5:3-4). While we look for the hope of things eternal, we do not enjoy the tribulation experiences. Be patient! Do not forget that in order to have the room to succeed, your pastor-to-be will also have the room to fail.

Sometimes there is no teacher like failure to give birth to an over-comer. Remember the failures that graced your rise to maturity. Often I see circumstances in our local setting among the many congregations and pastors that could or should be done differently, or problems that need to be addressed that I could fix easily and quickly, which I must bypass in order to allow the person responsible to exercise his calling and authority to arrive at the solution. If I were to constantly step in to each situation, it would not be long before the one responsible would no longer feel the responsibility. The task would thus always remain at my door, and the minister involved would be left unfulfilled. This does not mean that I cannot be involved in the process if I become concerned about a direction or activity. My guidance is always appropriate, but the minister involved must know that I respect him and his ability and that while I may clarify the goal, I know that he can achieve it. Most importantly, he must have a clear picture of the overall direction so that he can cast the vision for his ministry, confidently knowing that if something needs to be changed or redirected, I am confident enough in him to work through him and with him, not around him.

It is possible for your new congregation to grow even to the point of exceeding the size of the congregation that mothered them. Rejoice with them and always know that you are working for

God's kingdom, and without your vision to multiply, the new work would never have become and every Christian birthed there would have been lost.

Train, develop, equip, and release to ministry!

Proper financial arrangements are a key to success in the birthing process. Unfulfilled expectations or unrealistic expectations often lead to disaster. A lack of appropriate financial planning is a poor substitute for the loss of eternal salvation made available by the new work. As you arrange the financial plan for the new congregation and pastor, do so in a way that is liberal and appropriate. The Bible is clear regarding the reward and sustenance of the laborer as Luke 10:7 tells us, "... for the labourer is worthy of his hire." And Galatians 6:6 instructs us, "Let him that is taught in the word communicate unto him that teacheth in all good things."

*Some young congregations have ceased to thrive and even faded from existence because the pastor actually responsible did not receive from the tithe of those he pastored. Therefore, he was never able to live from the fruits of his labors* and unable to make himself available for the needs of the people as his calling required. Planning for financial success is easy to accomplish at the beginning, but much more difficult at a later time. Take the time to plan for success and assure your new pastor that God's design for his life includes his full time ministry in a way that is appropriate. Place yourself in his shoes and continue in your consideration of your financial plan until it is something you would be happy to work with in his place.

### **Licensing of New Pastors**

As your new pastor comes to maturity, it is important that he have fellowship and connection with the entire body of ministers in the United Pentecostal Church International. While a minister can function within the bounds of a local assembly, there is another level of blessing and association that comes with licensing in our wonderful fellowship of men of like precious faith. I am constantly and keenly in search of ideas and methods that will be of benefit to our local assembly. Many of the tremendous tools of revival for our assembly have come from the fellowship of others in hearing of their success and blessing. Frequently an idea may have to be altered to fit the needs or opportunities of our local assembly, but without the connection of the fellowship, the seeds of that new concept or direction would not have been born. In this exchange of fellowship, there is inspiration and blessing.

We find in Proverbs 27:17, "Iron sharpeneth iron; so a man sharpeneth the countenance of his friend." I enjoy the benefits of shared experiences and shared respect among my fellow ministers in the UPCI, and this experience is no less important for those coming up in our local ministry. We have two young men currently in the process of licensing with six more at various levels of life preparation. Two of these will pastor congregations not yet in existence except in the vision God has placed in my heart. While not a necessity, I strongly encourage licensing of these men of many languages. When we work together, we can accomplish so much more.

## Daughter Church Resources

Statistics show that evangelism is most effective by starting a new church. Statistics show this most effectively done by an existing church starting a daughter church.

Research shows that seven of every ten church plants that start as an autonomous work actually end up failing. The same research shows that seven out of every ten daughter church plants survive.

A continuous strategy of intentional daughter church effort is essential if North America is to be evangelized. I've observed at least sixteen different daughter church models being employed by different pastors. The model you use is not the main thing – the main thing is to dive into this and give it a try. Some models include:

- A pastor operating as a circuit riding pastor, serving multiple communities.
- A pastor leading two congregations in distinctly different metropolitan locales.
- A pastor developing a daughter church and releasing it to the care of a pastor he has developed. It is his intent that the church become autonomous.
- Establishing daughter churches reaching into various language and culture groups.
- The mother church maintaining a relatively tight connection to the daughter churches with there being no expectation of the daughter church becoming autonomous.
- A staged release of the daughter church – over a period of time or at certain stages of growth, the daughter church and its pastor become increasingly autonomous and increasingly self-sufficient.

One valuable resource is the Daughter Church America Internet Conference from 2006. Materials from these sessions are available through [Homemissionsdivision.com](http://Homemissionsdivision.com)

Former Home Missions Director Jack Cunningham's book *To Every City and Culture* is available in limited quantity. It has a wealth of resources. The information is also available for download at [homemissionsdivision.com](http://homemissionsdivision.com).

### ***Why Start a Daughter Church?***

Daughter churches will multiply the kingdom workforce! In Springfield, Missouri, Sam Kahre might have never made it to the pulpit to preach at the mother church. At the daughter church (now autonomous), he became a leader. He leads the service, does a fine job preaching one time each month, and I envision him starting a “grand-daughter” church someday.

80% of the North American population travels less than fifteen minutes to church. Few sinner people will travel even twenty minutes to make a first visit where you are. If easy access to a “Big Mac” matters to McDonald's and easy access to a Grande Latte double shot matters to Starbucks, shouldn't easy access to a United Pentecostal Church matter to us? Start a daughter church and we'll reach more people!

It is less expensive to start another congregation than to build additional square footage.

Different churches reach different kinds of people. Music style, pastoral approach, and God's unique gifts make each church attractive to a different sort of person. Only one such style being available means some people will never be reached.

### ***Church Plant Involvement Policy***

1. No member of the mother church should be approached by the leader of the church plant with a request for participation without first clearing it with the pastor of the mother church.
2. No minister, musician, or singer who attends the mother church should be invited to minister in the church plant without prior permission of the pastor of the mother church.
3. The leader of the church plant should never counsel with any member of the mother church.
4. No member of the mother church should be invited to attend a service(s) at the church plant without prior (public or private) permission from the pastor of the mother church.
5. In the event members of the mother church show up at the church plant, missing a service at the mother church, they should be treated with kindness and ministered to if they are in need. The leader of the church plant shall not inquire as to why they missed their own service. A phone call should be made to the pastor of the mother church immediately (within 24 hours) informing him of the visit.
6. The church plant will not accept a member from the mother church as a transfer member without the full and unhesitant approval of the pastor of the mother church.
7. All leaders, musicians, singers, teachers, elders, etc. who are assigned to the church plant will retain their membership at the mother church and can be recalled at the discretion of the pastor of the mother church.
8. Anyone who lives in the area of the church plant and is a member of the mother church before the plant was established will have six months to decide which church they want to be involved in. Once they have made their decision, they will not be allowed to transfer back and forth.

### ***Church Plant Leader's Job Description***

1. Job Purpose  
The daughter church plant leader is appointed by: 1) The pastor of the mother church and 2) The mother church's board of elders. As such, he and his family are representatives of the ( church name ) and should at all times conduct himself accordingly. After his appointment begins, he will give total attention to raising up a church in the designated church plant area to which he has been appointed.
2. Length of Appointment  
The length of appointment shall be one year. The appointee will make monthly reports directly to the pastor of the mother church in writing. Appointee will be reevaluated by the mother church's board of elders semi-annually.

### 3. Job Qualifications

- a. Must have the recommendation of his pastor.
- b. Must have proven loyal to the mother church and pastor.
- c. Must be a member in good standing, including financial support, prayer, cooperation, attendance, etc. of the mother church.
- d. Must be willing to reside in the general area of the church plant.
- e. Must be able to lead and motivate others.
- f. Must be willing to work in harmony with other ministers and leaders.
- g. Must endeavor to always be led of the Holy Ghost in making decisions concerning the ministry and the church plant.
- h. Must conform to the fundamental doctrine of the United Pentecostal Church International.
- i. Must be a lover of souls.
- j. Must be a proven soul-winner in the mother church.
- k. Must be free of all prejudices.
- l. Must be willing to cooperate wholeheartedly with all leaders of the mother church.

### 4. Job Responsibilities

- a. Shall coordinate his activities through the framework of the guidelines set forth and agreed upon with the pastor of the mother church.
- b. Shall work in cooperation at all times with all policies relating to daughter church planting.
- c. Shall get approval from the pastor prior to making purchases for which a reimbursement is expected.
- d. Shall get approval from the pastor prior to accepting speaking invitations which take you away from the daughter church plant during a scheduled service.
- e. Shall get approval from the pastor prior to inviting a special speaker to speak to the church plant.
- f. Shall get approval from the pastor prior to using any one in a leadership capacity or appointing anyone to a leadership position in the daughter church.
- g. Shall get approval from the pastor prior to scheduling any meetings or revivals for the daughter church.
- h. A voucher shall be submitted to the pastor in advance of any travel, seminars, conferences, and other meetings the leader desires to attend, if a reimbursement for expenses is requested. All such travel must be pre-approved. All requests for reimbursements must be accompanied by receipts.
- i. Shall attend and participate in the annual (mother) church planning session, representing the daughter church.
- j. Shall submit a monthly report to the pastor, in writing, including an itinerary by the first of each month.
- k. Shall submit a projected budget with your monthly report to the pastor containing a complete list of anticipated expenses and purchases for the coming month.
- l. Shall review monthly financial reports relative to the church plant.

- m. The daughter church plant shall be funded through offerings and tithes received from members of the church plant.
  - n. All offerings received at the daughter church shall be turned into the secretary of the mother church within 24 hours of the service. No envelopes are to be opened, and no cash is to be used for *any* reason.
5. Ministerial Responsibilities
- a. Shall maintain consistent study habits and prepare for preaching and teaching in the scheduled services of the daughter church plant.
  - b. Shall maintain a consistent prayer life and preach and teach the same to the members of the daughter church.
  - c. Shall teach a minimum of two Home Bible Studies each week in the area of the daughter church plant.
  - d. Shall encourage every available member of the daughter church plant to teach Home Bible Studies.
  - e. Shall schedule outreach activities for the daughter church plant on a weekly basis.
  - f. Shall teach and disciple all new converts.
  - g. Shall teach new converts the doctrines and standards of the church in a wise and careful manner.
  - h. Shall maintain a three-point follow-up strategy relating to all visitors to the daughter church plant: (a) letter, (b) phone call, and (c) personal visit.
  - i. Shall recommend persons capable of leadership, within the daughter church, to the pastor for appointment.
  - j. Shall assist in the development of advertising tools for the daughter church plant.
  - k. Shall encourage all members of the daughter church plant to attend the Sunday evening service at the mother church.
  - l. Shall make sure that all services are well prepared and that the Spirit of the Lord is allowed to have free operation. Special consideration should be given in every service to the needs of the new convert and visitor.
  - m. Shall counsel and pray with the members of the daughter church as needed. Feel free to refer any serious situation to the pastor if necessary.
  - n. Shall not counsel with other leaders sent from the mother church to assist in the daughter church plant. All such cases are to be referred to the pastor of the mother church.
  - o. Shall visit the sick and those hospitalized as needed.
  - p. Shall work with the pastor in scheduling revivals as needed.
  - q. Shall work with the pastor in scheduling missionary services.
  - r. Shall baptize all candidates who have repented and are ready for baptism.
  - s. Shall teach the members of the daughter church plant to support the church with their tithes and offerings.
  - t. Shall oversee all aspects of the daughter church plant under the direction of the pastor.

## 6. Accountability

Accountability shall consist of a monthly written report of all activities, plans, projections, etc. He will work in harmony with the mother church pastor, ministers of the mother church, musicians and service leaders assigned to the daughter church. Modifications to this job description may be made by the pastor. This job description to be reviewed and updated as needed.

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Leader of the daughter church plant*

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Pastor of the mother church*

### ***Daughter Works of New Life UPC by Rev. David Bernard***

New Life United Pentecostal Church of Austin, Inc., operates “daughter works,” which are extension worship services under the legal, financial, and ecclesiastical oversight of the mother church. The daughter works are treated as ministries of New Life UPC, much like the music, youth, and Sunday school ministries. Specifically, the daughter works operate under the articles of incorporation and bylaws of New Life UPC. The pastor of New Life UPC is the senior administrator of the daughter works, the church board of New Life UPC governs the daughter works, New Life UPC receives the income and owns the assets, and New Life UPC pays the bills and is responsible for the liabilities. For internal accounting, each daughter work has its own budget and has its own fund in the general ledger of New Life UPC.

### **Daughter Work Policy**

1. *Ministry.* \_\_\_\_\_ will serve as the pastor for the approved daughter work of New Life United Pentecostal Church (the mother church) and as a minister on the staff of the church. His primary responsibility will be to evangelize and disciple people in the designated area.
2. *Church Membership.* He and his family will be members of the mother church, and they are encouraged to participate in the main services and activities. They will attend at least one service per week at the mother church.
3. *Accountability.* The daughter work pastor will report directly to the senior pastor, and he is also encouraged to consult the associate pastor for assistance and advice. In the organizational structure of the mother church, he will be considered a pastoral assistant.
4. *Ministerial Responsibilities.* The daughter work pastor’s responsibilities are as follows:
  - a. Conduct all daughter work services and activities, coordinating them with the senior pastor. Special services and guest speakers should be approved in advance by the senior pastor.
  - b. Keep records on all visitors (name, address, and telephone), follow up all visitors, and conduct other outreach activities, including home Bible studies.
  - c. Visit and counsel daughter work members as needed.
  - d. Organize and administrate the daughter work congregation.

- e. Meet regularly with the senior pastor (once a week or as designated by him), inform him of all important developments, and submit a weekly attendance report to him.
  - f. Serve the whole church as one of the ministers on staff, attending the ministers' meetings. The daughter work pastor's wife is encouraged to attend the meetings of the ministers' wives.
5. *Participants.* By mutual agreement between the senior pastor and the daughter work pastor, members of the mother church may participate in activities of the daughter work. However, those who primarily attend the mother church shall look to the senior pastor for pastoral leadership and counseling and will pay their tithes to the mother church. If they come to the daughter work pastor for guidance, he will work closely with the senior pastor to keep him fully informed and to coordinate their counseling efforts.
  6. *Service Schedule.* Daughter work services will be at the times and locations agreed upon by the senior pastor and the daughter work pastor.
  7. *Building.* Initially the mother church will provide the building, utilities, and supplies for daughter work services. As the daughter work grows and its budget permits, it will assume these financial responsibilities in its budget. If the daughter work shares the use of the mother church's building, it shall be responsible to clean all areas after using them.
  8. *Vehicles.* A church van can possibly be available to pick up people for service and to take special trips. Its use must be scheduled according to church policy. The driver must be at least 25 years of age, have a valid driver's license, and have a good driving record. The group using the van is responsible to purchase gas and oil. (Oil should be checked weekly or on each out-of-town trip.) For vehicle maintenance, see the designated maintenance coordinator.
  9. *Finances.* All finances received shall be deposited every week with the mother church under the direction of the treasurer, shall be used for the benefit of the daughter work, and shall be accounted for by a separate fund in the general ledger. When there is sufficient tithing income, the daughter work pastor shall receive a monthly housing allowance and/or salary as designated by the pastor. As the income increases, the priorities shall be (a) to support the pastor full time and (b) to secure land and building. The treasurer will give a weekly offering report and a monthly financial report to the daughter work pastor and the senior pastor, and will provide individual tithing reports upon request. After the first year of operation, the daughter work pastor shall submit an annual budget for approval by the senior pastor and is accountable to operate according to that budget.
  10. *Expenses.* The daughter work pastor will be entitled to reimbursement of all his ministerial and church-related expenses in accordance with the accountable expense reimbursement policy adopted by the church, up to a maximum of \$100 per month or the money available in the daughter work fund. Specific types of reimbursable expenses include mileage, gas and oil for the van, entertainment, supplies, research, and ministerial fees. Any expenses over \$100 should be approved in advance by the senior pastor. (See Expense Reimbursement Policy.)
  11. *Policies.* Unless otherwise specified, all the policies of the mother church shall be in effect for the daughter work, including Building Rules, Counseling Policy, Kitchen Policy, Nursery Policy, Sunday school and Children's Workers Policy, and Vehicle Policy. The standards for leadership roles in the daughter work congregation shall be the same as for the church as a whole. (See the Guidelines for Leadership and Public Ministry.)

12. *Ministry out of Town.* It is expected that the daughter work pastor will have some speaking and singing invitations from other churches. The scheduling should be coordinated with the senior pastor.
13. *Autonomous Church Status.* Ultimately, the goal is for the daughter church to become solidly established, becoming affiliated with the United Pentecostal Church International as a congregation in its own right. The mother church intends to support such an effort with prayers and finances to the extent possible. When the senior pastor and the daughter work pastor agree that the time is right, the status as a daughter work shall be changed to that of an autonomous church. The assets designated for the daughter church's use, along with any related liabilities, will be transferred to the new legal entity. At that time, if the mother church has invested any funds in land or building for the daughter work, the daughter work shall execute a lien in favor of the mother church for the amount invested. This lien must be paid if the daughter work ever sells its property or disaffiliates from the UPCI. If the new church continues to share facilities with the mother church, it will be expected to pay a monthly use fee for utilities, maintenance, and wear and tear. If the mother church is still paying a loan on land and/or building of the daughter church, then title shall remain in the name of the mother church, and the daughter church shall make payments to the mother church. When the daughter church is able to pay off the loan or else secure financing in its own name, then title shall be transferred to the daughter church, along with the associated equity.
14. Either the senior pastor or the daughter work pastor may terminate the employment of the daughter work pastor by giving thirty days' notice. The time of notice may be shortened by mutual consent.
15. These arrangements may be modified by mutual consent.
16. This policy is not intended to be a legally binding contract, but simply a mutual understanding of the working relationship. If any misunderstandings or disagreements arise and the two ministers cannot resolve them, then the district superintendent shall do so by mediation or arbitration.

### ***District Mother-Daughter Congregation Policy***

1. **Definition of a "Mother Church":** "A Mother Church is an established church that desires to develop men for ministry and evangelize neighborhoods, communities and /or cultures."
2. **Definition of a "Daughter Congregation" (Adopted by the General Board, UPCI, 1/98):** "A Daughter Congregation is a congregation which has met at least three months, and is the result of the concerted efforts of an established Mother Church to plant a new congregation, and holds at least one service per week apart from the Mother Church, and is under the general oversight of the pastor of the Mother Church. A Daughter Congregation must have the approval of either the District Home Missions Executive Committee (in accordance with the UPCI Manual), or the District Board before they can be listed in the annual UPCI Directory. A list of approved Daughter Congregations shall be provided to the Church Division annually for printing in the Church Directory."

3. **Mother - Daughter Congregation Policy:** "The Mother - Daughter Congregation Policy is a set of guidelines which are intended to define the criteria and regulations whereby a Mother Church can start a Daughter Congregation. The purpose of this policy is to promote the planting of new Daughter Congregations and evangelism of unreached neighborhoods, communities and cultures."
4. **THE MOTHER - DAUGHTER CONGREGATION POLICY IS AS FOLLOWS:**
  - a. Before acquiring a facility or commencing services, a Mother Church which wishes to start a Daughter Congregation must inform, in writing, the District Superintendent, District Home Missions Director, and appropriate Sectional Presbyter of their desire to plant a Daughter Congregation.
    - i. Inform those specified above of the location of the proposed Daughter Congregation.
    - ii. Certify that the Daughter Congregation is in compliance with all the criteria and regulations of this policy. (Note: If the Daughter Congregation does not meet ALL of the criteria and regulations of this policy, the Mother Church must not proceed without the specific approval of the District Board.)
    - iii. The Section Presbyter is responsible for informing neighboring Pastors within his section, which are in the closest proximity to the proposed Daughter Congregation, that a new church plant will soon start.
  - b. The Pastor of the Mother Church shall maintain oversight of the Daughter Congregation until such a time that the Mother Church chooses to apply to their district for established church status.
    - i. The Pastor of the Mother Church is solely responsible for the continued compliance of the Daughter Congregation to this policy and any subsequent decisions made by the District Board in regards to Daughter Congregations.
  - c. The Mother Church shall maintain financial oversight and responsibility for the Daughter Congregation.
  - d. The Pastor of the Mother Church is encouraged to give a Daughter Congregation Leader/Pastor a "Christian Worker's License."
    - i. The Daughter Congregation Leader/Pastor must agree to work under the authority and leadership of the Pastor of the Mother Church as long as the Daughter Congregation is under the oversight of the Mother Church.
    - ii. If the leader of the Daughter work is a licensed United Pentecostal Church International minister, the District Board shall not accept an application for established church status from a Daughter Congregation Leader/Pastor, or members of the Daughter Congregation, without seeking the approval of the Pastor of the Mother Church.
  - e. The Pastor of the Mother Church shall strive to develop and maintain ethical relationships with surrounding United Pentecostal Churches, including attendance of any member of their church who visits the Daughter Congregation.
  - f. Mileage Consideration: The District Board shall give fair consideration to surrounding United Pentecostal Churches when considering an application for a new Daughter Congregation.

- i. The Mother Church and its Daughter Congregation(s) understand that as a Daughter Congregation they do not have the right to stop another Home Missions Church from being started in the city or community where the Daughter Congregation is located.
  - ii. Before the District Board approves a new Home Missions Church in an area where a Daughter Congregation is located, the Mother Church shall be given the opportunity to apply for established church status (on behalf of an existing Daughter Congregation).
  - iii. If the Mother Church chooses not to make application for established Home Missions Church status for its existing Daughter Congregation, the District Board will consider the application for autonomous Home Missions Church status by the bonafide ministerial candidate.
  - iv. The approval of an autonomous Home Missions Church, for an area which is being evangelized by an existing Daughter Congregation, will not be used as grounds to disapprove the application by the Mother Church for a change of status for its Daughter Congregation to an established Home Missions Church.
  - v. A recognized Daughter Congregation shall continue operating as a Daughter Congregation within their approved area.
5. **Any exception to any provision, criteria, or regulation outlined in this policy must be submitted to the District.**

***Ministerial Agreement between the Mother Church  
and the Leader of the Daughter Church Plant***

This agreement between the Mother Church and the appointed leader of the Daughter Church Plant is a valid and binding agreement, executed on this date \_\_\_\_\_ .

I, \_\_\_\_\_, appointed leader of the Daughter Church Plant known as \_\_\_\_\_, do hereby agree to:

1. Wholeheartedly support the pastor in all decisions pertaining to my ministry and the Daughter Church plant;
2. Preach and teach the doctrines adhered to by the United Pentecostal Church and as outlined in the current issue of the Manual of the United Pentecostal Church.
3. Relinquish my position as leader of the Daughter Church Plant without dispute or causing contention upon the written request of the Mother Church Board of Elders.
4. Abide by all written guidelines pertaining to the Daughter Church Plant.
5. Conduct myself at all times in a manner expected of a minister of the Gospel.
6. Communicate regularly with the pastor of the Mother Church.

I, \_\_\_\_\_, pastor of the Mother Church known as \_\_\_\_\_, do hereby agree to:

1. Unselfishly promote the ministry and success of the appointed leader of the Daughter Church Plant.

2. Be fair in all matters relating to the leader of the Daughter Church Plant.
3. Communicate regularly with the leader of the Daughter Church Plant.
4. Refer any serious misunderstandings between the Mother Church or Pastor of the Mother Church leader of the Daughter Church Plant to the Board of Elders.
5. Work in agreement with all guidelines pertaining to Daughter Church Plants.

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Leader of the Daughter Church Plant*

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Pastor of the Mother Church*

### ***Daughter Church Plant Mother Church Financial Agreement***

Financial remuneration is not always necessary in the beginning stages of church planting. I never paid any of our elders for preaching in the Church Plant or the Mother Church. There were many occasions though when I would give them a special gift (usually books) for assisting with the ministerial responsibilities of the church.

If a financial remuneration agreement is necessary, be fair with the church planter. What he feels is fair and what you are willing to give are sometimes poles apart. Spell out your agreement clearly and concisely: amounts, dates, goals, etc.

### **Offerings and Tithes Received at the Daughter Church Plant**

1. All offerings and tithes received at the Daughter Church Plant should be turned in to the secretary of the Mother Church within 2 hours of the service.
2. Said income shall be deposited into an account specifically set up for the Daughter Church Plant.
3. The secretary of the Mother Church shall sign checks, maintain records, make reports, pay bills, deposit funds, and conduct all other business pertaining to the Daughter Church Plant.
4. No cash should ever be taken from the offering for any reason, and no envelopes should ever be opened for any reason.
5. All expenses pertaining to the Daughter Church Plant are to be paid out of funds received and deposited into the Daughter Church Plant account.
6. All reimbursements are to be requested in writing (according to job description).

### **Financial Remuneration Options**

#### ***Option I: No Remuneration***

The appointed leader of the Daughter Church Plant will not receive financial remuneration for services rendered. Expenses will be paid in accordance with guidelines pertaining to Daughter Church Plants.

*Option II: Percentage of the Tithes*

The appointed leader of the Daughter Church Plant will receive a percentage agreed on, in writing, of the tithes which come in through the Daughter Church Plant. Expenses will be paid in accordance with guidelines pertaining to Daughter Church Plants.

*Option III: Percentage of the Tithes of New Members Only*

The leader will receive a percentage agreed on, in writing, of the tithes of all new members who come to the Daughter Church Plant. This option is intended to be an incentive to the leader. Expenses will be paid in accordance with guidelines pertaining to Daughter Church Plants.

*Option IV: Salary*

The leader will receive a salary agreed on, in writing, by the Mother Church and the Daughter Church Plant combined. This option will be reviewed quarterly in relationship to the income of the Daughter Church Plant. Expenses will be paid in accordance with guidelines pertaining to Daughter Church Plants.

**Agreement**

Option # \_\_\_\_\_

Percentage \_\_\_\_\_ (if applicable)

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Leader of the Daughter Church Plant*

Signed \_\_\_\_\_ Date \_\_\_\_\_  
*Pastor of the Mother Church*

***Definition of a Daughter Congregation -  
 Approved by General Board (UPCI), January 1998***

“A Daughter Congregation is a congregation which has met at least three months, and is the result of the concerted efforts of an established Mother Church to plant a new congregation, and holds at least one service per week apart from the Mother Church, and is under the General oversight of the pastor of the Mother Church.

A Daughter Congregation must have the approval of either the District Home Missions Executive Committee (UPCI Manual, Article XIII, Home Missions Policy, Section 12, Paragraph 5, Sub-point A), or the District Board before they can be listed in the annual UPCI Directory.

A list of approved Daughter Congregations shall be provided to the Church Division annually for printing in the Church Directory.”

**Note:** *Guidelines set forth by each District Board, relative to Daughter Congregations, shall be observed.*

<b>Checklist for Detaching the Church Plant</b>	
<i>Description</i>	x
<b>Is the Church Plant Ready to Detach from the Mother Church?</b>	
Is the Church Plant coordinator ready/capable of assuming the pastoral responsibilities of a new church.	
Discuss and outline, in writing, the new Church Plant pastor's responsibility and accountability to the Senior Pastor after the Church Plant is detached from the Mother Church.	
Does the Church Plant have adequate staff, without the use of Mother Church staff, to maintain the services schedule, departments, and programs of the Church Plant?	
Does the Church Plant have adequate musicians?	
Does the Church Plant have enough finances to carry its financial obligations as a new church?	
Do the members of the Church Plant want to detach from the Mother Church?	
Do the workers assigned to the Church Plant feel the Church Plant is ready to detach from the Mother Church?	
Do the elders and ministers of the Mother Church feel the Church Plant is ready to detach from the Mother Church?	
Does the Church Plant have access to adequate facilities for holding services?	
<b>Discussion Needed before Public Announcements Are Made:</b>	
Schedule a public discussion with members of Mother Church and Church Plant to discuss the possibility of detaching the Church Plant from the Mother Church. Encourage frank and honest discussion.	
Schedule a meeting with the workers assigned to the Church Plant to discuss the possibility of detaching the Church Plant from the Mother Church.	
Schedule a meeting with the elders and ministers of the Mother Church to discuss the possibility of detaching the Church Plant from the Mother Church.	
Schedule a meeting with the coordinator/overseer of the Church Plant to ask straight-forward questions as to whether it is beneficial to detach the Church Plant from the Mother Church at this time.	
Schedule a meeting with the District Board to discuss the Church Plant detaching from the Mother Church and gaining board approval for beginning an autonomous church.	
<b>Agreements Needed before Detaching the Church Plant:</b>	
Develop and outline, in writing, an agreement as to where each assigned worker will go to church after the Church Plant is detached from the Mother Church.	

<b><i>Checklist for Detaching the Church Plant</i></b>	
<b><i>Description</i></b>	<b>X</b>
Develop and outline, in writing, an agreement as to where the members will attend church after the Church Plant is detached from the Mother Church. Some members may want to stay with the Mother Church. Some members of the Mother Church may want to go with the Church Plant.	
Develop and outline, in writing, the transfer of Church Plant funds, accounts, books, minutes, records, etc. to the new Church Plant pastor.	
Discuss and outline, in writing, the Senior Pastor's responsibility and relationship to the Church Plant, the new pastor and the members of the Church Plant after the Church Plant is detached.	
Discuss and outline, in writing, the new Church Plant pastor's responsibility and accountability to the Senior Pastor after the Church Plant is detached from the Mother Church.	
Decide on a date for the Church Plant to officially become detached from the Mother Church. This date, in most cases, will depend on gaining approval from the District Board to establish an autonomous church.	

***Every Church a Mother, Every Pastor a Bishop***  
*Wayne Huntley*

Through the years we have observed the intense interest and investment of our churches in various methods of evangelism and church growth, none of which appear to be more biblical and Apostolic than the "Mother Daughter Church" concept.

It is my conviction that the only possible, achievable method for the evangelization of North America is that every church becomes a mother and every pastor becomes a bishop. I believe the question of the last day revival churches will be more than numbers of dollars, pew dwellers, and square footage of facilities, but rather how many churches have you mothered?

The church in Raleigh has mothered ten daughter works that are in existence today. Some of them now are autonomous, and some are still under our care and support. It has truly been one of the greatest personal sources of fulfillment in our ministry. I adopted the challenge that the strength and contribution of a church should be measured not by how many bodies are on the pews, but by how many hands are in the harvest.

The singular most hindering element to the adoption of this ministry is rooted in fear and insecurity. My response is that we should fear God more than man. God and His great people will properly respond when challenged for the salvation of the souls of men. The success of the concept is rooted in teaching and training the local assembly long before the work is begun.

The "Mother Daughter" concept, upon close interrogation and scrutiny, will reveal incredible logic and reasoning for its involvement.

1. The statistics show churches founded in this concept are far more likely to succeed than the traditional Home Missions concept.
2. The Daughter Church pastor does not have to uproot his family, seek new employment, build a church in a culture he is not familiar with, move long distances from his family, and leave the safety and security of the support of his home church for the development of his children.
3. It permits the mother church to surround itself with people of like passion, vision, and standards.
4. It allows the mother church to maintain involvement in the grass roots of evangelism, although it may be a church of size and age.
5. The mother church provides a safety net for the fledgling pastor and congregation.
6. It gives the lost in the area a choice for personal preferences of the church experience even in truth.
7. It will mature and strengthen the mother church.

In conclusion, please be advised and anticipate that the birthing of new congregations will cost you more in many ways than you perhaps anticipated. In order for it to be a success, you must truly become "kingdom minded." What a great joy it is to progress beyond the enjoyment of fruit to the production of trees. I thank God for the beautiful fellowship we have with our daughter pastors and their congregations. We rejoice in their growth and development. Let us ever stay focused on this undeniable fact: "the harvest is plenteous."

## GENERAL YOUTH DIVISION PASTOR'S GUIDE – GOALS FOR 2008

### Churches Having Youth Services

**Church Objective:** Conduct at least one specially planned youth service per month.  
**2008 North American Goal: 1,950 churches**

1. **Youth Director/Youth Pastor:** Recruit and appoint a Youth Director or Youth Committee.
2. **Mentor:** Set aside time to mentor and train your appointed leader(s). Seek out complimentary veteran Youth Leaders from your area to serve as a mentor to your appointee.
3. **Resources:** Establish a resource budget for your appointed leader(s). Good resources are a primary key to longevity in youth ministry! The GYD is endeavoring to provide unique Apostolic resources for your youth workers like the “To Be Continued...Follow” Bible study and media companion, “To Be Continued...Forward” discipleship course (currently being developed), “Into the Word” teaching series (12 four-lesson volumes) and The Commune-ity website ([www.thecommune-ity.com](http://www.thecommune-ity.com)). To learn more about these resource tools and others, please visit our website at [www.generalyouthdivision.org](http://www.generalyouthdivision.org).
4. **Training:** Send your Youth Director or Youth Committee to this year's Commune-ity Meeting (formerly North American Youth Workers Convention) for intense training and inspiration. Promotional brochures for The Commune-ity Meeting are being mailed to every pastor and once again, more information is available via the web.
5. **Schedule:** In cooperation with your appointed leader(s), schedule your weekly or monthly youth services for the entire year. Putting dates on the calendar will help them follow through with what you intend to do.
6. **Plan:** Direct your appointed leader(s) to set aside time to plan for each youth service several weeks in advance to ensure that quality services are provided. Youth Services provide a great entry point for un-churched youth to get connected to the church and be exposed to the gospel. Consider instructing your appointed leader(s) to make at least one youth service per quarter evangelistic in nature.
7. **Youth Week:** Promote this annual event to your church and youth group. Every church should have a Youth Week every year. The GYD provides free curriculum for a five-service themed event. This material can be downloaded at [www.generalyouthdivision.org](http://www.generalyouthdivision.org).

8. **Reporting:** Pass this information on to your sectional Youth Leader or district Youth President for a district total.

## Sheaves for Christ Fund Drive

**Church Objective:** Increase local church offering by at least 10%.

**2008 North American Goal: \$3.9 Million**

1. **Church-wide Project:** It works well if your church can participate with one major fund raising project: Missions Mega March, Dollar March, Coin Banks, and so forth.
2. **Goal Report:** Provide a Goal Report to your church showing the 2007 offering and the projected minimum 10% increase amount.
3. **SFC Commitment Service:** Schedule and plan a SFC Commitment Service soon after the April 15<sup>th</sup> kick-off date. You can accomplish many things during this service including: launching your church-wide project, communicating your church goal, showing the SFC promo DVD, and distributing commitment cards and coin banks.
4. **SFC Commitment Cards:** Request the appropriate amount of perforated commitment cards from the GYD. This will allow your members to keep a copy of their pledge for their records and turn a copy of their pledge into the church office.
5. **SFC Coin Banks:** Order a supply of coin banks from your District Youth President or directly from the GYD. Distribute at least one coin bank to every church member. They can be utilized at home, on the job, etc.
6. **SFC Promo DVD:** The 2008 DVD has several brief clips with vital information and inspiration. There is a clip to show during your Commitment Service, one to show during the summer months, and the final one can be used on the SFC offering day, September 7<sup>th</sup>.
7. **Letters:** Write letters of encouragement to your SFC Fundraising Director and his/her staff. Stay on top of things with frequent communication.
8. **Incentives:** Establish several incentives to be given out in connection with your church-wide project. Giving recognition and showing appreciation is vital to a successful campaign.
9. **Promotional Guide:** Use the Promotional Guide provided by the GYD.
10. **Educate:** Provide frequent reports on what SFC funds accomplish: provides reliable transportation for foreign missionaries; makes grants available for home missionaries to buy land, build a building, or remodel an existing structure; sponsors the Media Missions Division; supports Tupelo Children's Mansion, Lighthouse Ranch for Boys, and Spirit of Freedom Ministries. SFC also makes possible numerous GYD directed ministries, such

as: Bible Quizzing, Apostolic Youth Corps, Campus Ministry International, youth workers ministry, etc. Mention what the funds provide in your district.

11. **Century Club:** Start a Century Club that honors people giving at least \$100.00. The GYD offers downloadable certificates that can be presented to each Century Club member. This along with many other helpful SFC resources can be located at [www.jointhesfcstory.com](http://www.jointhesfcstory.com).
12. **The Real McCoy Contest:** Make the youth of your church aware of The Real McCoy contest. At the conclusion of the SFC campaign, the winners from each district across North America will be flown in to the World Evangelism Center in St. Louis, MO, for an exclusive weekend with the Executives of the GYD!

The criteria for being considered among the finalists of each district is as follows:

- a. Money raised (a minimum of \$1,000 must be raised)
- b. District involvement (i.e. attendance at camp meeting, sectional rallies, youth convention, etc.)
- c. Church involvement
- d. Effort and creativity

For more information visit: [www.jointhesfcstory.com](http://www.jointhesfcstory.com).

## Apostolic Youth Corps Participants

**Church Objective:** Expose young people to the missions' opportunities available through the AYC program.

**2008 North American Goal: 420 Participants (includes District & National sponsored trips)**

1. **Promote:** Obtain a copy of the AYC promotional DVD and several copies of the current AYC promotional brochure from the General Youth Division.
2. **Expose:** Incorporate a special AYC focus into your church's annual Missions Conference, or plan a Missions Emphasis Service exclusively for the youth of your church where they can be exposed to the missions' opportunities that are available to them. AYC materials such as the AYC promotional video, audio testimonials, brochures, and applications could be utilized in this service.
3. **Application Process:** Once a potential participant(s) is identified, contact the General Youth Division to obtain an AYC application or download an application from

[www.apostoliceyouthcorps.com](http://www.apostoliceyouthcorps.com). When the application is received, assist the applicant by providing guidance in completing the application and by filling out the pastoral reference.

4. **Sponsorship:** Incorporate an AYC sponsorship for a young person into your church's annual Foreign Missions focus.
5. **District Sponsorship:** Inquire with your District Youth President concerning the availability of sponsorship funds from the district youth department. Many districts allocate a portion of their SFC funds to assist young people in this fashion.
6. **Fundraising:** If your church's AYC applicant(s) is approved, assist them in preparing a fund-raising strategy to generate the remainder of their budget.
7. **Follow-up:** When the AYC participant(s) returns from their mission, plan a special missions service and allow them to show their pictures, share their testimony, and encourage other young people to participate in an AYC mission in the future.

## Campus Ministry International

**Church Objective:** Consider starting a campus ministry at a local college or university.

**2008 North American Goal: 99 Campus Chapters**

1. **Focus:** Select the college campus in your area that you would like to focus on. Choosing the institution where you possibly already have young adults enrolled is recommended.
2. **Leadership:** Identify potential leaders to assist in the chapter formation process and to serve as key members once the chapter is established. It is usually best to appoint a primary leader, and then help them build a leadership team.
3. **Requirements:** Inquire with the college's Student Affairs office concerning the requirements for establishing a CMI chapter on campus.
4. **Training:** Utilize the resources that are available on the CMI website, [www.campusnow.org](http://www.campusnow.org) to instruct your leaders in chapter formation and structure. Your district's CMI Coordinator can also be a valuable resource during the chapter registry and formation process.
5. **Register:** When you achieve official status on your campus, go to [www.campusnow.org](http://www.campusnow.org) and register your CMI chapter.

## Senior Bible Quizzing (BQ)

**Church Objective:** Form a Bible Quizzing ministry

**2008 North American Goal: 300 Teams Participating**

1. **BQ Director:** Appoint a BQ Director to promote and facilitate the program. Provide him or her with a current BQ Manual and any other materials they may need.
2. **Recruit:** Instruct the BQ Director to recruit coaches and helpers to assist in the ministry.
3. **Mentoring:** Help your BQ Director find a successful district BQ leader and get coaching and ideas from the achievers.
4. **BQ Seminars:** Provide a quizzing seminar for quizzers and coaches with food, fellowship, special activities, coaching tips, and competition.
5. **BQ Meets:** Organize a quiz meet in your local church during the quizzing season inviting other quiz teams in your area to participate. Competition is the life's blood of BQ.
6. **Extravaganzas:** Encourage your team to compete in a regional BQ Extravaganza (BQE). More information can be found at [www.generalyouthdivision.org](http://www.generalyouthdivision.org).
7. **Award Winners:** Always recognize your quiz team after a meet. Have an award ceremony and acknowledge their accomplishments.

## **Youth Worker's Ministry**

*-The Commune-ity Meeting-  
(formerly North American Youth Workers Convention)*

**Church Objective:** Make youth workers aware of The Commune-ity Meeting and consider assisting them in attending.

**2008 North American Goal: 375 Registered**

1. **Schedule:** Put the dates for The Commune-ity Meeting on your church calendar. The event is scheduled to commence on August 7-8 in Cincinnati, OH, at The Calvary Church (Pastor Norm Paslay II). For more information, please visit [www.generalyouthdivison.org](http://www.generalyouthdivison.org).
2. **Inform:** Make your youth workers and your youth class Sunday school teachers aware of the event and encourage them to set aside time to attend.
3. **Assist:** If financially possible, assist any attendees by covering a portion or all of the registration costs, travel, lodging, and food associated with the event. While this may seem to be a significant outlay of funds, making an investment into the leaders of your church's youth will be well worth it.

*-The Commune-ity Resource Website-*

**Church Objective:** Invest in a subscription for your church's youth department.

**2008 North American Goal: 350 Subscribers**

1. **Explore:** Visit [www.thecommune-ity.com](http://www.thecommune-ity.com) and check out a sampling of the Apostolic youth ministry resources that are available.
2. **Subscribe:** Once you are convinced that the \$59.00 subscription fee (approximately \$5 per month) is a wise expenditure, set up a subscription for your youth leadership team. This can be done while you are on the website or by purchasing a Commune-ity website gift card that you can present to your leaders personally.

## Young Adult Ministry

**Church Objective:** Begin or expand your Young Adult ministry.

**2008 North American Goal: 20 District Functions**

1. **Director:** Appoint a Young Adult/College & Career Director or committee within your church.
2. **Equip:** Provide them with appropriate resources and means to adequately minister to this group.
3. **Organize:** Encourage the leaders to formulate an annual calendar of events (special services, retreats, outings, service projects, etc.) for this age demographic.
4. **Host:** Consider hosting a young adult event for your area. Do it up right by planning well in advance, inviting a special speaker, and publicizing it thoroughly.

## North American Youth Congress




**Church Objective:** Send youth group to NAYC 2009

**2009 North American Goal: 13,000 Registrants**

1. **Plan:** Insert the dates for North American Youth Congress 2009 on your church's master calendar. This event is scheduled for August 5-7, 2009, in Nashville, TN.
2. **Oversee:** Your youth leadership team should put together a trip package to enable the youth of your church to be able to attend. This package should be a comprehensive plan including a trip budget (registration costs, transportation, lodging, etc.), itinerary, and a fundraising strategy for those who may need financial assistance. The trip should be communicated many months in advance to ensure maximum participation.
3. **Communicate:** Ensure that a pre-trip meeting is scheduled by your leadership team. This meeting should be attended by the young people who are traveling to NAYC and their parents. In this meeting parents and young people should be informed concerning travel plans, lodging arrangements, and behavioral policies. Liability Release Forms are

suggested and can be circulated and signed before the parents leave. All outstanding funds should be collected at this meeting. Conclude the meeting by praying for the young people to be blessed and impacted during NAYC.

4. **Celebrate:** Upon the return of your youth from Nashville, set aside time in your Sunday evening service to acknowledge the work that the Lord preformed in your youth and allow them the opportunity to testify or minister in some manner.

	<p><b>Contributors:</b>  <b>Shay Mann</b> serves as the General Youth President of the UPCI.</p>
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## GENERAL SUNDAY SCHOOL DIVISION PASTOR'S GUIDE – GOALS FOR 2008

*Global Impact is a unified effort to increase at a 7 percent annual rate every measurable program and thereby double in ten years.*

### Children Receiving the Holy Ghost

**Church Goal:** Increase the opportunities for children to receive the Holy Ghost.  
**North American Goal:** 5,000

#### HOW?

1. **Children's Crusades:** Have a children's crusade in your local church.
2. **Children's Prayer Revival (CPR):** Promote this annual revival to your church. Every church should have a children's revival each year. The GSSD and Word Aflame Press Publications provides free curriculum for a three-service revival. This material can be downloaded at [sundayschooldivision.org](http://sundayschooldivision.org).
3. **JBQ Extravaganzas:** Each of the five regional quiz meets conducts a children's crusade on Friday night. If one is located in your area, encourage parents to send their children to these services. Dozens receive the Holy Ghost every year at these crusades.
4. **Ten Tips for Praying with Children:** Provide your church with this helpful list of tips. It can be downloaded at [sundayschooldivision.org](http://sundayschooldivision.org), "Easter Resources."
5. **Reporting:** Organize a reporting system in your church for keeping track of children receiving the Holy Ghost. Set an annual goal and get your church excited about it. Always pass this information to your sectional or district Sunday school director for a district total.
6. **Vacation Bible School (VBS):** Encourage your local assembly to conduct an annual meeting for the children and include a Holy Ghost rally.

#### WHY?

##### Ten reasons why children should be evangelized:

1. They have been promised the Holy Ghost (Acts 2:38-39). It would not have been promised if it were not important.
2. Thousands of children receive the Holy Ghost every year in our churches. They get the same experience as adults. Life experience confirms God's Word.

3. The age of accountability is an ambiguous time that will differ from one child to another. Only God knows the conditions of the mind and heart. Therefore, every child should be evangelized.
4. Jesus rebuked His disciples for their lack of concern for children by emphasizing their value (Mark 10:13-15). Then He used them as examples of spiritual purity.
5. When you help save a child, you redeem an entire life span of productive service in the kingdom of God. When you win adults, you only get a portion of their life span.
6. Children are ripe harvest fields ready for gleaning. Almost every child will accept the gospel and be saved when it is presented properly. They are not cumbered with false doctrines, past failures, emotional hang-ups, peer pressure, traditions, and many other distracting things.
7. Children cannot only be saved, but they can be used by God to reach the lost, edify the saints, be used with special gifts, and give God pleasure by their worship and service.
8. When a person is saved at an early age, he or she is spared the many consequences of a sinful life: drugs, divorce, alcohol, venereal diseases, and other dreadful scars of sin.
9. When a child is saved at a young age, he or she brings far fewer behavior problems to their parents.
10. We have a promise that if we train our children in the truth, they will not depart from it (Proverbs 22:6). Bringing children into the full knowledge of Christ Jesus includes repentance, water baptism in Jesus' name, and receiving the Holy Ghost. They will never be able to expunge this experience from their memory.

## Save Our Children (SOC) Fund Drive

**Church Goal:** Achieve at least a 7% increase over last year's offering.

**North American Goal:** 1.5 Million

### HOW?

1. **Church-wide Project:** It works well if your church can participate with one major fund raising project: Peanut Day, King and Queen Contest, Bike-A-Thon, Walk-A-Thon, Dollar March, and so forth.
2. **Goal Report:** Provide a Goal Report to your church showing the 2007 offering and the projected minimum 7% increase amount.
3. **SOC Coin Folders:** Distribute to every church member a supply of these folders. They can use them at home, on the job, etc.
4. **SOC DVD:** The 2008 DVD has four short (two-three minutes) episodes with poignant messages. Be encouraged to show these to your church the four Sundays prior to Easter. Everyone should see the DVD more than once.
5. **Letters:** Write letters of encouragement to your Sunday School Superintendent and his/her staff. Stay on top of things with frequent communication.

6. **Awards:** Give an award to every individual who achieves at least a 10% increase in their offering. Giving recognition and showing appreciation is vital to a successful campaign.
7. **Promotional Guide:** Use the Promotional Guide provided by the GSSD.
8. **Give Reasons for Giving:** Provide frequent reports on what the SOC funds accomplish: 100,000 children receiving the Holy Ghost in the past 6 years, free CPR materials each year, free Kids Power Up Radio Program, a thriving Junior Bible Quizzing program, Global Sunday School Training (over 60 overseas training seminars). Mention what the funds provide in your district.
9. **100 Dollar Club:** Start a 100 Dollar Club that honors people giving at least \$100.00. Give them a special gift. You will surprise people with your expressions of appreciation and make him/her know you care.

#### WHY?

1. **Junior and Beginner Bible Quizzing:** This program has been establishing children in the Word of God for over twenty-six years. Many junior Bible quizzers are now ministers and leaders in the church. Junior Bible Quizzing helped to establish them in the Word of God. This generation needs our support more than ever.
2. **Teacher Certification:** There are two programs available to assist Sunday school teachers in honing their teaching skills, educating themselves, and developing a greater burden for teaching through these professional programs. Every member of every teaching staff needs to complete one of these certification programs.
3. **Children's Prayer Revival (CPR):** This is an annual back-to-school, prayer revival for children. For the past six years Word Aflame Publication and the General Sunday School Division have provided *free* three-service curricula for this revival. They can be downloaded from the Sunday school web site ([sundayschooldivision.org](http://sundayschooldivision.org)).
4. **Easter Resource Web Site:** Each year materials for conducting a great Easter service are added to this Web site for free downloading. There is a catalog of materials such as sermon outlines, dramas, and outreach tips for your use.
5. **Children's Ministries Association and Directory:** This is an association of children's evangelists who are endeavoring to reach the children of the world. The division publishes a directory with not only children's evangelists, but teacher-training ministers as well. This directory helps pastors and leaders plan their children's ministry activities.
6. **Children's Ministries Convention:** This annual meeting is designed for children's ministers, Sunday school teachers, and church leaders. It is packed full of workshops and inspirational meetings to motivate the workers of the church.
7. **Christian Educator Magazine:** This quarterly magazine is designed especially for Sunday school teachers. It is packed full of articles and ideas that teach and inspire.
8. **Scouting:** The UPCI sponsors Boy Scouts of America. We have a national scouting director for the UPCI. This is an awesome program that teaches boys responsibility, character, and godliness.

9. **B.R.E.A.D.:** This is an annual Bible reading program to help our constituents read the Bible through in one year. Many of these charts are given free of charge by district SOC funds. They are also printed in Spanish.
10. **Development of Outreach Products:** Programs such as *CARE*, *HOPE*, and the *First 7 Days* have reached millions of homes across North America. Children's Bible studies, such as Salvation Station and the Ready-to-be-Free CD, have helped our teachers and parents to teach the Word of God to our children.
11. **Home Missions Children's Crusades:** Over the past six years, sixty children's crusades have been sponsored in home missions churches. Hundreds of children have received the Holy Ghost through these crusades, and sixty churches have been blessed.
12. **Global Sunday School Training (GSST):** Over the past eight years, thirty-eight countries have received Global Sunday School Training Seminars and/or Children's Crusades that were sponsored totally or partially by the General Sunday School Division. The GSST projects used the GSST Manual for teaching Sunday school development and enhancement. These projects have raised the awareness of children's ministry around the world and have been instrumental in the development of Sunday school departments in a number of overseas works.
13. **Kids Power UP Radio Program:** For several months the Kids Power Up Staff has been diligently developing a series of thirty-minute, weekly children's radio programs. The programs will be available beginning July 2008. Listen to a demo or a full-length program at [sundayschooldivision.com](http://sundayschooldivision.com). This is a team project with Media Missions airing the program on XM 170 and on computer radio at [thereishopefortoday.com](http://thereishopefortoday.com). The program is free, and you can sponsor it on your local AM or FM stations.

37 Countries Reached with GSST
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**Approximately 100,000 children have received the Holy Ghost!**

Ethiopia	Hong Kong	Ghana	Guatemala
Pakistan	Papua New Guinea	Nigeria	France
Liberia	Tanzania	Zambia	Benin
Zimbabwe	Thailand	Kenya	Peru
Kenya	Myanmar	Cameroon	Honduras
Mexico	Spain	Gabon	El Salvador
Australia	Uganda	South Africa	Brazil
Mauritius	Malawi	Venezuela	Reunion
Argentina	Nicaragua	Madagascar	Bolivia
Togo			

**Fifty percent of Save Our Children Funds remains in the district and is used for various children's projects:** junior youth camps, campground projects, children's crusades, teacher-training seminars, distribution of B.R.E.A.D. Bible-reading charts, Junior Bible Quizzing projects, and special children's services.

## Easter Attendance

**Church Goal:** Achieve at least a 7% increase over last year's attendance and report.

**North American Goal:** 650,000

### HOW?

1. **Growth Charts:** Provide everyone on your Sunday school staff with a chart showing 7.2% growth rate and a 10% growth rate (in the SOC Fund Drive Packet).
2. **Easter Resources:** Guide your Sunday school staff to the GSSD web site ([sundayschooldivision.org](http://sundayschooldivision.org)). "Easter Resources" provides a number of helpful resources.
3. **Special Promotions:** Encourage your Sunday school staff to use the GSSD resources for church growth: HOPE, CARE, Mobile Ministry Book, Friends Day, and so forth.
4. **Attendance Policy:** Provide your Sunday school staff with the GSSD Attendance Policy. (This may be obtained from your district Sunday school director.)
5. **Reporting:** Be encouraged to report attendance. This is the most reliable way the UPCI has of measuring our growth.
6. **Awards:** Give every Sunday school class an award who achieves at least a 7% increase in attendance over the previous year. Recognize the top class and the class with the greatest percentage of growth with awards.
7. **Three Doors to Church Growth:** You should have received this informative booklet from the GSSD and your district Sunday school director. Share this informative information to your local assembly.

### WHY?

Getting people inside our churches will expose them to the power of the Holy Spirit, the truth of God's Word, and the love of Spirit-filled believers. There is no better time to do that than Sunday school. Even though our culture is becoming more and more secular, Sunday continues to be "church day" in North America. When the typical family goes church shopping, it will be on Sunday. When people attend Sunday school, they have publicly stated that they are interested in church. This opens the door for home Bible studies and other avenues of contact. The more people we contact, the greater will be the growth of our churches.

We meticulously count the offering each service and keep detailed records. Why don't we count people? Are dollars more important than people? We are in the people business—not the money business! People should be counted, catalogued, contacted, pursued, collected, and deposited. They are what the church is all about.

## Teacher Certification

**Church Goal:** Make sure at least one Sunday school teacher achieves certification in 2008.

**North American Goal:** 400 Certifications

### HOW?

1. **Promote:** Promote this program to your Sunday school staff and church.
2. **Group Participation:** Organize a church-wide effort to certify teachers (providing everyone with the CD or workbook) and work together on a time-table for completion or offer teaching (with you, Sunday school superintendent, someone appointed by you, or the DVDs) and testing.
3. **Recognize Achievers:** Publish the names of certified teacher in your bulletin. Announce their names for their achievement.

### WHY?

The only assistance some Sunday school teachers are given is a teacher's manual and a "God bless you." They are sent into the lion's den with no preparation! Teachers need training! Teaching is too important to leave the job to novices and amateurs. Teachers need to be qualified, and they cannot achieve this without some form of training. It is the church's job to train its teachers so that the children and adults can be properly mentored.

It would be preposterous for the public school system, or even a private school, to hire teachers without proper education. We cannot be cavalier about our teaching staff. We cannot allow our Sunday schools to be taught by unprofessional, uneducated, untrained teachers. The Holy Spirit's anointing is vital to effective teaching, but we cannot neglect training. There are many exhortations in Scripture that urge us to study, learn, and prepare (Matthew 11:29, John 5:39, Acts 17:11, I Timothy 3:6, II Timothy 2:15, Hebrews 5:12).

## Kids Power Up Radio Program

**Church Goal:** Sponsor the Kids Power Up radio program on one station in your area.

**North American Goal:** 55 Stations

### HOW?

1. **Guidelines:** Your district Sunday school director should provide KPU guidelines for booking the program on AM and FM Stations (provided by GSSD). Also, refer to the [kidspowewerup.com](http://kidspowewerup.com) web site for a demo and pilot program.
2. **Promote:** Play the 2 ½ minute demo to your church.
3. **Personally Participate:** Make it your personal goal to get the program booked on at least one radio station in your local area.

4. **Media Missions:** Coordinate with the Media Missions director in your district. This is their project as well.

### WHY?

If you get stumped on a computer problem, just ask a ten-year-old for help! Many children are more technologically literate than their parents. In this age of laptops, iPods, Game Boys, and various other electronic gadgets, our children are stimulated with an array of colors, animation, and sounds. They have access to unimaginable things with just the touch of their fingers. Their busy minds are looking for input, and sometimes they find it in the wrong places. We need to provide their inquiring minds with things that are edifying and that teach eternal principles.

Kids Power Up radio is a thirty-minute children's audio program. It is composed of children's music, interesting characters, and a weekly story drama. The weekly cast of characters includes four animated church objects: Pete the Pulpit, Melody the Keyboard, Mike the Microphone, and Ben the Bible. These humorous characters come alive after the Sunday night service is over and the lights are out. Each week an exciting stand-alone story is presented that always has a special biblical message. Your children will love it!

## Junior Bible Quizzing

**Church Goal:** Organize a Junior Bible Quiz Team in your church in 2008.

**North American Goal:** 800 Teams Participating

### HOW?

1. **JBQ director:** Appoint a quiz director to promote and facilitate the program. Provide him or her with a current *JBQ Manual* and any other materials they may need.
2. **Award Winners:** Always recognize your quiz team after a meet. Have an award ceremony and acknowledge their accomplishments.
3. **Extravaganzas:** Encourage your team to compete in the regional JBQ Extravaganzas.
4. **JBQ Seminars:** Provide all day quizzing seminars for quizzers with food, fellowship, special activities, coaching tips, and competition.
5. **JBQ Meets:** Organize a quiz meet in your local church during the quizzing season inviting other quiz teams in your area to participate. Competition is the life's blood of JBQ.
6. **Recruit:** Recruit coaches and helpers from graduating Senior Bible Quizzing.
7. **Mentoring:** Find a successful JBQ leader and get coaching ideas from the achievers.

### WHY?

1. Junior Bible Quizzing teaches children good study habits. Parents tell us that their children do better in school as a result of quizzing.

2. It gets the Word of God in the hearts of the children through memorization.
3. It teaches children how to compete and handle winning and losing in life's experiences.
4. It teaches children good social skills, such as good etiquette and how to work as a team.
5. It teaches children how to control their emotions under intense pressure.
6. It teaches children how to respect their adult leaders.
7. It teaches children to obey rules.
8. It teaches honesty and integrity.
9. It builds a child's self-esteem through accomplishments.
10. It enriches a child's life with a greater biblical understanding and by the spiritual power of the Word of God he or she possesses.

## Children's Ministries Convention

**Church Goal:** Send at least one teacher to the CMC.

**North American Goal:** 300 Registered

### HOW?

1. **Promote:** Put ads in your church bulletin. Mention the event at Sunday school staff meetings.
2. **Teacher-of-the Year:** Send the Teacher-of-the-Year from your church and pay their expenses.
3. **Creative Ministries Competition:** Encourage your creative ministries team to compete in the Puppet Competition.
4. **Sponsors:** Your church can become a sponsor (flat amount for large groups).

### WHY?

1. Specialized classes target specialized needs of the teacher.
2. Gifted teachers (the best in North America) teach with a background of experience and a burden.
3. Inspirational services challenge teachers to make greater commitments to God and their ministry.
4. Teachers are motivated to push themselves to become better teachers.
5. Teachers get answers to troublesome issues in the classroom.
6. Teachers get special insight into the needs of the age level they teach and into contemporary cultural trends.
7. Teachers find camaraderie and support from other teachers who attend.
8. Teachers carry home ideas that can be implemented in their local assembly.

9. Teachers discover greater vision by hearing what others are doing successfully.
10. Teachers find that new resources and teaching materials are available.

## Teacher-of-the-Year

**Church Goal:** Nominate at least one Sunday school teacher in your church.

**North American Goal:** 55 Nominations

### HOW?

1. **Nominate:** Personally nominate one teacher.
2. **Promote:** Provide the Nomination Form to every Sunday school staff member and encourage them to nominate before December 1. The form can be downloaded from [sundayschooldivision.org](http://sundayschooldivision.org).
3. **Award Winners:** Put the local nominee's portrait in the church bulletin or a reserved parking space. Give them free registration to district Sunday school seminar and the national Children's Ministries Convention.

### WHY?

1. Sunday school teachers are the largest volunteer group of church workers.
2. Teachers carry the burden of saving the next generation.
3. They work weekly, praying, studying, and preparing for their classes.
4. They work faithfully without expecting any payment.
5. They rarely get a compliment from the children, the parents of the children they teach, or from the church leadership.
6. They are sometimes the most taken for granted and ignored volunteers on the church staff.
7. Honoring good, faithful teachers teaches the importance of the ministry to others.
8. The Teacher-of-the-Year program clearly sets forth the qualities of a good teacher.
9. Honoring a good teacher is biblical (I Timothy 5:17, Romans 13:7).
10. Teaching is one of the five main ministries of the church, and this is one way to elevate it to its proper place in the church.

## B.R.E.A.D.

### Bible Reading Enriches Any Day

**Church Goal:** Promote Bible reading and acknowledge those who read the Bible through.

**North American Goal:** Distribute 180,000 Charts

## HOW?

1. **Provide Charts:** Provide every member in your church free BREAD Charts. (A lot of districts provide these free of charge; check with your district Sunday school director.)
2. **Give Samples:** Provide your local Bible book store with some of these charts.
3. **Award Achievers:** Award Bible readers who complete the reading schedule—certificates, multi-times certificates, banquet, and special gifts.

## WHY?

1. Reading the Bible is like food to our spiritual health (Matthew 4:4, John 6:51).
2. Reading the Bible daily is a good spiritual discipline.
3. Reading the Bible before daily prayer will help make our prayers more biblical.
4. Reading the Bible daily on a regimented schedule will help bring consistency to our spiritual life.
5. Reading the Bible daily will increase our knowledge of God's nature and His expectations of us.
6. Reading the Bible daily will provide opportunity for God to speak to us by the Holy Spirit through the Word.
7. Reading the Bible completely through will give readers a sense of achievement and confidence in their faith.
8. Those having read the Bible completely through are better qualified to witness to the sinner.
9. Reading the Bible will help to avoid sin (Psalm 119:9, 11).
10. Reading the Bible through annually will accumulate over the years to multiple times, giving the reader a richer life to reflect upon.

## Pentecostal Churches in Scouting (PCS)

**Church Goal:** Organize a Scouting troop in your church and join Pentecostal Churches in Scouting.

**North American Goal:** 75 Members

## HOW?

1. **Director:** Appoint a Scouting director in your church. Provide him with a list of churches in your district with Scout troops (provided by GSSD).
2. **Join:** Personally become a member of PCS at \$25.00 annually.
3. **Promote:** Provide Scouting materials at church meetings. (These can be obtained from the GSSD.) Honor Scouts at church functions.

## WHY?

1. Many boys in today's culture are raised without a father in the home, and scouting can provide male mentoring.
2. Boy Scouts of America (BSA) is a moral institution that has spent millions fighting atheistic and homosexual activists.
3. The merit program teaches boys basic Christian values.
4. The merit program provides a track for achievement, raising a boy's self-esteem and confidence.
5. The program can teach leadership skills to boys.
6. The program teaches boys social skills and how to work together as a team.
7. The program teaches survival and life-saving skills.
8. The program provides opportunity for outdoor projects in a time when many boys sit inside and get no exercise.
9. The program provides a safe place for boys to expend their enormous energy in a productive way.
10. The program teaches cleanliness, respect for authority, and discipline.

## Single Adult Ministry (SAM)

**Church Goal:** Participate with Single Adult Day and sponsor a SAM event in your church.  
**North American Goal:** 55 District Functions



## HOW?

1. **Director:** Appoint a SAM director and provide them with a copy of the *Single Adult Leadership Manual*. Provide them with Single Adult Ministry Policy. (You can obtain this from your district Sunday school director.)
2. **SAM Meeting:** Organize an annual SAM meeting in your church (retreat, seminar, rally, or other type meeting). Send an announcement about the meeting to your district Sunday school director.
3. **Single Adult Day:** Promote the Single Adult Day in your church (every third Sunday in October).
4. **Break-A-Way:** Promote this annual SAM trip in your local assembly.

## WHY?

1. Forty-three percent of the adult population in North America is single.
2. Many churches are family-oriented and overlook single adults.
3. Many single adults are single parents struggling financially and emotionally.
4. Many single adults have lost their spouse in death and are struggling with grief.

5. Many single adults are victimized by divorced.
6. Single adults need to be accepted and not pressured to marry.
7. Single adults need the church to provide fellowship opportunities.
8. Single adults need the church to provide specialized spiritual opportunities.
9. Single adult ministry is an effective outreach avenue (i.e., providing classes for grief recovery, divorce recovery, and parenting skills will draw hurting single adults to your church).
10. Single adults can contribute finances, time, energy, and talent to various church ministries.

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## **UPCI STEWARDSHIP GROUP GOALS FOR 2008**

### **Loan Program**

With the launching of a new loan program, our initial goals are as follows:

- In the first year of the program, we are targeting to have \$15 million in loans, and in the process:
  - Provide a connection between the local church and lending partners that have ministry as their focus.
  - Provide an increase in income, which will allow the Stewardship Group to add ministries and services to our portfolio to assist the local pastors in stewardship matters.
- The Stewardship Group currently has 7 districts that are part of the program with District Stewardship Directors. Through this relationship, these directors are utilizing their connection to promote the resources available to the local assembly in:
  - District conferences
  - Camp meetings
  - Other ministry conferences within said districtAnd Stewardship is also spreading the word through:
  - E-mail campaigns
  - Webinars
  - Magazine ads
  - Web banner ads
  - General Conference
  - North American Youth Congress

The goal is to blanket each of these districts until every pastor is aware of the resources available to them for funding of their growth and new ministry opportunities

### **Construction Services**

We have also partnered with Zion Church Builders and ARKS to provide a viable, respectable building resource for our local assemblies. Both of these entities are ministry-driven and are able to provide construction expertise for brand new churches to churches that are working on a multi-site campus.

- These resources are able to assist the local assembly to avoid certain costs that they would normally pay for through the dishonesty sometimes found within the construction industry.

- These resources can also assist the church that is too large for Home Mission status but is not yet able to obtain traditional financing. This allows the church to move into a building that is much needed because of growth so that they can continue to grow, and the building has the flexibility to grow with them.
- The Stewardship goal is to assist with at least 10 churches per year during the first year and then grow by 15-20% per year.

The plan is the same as above in blanketing each district until they are aware of the resources available to their churches, through the aforementioned advertising means.

## **Capital Campaigns**

Stewardship has now partnered with two premiere Capital Campaign Firms: Dickerson & Associates and RSI Church Services. Doing so brings the following benefits:

- Each of these partners has over 35 years of expertise to assist with our larger congregations that are raising much more capital for their projects than a smaller congregation would.
- In addition, Stewardship also can assist the church that has less than 200 members in their capital funding efforts from these partners as well as our in-house resources.
- The goal is to assist with 10 campaigns per year from our in-house resources and 10 per year from our partnerships with the aforementioned firms. We then want to grow by 10% per year.
- Stewardship feels very strongly about the capital campaign resources and what they can do to help the members of the church learn to stretch to meet the needs of their local assembly. This avenue also allows new converts to get plugged right into the giving process and provides a buy-in atmosphere to current projects within the church.

Our plan is the same as above in blanketing each district until they are aware of the resources available to their churches, through the aforementioned advertising means.

## **Gift and Estate Design Seminars**

The Stewardship Group offers the Gift and Estate Design seminar that allows us to plug into the church's financial foundation and strengthen it not only for the present, but also for many years to come, as well as financially preparing each individual within the local church body. This is done by:

- Stephen Drury, Nathaniel Hudson, and our current District Stewardship Directors teaching these seminars to the local assembly. The seminar is done most effectively when given a two-hour time frame, but can be shorter if necessary.
- The only investment by the church is for travel expenses and any honorarium that the teacher may receive from ministering in church services.

- There is the need for a day of one-on-one sessions that allows the church members to go into more detail and ask specific questions concerning their estate plan and any other needs including insurance, retirement savings, etc.
- This seminar will help church members analyze their needs and objectives, in light of their wishes and God's plan of stewardship for their estate, by sharing with them:
  - How to achieve confidentiality in your planning
  - How to avoid probate and taxation of your estate
  - How to gather the information necessary for your attorney to review and draft your legal instruments (and save time and money doing so)
  - How to choose guardians for minor children
  - How to avoid capital gains tax on appreciated property
  - How to choose a personal representative for your estate
  - How to coordinate property ownership with the legal instruments of your estate plan so that your desires will be carried out
  - How to provide management of assets in case of incompetence prior to death
  - What a trust will accomplish and why you should consider it as part of your estate plan
  - And much more...

The Gift and Estate Design Seminar can also be the catalyst to pursue more in-depth courses, such as Dave Ramsey's *Financial Peace University* or Crown Financial Ministries' *Money Map*. Your Stewardship Group is currently working to secure partnerships with these two firms in order to offer our constituency the most comprehensive financial accountability and training to become better stewards.

## **United Pentecostal Foundation**

The United Pentecostal Foundation is a not-for-profit corporation organized as a Supporting Organization for the benefit of United Pentecostal Church International divisions, departments, districts, local assemblies, and endorsed ministries.

The United Pentecostal Foundation's goal is to encourage, promote, facilitate, and motivate the making and granting of gifts, donations, bequests, and devises by deed, conveyance, will, trust, or otherwise to establish ways for individuals to give to the ministry of their choice through endowments, donor advised funds, trusts, etc.

Types of gifts to fund endowments, donor advised funds, and trusts in the Foundation are:

- Outright Gifts
- Charitable Gift Annuities
- Charitable Remainder Trusts
- Charitable Lead Trusts
- Legacy Gifts

- Donor Advised Funds
- Retained Life Estate Gifts
- Life Insurance Gifts
- Retirement Plan Gifts
- Gifts in Kind
- Gifts of Real Estate, Artwork, Collectibles, and Closely or Privately-Held Securities

Contact the United Pentecostal Foundation, 8855 Dunn Road, Hazelwood, MO 63042, if the Foundation can be of assistance to you or your assembly.

Phone: 887-UPF-8850 or 314-837-7304, Extension 346

Fax: 314-336-1830



[www.unitedpentecostalfoundation.com](http://www.unitedpentecostalfoundation.com)

## Summary

The Stewardship Group will be striving to develop and add additional resources and partnerships when possible to assist churches and congregants with additional important Stewardship helps as the Stewardship Group grows.

Pastors can access forms for loans, capital campaigns, and Gift & Estate Design Seminars from our website: [www.upcstewardship.org](http://www.upcstewardship.org). Our website also will soon be home to podcasts and other ministry resources that pastors can utilize when teaching on tithing and the entire scope of stewardship: time, talent and treasure. It truly is a lifestyle and not a one-sentence definition.

You may find more information about these and other resources at [www.apostolicstewardship.com](http://www.apostolicstewardship.com).

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