

MOSAIC CHURCH LEEDS

MISSION GROUP TRAINING MANUAL

INTRODUCTION

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“Again, let me say from the depth of my heart that I am so honored to have you with us.”

Matt Hatch

A wise pastor once said you can tell the health of a church by the health of the small groups.

If we are going to see Jesus made famous not only here in Leeds but also throughout this nation and the nations of the world, we must be modelling that in our smaller group gatherings. And by loving God and the lost, we are building the local church which is God's main way of extending His kingdom here on earth.

In order for that to happen we want to offer our mission group leaders the best training we can offer. Our desire is to see you released in leadership and fulfill all the dreams that God has for your life. We are so excited that God has called you to be a leader, but we also believe that with leadership comes greater responsibility. We don't see it as merely as a task; we see it as a blessing from God to literally be Christ's hands and feet. And through serving, we believe that God is going to give each one of you a greater inheritance in heaven.

Again, let me say from the depth of my heart that I am so honored to have you with us. We're so blessed to have the giftings that God has put in your life to be spread abroad among us, and we are so thankful to God for the ways that He is going to richly bless your life as you give yourself wholly and completely to Him and to His purposes. May He be glorified as you seek out a passion for Him and for His purposes in the Earth.

With all of our love and gratitude,

Matt and Philippa Hatch
On behalf of the Mosaic
Church Leadership Team.

ONE: VISION

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“His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, according to his eternal purpose which he accomplished in Christ Jesus our Lord.”

Ephesians 3:10-11

The Big Picture: Friends on a Mission

Jesus' final command to His disciples was to go take the Gospel to the nations. In all four Gospel accounts we see this command, and we see it lived out in the story of the early church found in Acts. The method of God to reach the nations was not massive crowd ministry or healing services, nor was it a broad appeal to leaders and influencers. Instead, it was small groups of missional believers gathered together and empowered to fulfil His commands as the Body of Christ.

This started with the disciples, spread throughout the Roman Empire and has continued into our generation today. God has established the local church to fulfil His commands throughout the earth. Though Para-church groups and ministries are a great help to the purposes of God, ultimately, the local church is His main strategy and method for advancing the Kingdom. **“His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, according to his eternal purpose which he accomplished in Christ Jesus our Lord”**
Ephesians 3:10-11.

Terry Virgo says, **“the church is not a third class waiting room where we twiddle our thumbs while we wait for the first class accommodation in heaven. It is a dynamic new community, winsome and attractive, and with an eternal significance in the kingdom of God.”**

The early church model of ministry was not institutionalized in structure but instead consisted of churches meeting in homes of believers and the temple, under the authority of the apostolic church leaders.

Acts 2:46 **“Every day they continue to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts.”**

Acts 5:42 **“Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ.”**

The early church modelled an authentic, Christ centred, mission minded community and our vision for mission groups is to be those sort of communities. We could summarise our hope for our groups in the phrase **‘Friends on a Mission’**. Our hope is to see small gatherings of friends meeting across the city that are deeply committed to one another and also the evangelistic mission God has laid on their hearts.

The New Testament Church “Together” Worksheet.

The early Christian church consistently met together. Most likely, these were not formal meetings, but a community of people with common values that spent time together and lived out the commands of Jesus.

What did you learn about the New Testament Church in these Scriptures?

Circle the activity and/or value that characterized the early church in each verse. Ask God to give you creative vision and ideas for how that value can be lived out in your mission group today.

Acts 1:14

They all joined together constantly in prayer, along with the women and Mary the mother of Jesus, and with his brothers.

Acts 2:44

All the believers were together and had everything in common.

Acts 2:46

Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts,

Acts 4:24

When they heard this, they raised their voices together in prayer to God.

Acts 5:12

The apostles performed many miraculous signs and wonders among the people. And all the believers used to meet together in Solomon’s Colonnade.

Acts 6:2

So the Twelve gathered all the disciples together and said, “It would not be right for us to neglect the ministry of the word of God in order to wait on tables.

Acts 14:27

On arriving there, they gathered the church together and reported all that God had done through them and how he had opened the door of faith to the Gentiles.

Acts 15:30

The men were sent off and went down to Antioch, where they gathered the church together and delivered the letter.

Acts 20:7

On the first day of the week we came together to break bread. Paul spoke to the people and, ...kept on talking until midnight.

1 Corinthians 11:33

So then, my brothers, when you come together to eat, wait for each other.

1 Corinthians 14:26

What then shall we say, brothers? When you come together, everyone has a hymn, or a word of instruction, a revelation, a tongue or an interpretation. All of these must be done for the strengthening of the church.

Ephesians 2:22

And in him you too are being built together to become a dwelling in which God lives by his Spirit.

Ephesians 4:16

From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Hebrews 10:25

Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another—and all the more as you see the Day approaching.

What is a Mission Group?

Our groups are made up of six main values.



1) Mission:

This is the primary focus of the group. We must provide a setting for people to be equipped and released to fulfil their calling to be missionaries to their city and culture.

Our tendency is to want to withdraw from the culture and become inward looking. The mission group leader's main job is to keep everyone focussed outwardly. Our mission field is based in Leeds but ultimately is focussed on this nation and the nations of the world. This outward focus requires creativity, prayer, passion, perseverance and each leader setting an example.

2) Worship:

The early church clearly had a passion for Jesus. The apostles had spent three intensive years with him and were convinced he had died and rose again. They taught the new community of followers to worship him, individually and corporately.

A mission group must be a place of worship. Corporate worship is amazing no matter where it happens, but

there's nothing like the raw, intimate vulnerability of mission group worship time. There's just something dynamically unique about singing to God in someone's living room with little more than an acoustic guitar, a single piano, or a CD player. When we lead people to the throne of God in this small setting, it can be a beautiful, life-transforming thing.

“For me, the first step is to usher in the realization that what we’re doing goes way beyond this little room – when we lift our voices together (however weak or thin that may sound) we reach way beyond the confines of this room and touch heaven. Maybe we get this sense across by the way we introduce our worship, or maybe through what we pray at the beginning – but however we do it, this is an essential key to unlocking a meaningful time of worship here. In the ‘down-to-earth’ setting of a home group, it’s so important that we remember to prepare our hearts for a ‘spiritual’ event. Once that happens, all of a sudden no one is focusing on what their

neighbour’s voice sounds like, or if their own voice is in tune. We become caught up with the Living God.”

(Matt Redman)

3) Community:

One of the greatest needs of the human heart is relationships and to feel a part of a group. People are longing to fit in and be accepted! If this need is not met in the context of loving Christian community, people will turn to the world to try to find fulfilment. God created us to need one another. In fact, the only thing in all of creation to be declared **“not good”** before the fall of man was Adam alone in the garden (Genesis 2:18). Ever since the creation of the world, man has needed family and community. The church should be the place that people can come and be loved and accepted.

As a leader, it is important to help create an environment of a Godly community where people come to be built up in Godly relationships. This does not mean that leaders need to plan an event for every night of the week, but instead, they

should lead the way by inviting people to spend time with them from the group, opening up their home, and looking for opportunities to share life.

If the leader is not willing to take time and effort to invest relationally with the mission group, the members will not either.

4) Discipleship:

We believe that God doesn't want anyone to try and live for him on their own. He has given us each other to help in the process of becoming like Jesus.

It is important you see yourself as a part of the pastoral team of Mosaic Church because you are responsible for making sure everyone is being discipled in your group. This doesn't mean you have to meet with everyone individually rather you make sure everyone has a place to grow and mature. It also means you look to have each member of the group in an accountability group.

Prayer is the first way to pastor your people. As a leader, you need to be involved and know what the struggles are and

“A few tips on building community:

1) Try to regularly have people over for a meal or to hang out outside of mission group meetings.

2) Always follow up with new visitors within a few days of their visit to mission Group. If a visitor's first experience of mission group is simply going to a meeting once a week, this will be their understanding of mission group community, but if people make an effort to get to know them outside the group it will set the tone for strong community.

3) Celebrate events in people's lives within the group (birthdays, births, etc), and when people are going through challenging circumstances, rally behind the person in encouragement, support, and prayer.

4) Create an email list to send out regular group emails. Encourage others to “reply all” and stay in touch.

5) Eat together before or after church.

6) Be creative and have fun! ”

Matt Hatch

also what God is doing. Then regularly take this to the Lord in prayer for the person. Secondly, be available and relational. A lot of people just need someone to listen or just be around. You will not be an effective pastor if you only see your people once a week!

Try to regularly stop by their halls, house or apartment and get lunch or coffee occasionally to catch up, even for those you do not directly meet with for discipleship.

The best training for discipleship comes from allowing God to change your own heart. It is important not to ‘project’ your issues on to the people you are discipling but rather apply the biblical principles of how God defines and purifies us.

Additionally in discipleship, more is ‘caught’ rather than ‘taught’. In other words, if you are living a Christ like life, others around you will want to follow your lead.

Finally, many people will need specific counseling to walk in freedom from bondages, lies, and sin.

5) Training:

The best way for a new mission group to start is to multiply your own group. This will not happen by accident. Leaders need to be intentionally investing their lives into 3-5 others within the mission group. This was the main strategy of Jesus to see the church established. When you start leading in a mission group, one of your primary responsibilities is to raise up the next generation of leaders.

Jesus knew that He would only be on earth for a while so He intentionally disciplined 12 others to not only carry on the ministry He initiated, but also to multiply it. If you fail to raise up future leaders, then your group will be entirely dependent on you and will only survive and grow according to your capacity.

Ask God for younger believers you can disciple and then find those with a leadership gifting to raise up into leadership. As this happens, the group will better be able to pastor those that are already involved and be able to grow to reach others. Leaders always need to be thinking a year ahead. For instance, your group may be small now, but in 6-12 months from now, will you have the leadership to effectively lead and pastor the growth that you are praying for? Start investing in potential leaders today, and you will be ready to facilitate and cover the growth of tomorrow.

6) Ministry:

Not everyone can be the minister on Sunday mornings, but every person can minister to the Body of Christ in a mission group. Large-group gatherings equip the saints; people take that learning and apply it and practice it in small groups.

Mosaic Church is built on the principle that all Christians are ministers and that every Christian should perform the work of the ministry. In many churches, the paid clergy are viewed as the only ministers to a congregation, while the people go about their lives. This type of “ministry” falls far

short of the ideal set forth in the bible of a ‘priesthood of all believers’ (1 Peter 2:9). Through mission groups, lay people do the work of the ministry without leaving their studies or vocation. They minister to others under the covering of spiritual leadership. Paul instructed Timothy to take the things that he had learned from Paul and teach them to faithful men who would pass them on (2 Timothy 2:2).

Mission groups follow this ministry model. A person builds a relationship with another person and passes along knowledge, experience, character and love. When the younger Christian matures, that person begins to mentor someone else. This process continues to be repeated.

Paul exhorted the Corinthians that each one of them should have something for the edification of the Body (1 Corinthians 14:26) whenever they gathered. This is impossible in large-group services, but each person can choose to be involved in ministry in a smaller group setting. In mission groups, everyone is a minister.

Future leaders receive their first stages of training in mission groups. Those who are evangelizing, nurturing and shepherding become leaders. And because there are many “ministers” in mission group, there is less emphasis on one person trying to meet the needs of many people. Mission groups teach each person how to love others and lay down their lives for them. This is the essence of true ministry.

Core Values of a Leader:

More important than *what* you do in leadership is *who* you are.

Biblical Values

Before starting into mission group ministry, it's important to lay the foundation of the motivations for ministry. An individual is defined by what they believe. Their beliefs influence their choices, actions, careers, friends, future mate—all aspects of life. Core values are the ideas and ways of thinking that are most important to us. They make up our internal belief system that makes us tick, and they can be chosen, fed, cultivated and ultimately transformed.

Discovering your personal core values and allowing Christ to align them with Biblical values is essential as we grow in our relationship with God and seek to advance His kingdom purposes. Fully examining our core beliefs and values—whether they are true or false—is essential to understand both who we are and why we do

things. When we gain this understanding, a door is opened for God to change us and set us free. God longs to impart his values to us—the same values that Christ exhibited while He walked upon the earth. But changing our core values is not easy. It requires much more than simply changing a poor attitude or kicking a bad habit. It begins with discovering what our core values are now and holding them up to the light of Biblical truth.

Because carrying Biblical values causes us to move against the current of society, Christians must be aware of what Christ's values were so we can feel His conviction when we stray from them. Jesus' values were based on servant-hood, sacrifice, humility, self-control, simplicity and selfless devotion.

These virtues directly contrast the world's standards of position, prestige, power and affluence. This contrast, however, makes it clear that Christ intended for those who love Him to be set apart from the world's values. Those who hunger for Him will recognize this difference and align their values with Jesus'.

The Great Commandment and the Great Commission

It is the desire of God's heart that the modern-day church embody as its values the Great Commandment, to love God and others, as well as the Great Commission, to go and make disciples throughout the world. Falling in love with God and becoming passionate about His purposes on earth creates in Christians a need for Him and will naturally transform people's lives.

As Bill Beckham points out, **“The total number of people in the world in Jesus' time equals the U.S. population today. By Martin Luther's time, the population had doubled. It took only 1500 years for that to happen. In 1800, the population again doubled in only 130 years. From 1930-2000 AD, the population is exploding to 6.5 billion in only 70 years.”**

Our mission field is growing exponentially and we need local churches to receive the mission that Jesus has for each one of us if we are going to make a difference in the world.

What are some of your core beliefs?

World's Values	Jesus' Values
Independence	Dependence/interdependence
Selfishness	Selflessness and service
Individualism	Loving others as you love yourself
Feelings must be obeyed	Sacrifice and obedience to God's word
Investing in worldly possessions	Treasures in heaven
Wealth and Power on earth	Surrendered life
Controlling life	Grace and forgiveness
External Authority	Inner strength, vulnerability, humility
Outward appearance	Inward heart condition

Jesus—The Ultimate Value Carrier

Jesus' values in the New Testament are unmistakable because he never departed from them. He was the ultimate value carrier—a physical manifestation of God's heart.

- He loved and communed with the Father. Jesus had a genuine, consistent, and life-giving relationship with the Father.
- He was devoted to His calling. Jesus never placed anything before His ultimate ministry of reconciliation. He gave all of Himself in loving devotion to His purpose of reuniting humanity with the Father.
- He was completely obedient to the Father. In this He was unswervingly consistent. Within His being, Christ wanted to be virtuous and obedient not only to God but also to the values He embodied. Jesus even said that His actions were so driven by the will of the Father, that apart from the Father's direction, He could do nothing (John 8:28-29).

- He was holy in all thoughts, motives and actions. Since Jesus carried the values of the Father, everything He did was out of a pure heart.
- He was committed to sharing the good news of the Gospel. He never failed to testify who He was and why the Father had sent Him.
- He lived a fasted lifestyle. Jesus denied Himself the desires of His flesh and took comfort in abiding in the Spirit of God. He was dependent on God for strength. He emptied Himself so He could be filled.
- He was giving. Jesus gave everything, including His life, so that we could share in His inheritance. He became a living sacrifice because He knew the glory that awaited Him (Hebrews 12:2).
- He persevered through persecution. Jesus knew He would suffer for the message He brought because it made no sense to the world. But this suffering made it even more sweet when He found men who were devoted to Him.

Early New Testament Value Carriers

It was their dedication to the Lord to carry His values that made them irreplaceable in the mission to bring people to the person of Jesus. Our vision of mission groups, is the same today. We want the world to know about the tangible reality of who Christ is, who His church is and our purpose as Christians on the earth.

What are His Core Values?

Acts 4:13 demonstrates that the spirit of those who sincerely carried the values of Jesus was obvious. **“When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.”**

Peter and John, two of the earliest value carriers, were merely ordinary people used by God in an extraordinary way. Through their lives we see that Jesus almost exclusively modeled values over structure. In fact, when He ascended into Heaven, there was little structure to the new church, but the new leaders all had spent time with Jesus and had learned what He valued the most.

These values were to be imprinted on our hearts, not become an institutional rule governing a church. Repeatedly, Jesus spoke of following the Spirit of the Law, not just the letter. God wants us to be value carriers. The mark of intimacy and maturity is when we understand the heart of God and then carry those same values. God created man in His own image and, through the Spirit, is once again molding us to become like Him.

Core Values of Jesus Christ

Towards the end of Jesus' life on earth, He laid out the core values of the Kingdom, now referred to as the Great Commandment and the Great Commission. He wanted to give the believers a plumb line by which to lead this new ministry. In Matthew 22, Jesus stated the two core values of the Kingdom:

These values are reflected in our priorities as a church.

1. Love God with all your heart, soul, mind, and strength

In short, love God with everything. Simply getting people to a church service is not enough; God wants wholehearted worshippers who love Him with everything. We want to see this reproduced in our people, but first it must happen in our own lives.

2. Love your neighbour as yourself

It is not enough just to claim to love God; Jesus commands us to love our neighbour as ourselves. This is a high standard for interacting with others and the foundation for Christian Community.

Times and culture will undoubtedly change, but these values reflect the unchanging heart and purpose of God. He wants us to love Him, love people, and play an active role of partnership in reconciling God to man. True, we are given many other commandments, but they all lead back to these basic commands.

Mosaic Core Values:

Our vision has five elements.

These are the building blocks to everything we do together and everyone that is part of the church commits to trying to make these priorities in their lives.

- 1) Loving God
- 2) Loving each other
- 3) Loving our communities
- 4) Loving the underprivileged
- 5) Loving the Nations

TWO: LEADERSHIP

TWO: LEADER

“When asked the secret of his ‘success’ he replied ‘Prayer, prayer, prayer’.”

Source unknown

The Roles of a Mission Group Leader:

1) The Devotional Life of a Leader

Joel Comiskey, a missionary and small group pastor, recently conducted a survey of over 700 group leaders to determine what factors are common among small group leaders who successfully multiply groups. Below are listed some of the findings of his survey.

Factors which don't affect multiplication include:

- Age
- Marital status
- Gender
- Personality of leaders
- Social status
- Spiritual giftings of leaders

Factors which do affect multiplication include:

- Clear-cut goals
- Good contact with new people
- Raising up new core team members
- Amount of time leaders spent with Jesus on a daily basis
- Amount of time leaders spent in prayer daily for group members

In summary, the factor seen as most essential to the multiplication of healthy groups is the devotional life of the leaders. Consistent, daily time with Jesus will transform the life of the leader, in turn, enabling him/her to be involved in transforming the lives of his/her group members.

Devotional Patterns (per day) of Cell Leaders Polled

0-15 minutes	11.7%
15-30 minutes	33.2%
30-60 minutes	33.8%
60-90 minutes	7.6%
90+ minutes	13.7%

In the same way that spending daily time with Jesus strengthens the bond between the leader and Jesus, spending daily time praying for group members will strengthen the bond between the leader and members. One leader who has consistently multiplied groups, when asked the secret to his “success”, replied, “Prayer, prayer, prayer.”

2) The Character of a Leader

How a leader lives his or her life and the character by which they conduct themselves will make a far greater impact than anything that is ever said. Overwhelmingly, the Biblical standard for a leader is **NOT** past experience or training or gifting, but character.

Listed are several character qualities that must be found in leaders:

(i) Purity

Many churches and ministries have fallen apart because of leaders falling into sin. These people had strong giftings and labored for years, but because they had hidden areas of sin in their lives, they destroyed the very thing they sought to build. No one is above the fall.

Leaders must always stay accountable. It is a tragic tendency that many leaders see themselves as “above the law” and have no outside input into their personal lives. James 5:16 states, “*Therefore confess your sins to each other and pray for each other so that you may be healed.*” If there is anything (even if it is a “grey area”) going on in your life that no one else knows, then that will become a platform for more sin.

New mission group leaders will undoubtedly make mistakes, but what happens next determines their leadership potential. 2 pitfalls.

Pitfall #1:
To reject correction.

Proverbs 15:31 says, *“He who listens to a life-giving rebuke will be at home among the wise. He who ignores discipline despises himself.”* Everyone makes mistakes and as a leader these become apparent to everyone! If your pride and identity are tied into your title, you will see correction as a challenge to who you are, but if you genuinely want to serve God and people, you will see correction as an opportunity to grow and better lead those entrusted to you.

Pitfall #2:
To be paralyzed by failure.

Other people may respond by swinging to the other extreme. You might already be insecure in leadership and any mistake can be seen as a sign that you are not qualified. Moses had this same response. He had been a leader in Egypt, made a mistake, was discovered, and fled to the desert for 40 years. After this time, he lost his confidence as a leader, so much so that when God initiated with him to lead Israel, he repeatedly refused out of fear.

We all make mistakes. These can actually be the greatest lessons of growth if we will fully embrace our failure.

3) The Cost of being a Leader

Anything of value will come at a cost. The purposes of God are no different. It cost Jesus and countless other heroes of the faith everything so that you might be following God today. If you are going to accept the call to lead, you need to be willing to count the cost.

(i) Loneliness

J. Oswald Sanders said: *“From its very nature, the lot of the leader must be a lonely one. He must always be ahead of his followers. Though he be the friendliest of men, there are areas of life in which he must be prepared to tread a lonely path.”*

Whenever you start to lead, you will at many times feel lonely. The decisions you are making to radically follow God and lead others will prevent you from being able to live the same lifestyle that many of your peers, even Christians, are living. This can be a huge challenge for people and a major cross to bear. God certainly wants to give us great relationships, but there will be times as a leader that you need to be willing to lead the way, even when it is a lonely path.

(ii) Time

Many of us are used to being able to do whatever we want when we want. Responsibility changes everything. Leadership takes time. It is not just a once a week commitment that fits nicely in a schedule, but a responsibility that you must be willing to carry.

(iii) Tiredness

“Therefore we do not lose heart. Though outwardly we are wasting away, yet inwardly we are being renewed day by day.”
I Corinthians 4:16

Leadership takes time and also takes energy. It is not easy to be involved in people’s lives. The weight of responsibility will make us tired.

We are promised that God’s yoke is easy and His burden is light as the Spirit continually renews us, but outwardly we will face tiredness. Paul had sleepless nights and many times Jesus would spend the whole night on the mountain in intercession and the whole day ministering to the crowds. Our culture is so devoted to appeasing the flesh that it almost seems heretical to be tired doing ministry (though people are willing to exhaust themselves to get rich!), but it is a reality we must be willing to joyfully face if we are going to lead.

Leaders need to learn to rest well. They will face pressures and challenges throughout the week and therefore must know how to be recharged in the Spirit. Take a Sabbath day once a week, even if only for half a day, to get time away with the Lord and time to do refreshing activities so that you will be ready to fully embrace your responsibilities.

4) Commitments of a Leader

(i) Leaders need to be spending time with God every day:

Because we believe that everything flows out of our life in God, this is our highest value. Please note, we encourage you to get as much with God each day as possible, but consistency is crucial!!

(ii) Leaders need to be accountable and committed to growth:

Every leader at Mosaic has people they are open with and accountable to. When there is a lack of accountability, leaders can quickly fall into sin. Mission group leaders should have an accountability group and also be accountable to their coach.

If there is major sinful area in your life, we ask you wait until there is breakthrough to start leading a group. This is for your good so that your

personal life in the Lord can be thriving. Once this is happening, you will be able to rightly lead others.

(iii) Leaders need to be submitted:

We have a pastoral structure at Mosaic in which mission group leaders are submitted to coaches and coaches are submitted to the leadership team. This is because we believe that everyone needs a covering, and because we want to give our leaders the opportunity to have input from mentors.

(iv) Leaders need to model a missionary lifestyle:

The whole goal of mission groups are to have friends on a mission. If you are not personally sharing and demonstrating the gospel it will be difficult to have a mission minded group.

5) Skills of a Leader:

Vision Casting:

Bill Hybels describes vision as *'...a picture of the future that produces passion...'*

A picture of what something could be like that excites you. Get out of bed early or do with enthusiasm when you get home from work. I wonder what your picture is?

When you get clarity of vision, it affects everything else in your life, you start to spend time thinking about it, or day dreaming.

Let's look at progression a leader goes through with vision.

(i) See the vision:

Perhaps over a long period of time, or like an epiphany when it all comes at once you see a life changing image of the future that makes your pulse quicken.

- reading scripture
- looking at Jesus' life
- studying the early church
- hear an exciting story
- see someone else doing it

(ii) Feel the vision:

Very quickly once you see the vision, you feel it. This energy that gives life to vision, gives drive and energy.

(iii) Take responsibility:

Leaders say to yourself, "I'm going to give myself to this". It will take time, prayer, emotional energy, and finances. The Apostle Paul modelled this for us.

Acts 20:24.

"However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me—the task of testifying to the gospel of God's grace."

What if you don't know your vision?

Bill Hybels - Attitude of the heart:

- Have you yielded yourself fully enough to God?
- Have you asked God to unveil his vision for your life, or are you asking him to bless a plan that you have already come up with? We must come to God with empty hands and an open heart and ask "What is your vision for my life?"
- Have you fasted?
- Have you prayed?
- Have you been quiet and waited on God in solitude?
- Have you cleaned up sinful patterns in your life?
- Have you weeded out the distractions and ambient noise that would keep you from hearing what God is trying to say to you?
- Have you read avidly? Have you travelled widely/ Have you visited a variety of ministries around the world? Have you exposed yourself to the kaleidoscope of visions that God has given to others so that you can be inspired by the variety of options?

THREE: MISSION & PRAYER

“This is good and acceptable in the sight of God our Saviour, who desires for all men to be saved and to come to the knowledge of the truth”

1 Timothy 2:3-4

Mission:

The main role of the mission group leader is to lead their group into mission.

For some groups their mission will be quite narrow in focus while others will be very broad. Either way, the challenge to focus the group on mission will always exist. It is good to focus on evangelism and mission every week.

General Principles:

Most people in your mission group will need help prioritising mission in their lives.

Unfortunately, say the word “evangelism” in Christian circles, and reactions range from excitement to fear. Even emotions of failure and guilt are stirred up by the challenge of doing what God has called us to do—share our faith with those who don’t know Jesus.

God’s heartbeat is for those who do not know Him. *“This is good and acceptable in the sight of God our Saviour, who desires for all men to be saved and to come to the knowledge of the truth”* (1 Timothy 2:3-4). God invites us to share this desire. In 2 Timothy 4, Paul encourages us to do the work of an evangelist, and to share the gospel in season and out. For too long, evangelism has centred on events and not on a lifestyle of sharing His love with people we see every day. Whatever the focus of your group the leader needs to be emphasising this.

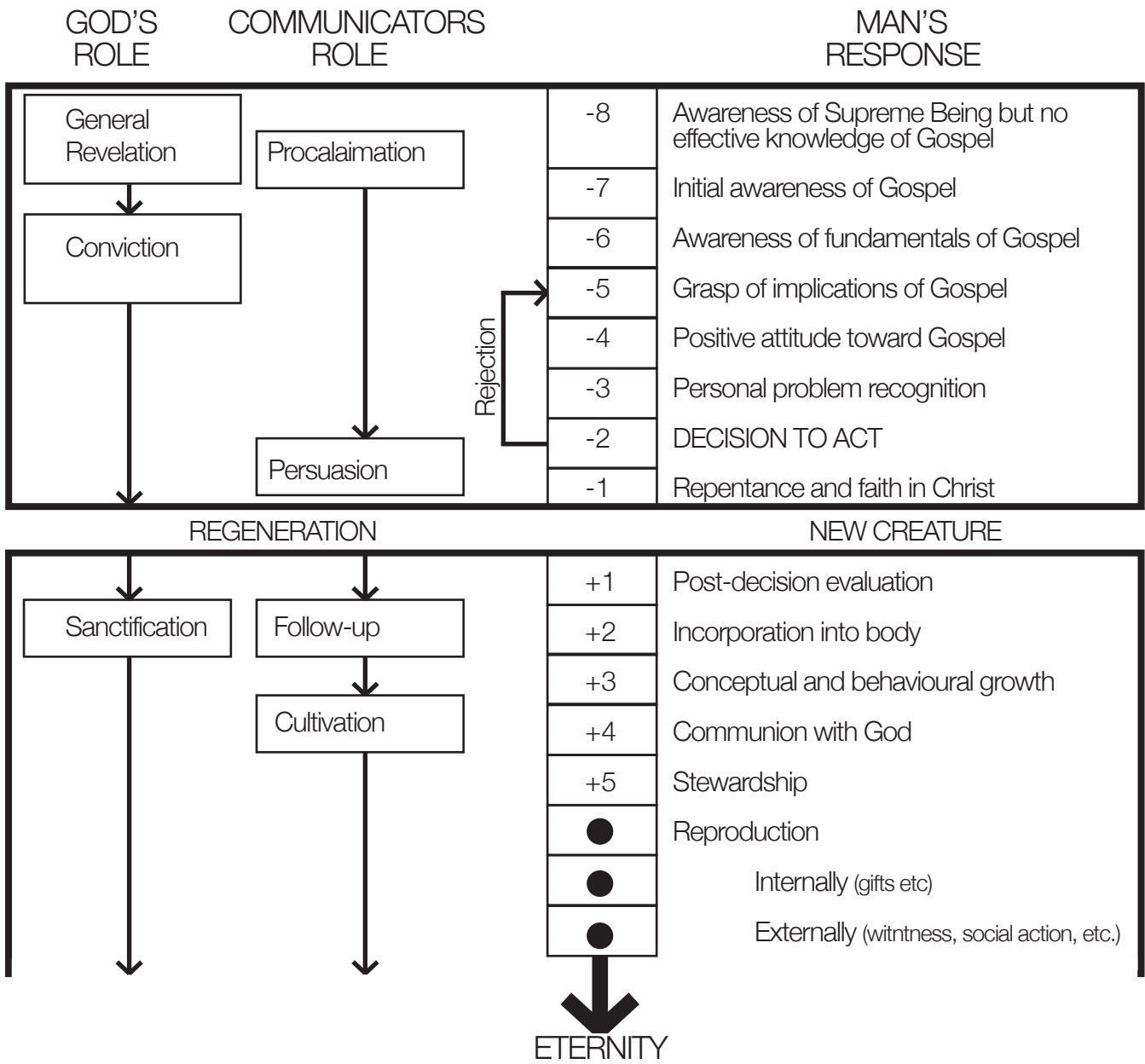
5 Discoveries That Empower Evangelism.

1. People listen when I treat them like friends.
2. When I serve, hearts are touched.
3. As I serve, I redefine the perception of a Christian.
4. Doing the message precedes telling the message.
5. Focus on planting, not harvesting.

Some people are especially gifted for evangelism, but each of us is able to effectively share the gospel because of Christ’s life in us. God invited us to work with Him and share the responsibility of taking the gospel to our neighbours, friends, family, co-workers and even strangers who do not know life in Christ.

The mission group leader must take responsibility for encouraging their group to focus on ‘planting’.

Diagram of the Engel Scale:



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Understanding the Basics to the Gospel:

Genesis 1-2:
'God set it up'
God creates this world and men and women to live in it. We were created to live in a loving relationship with him and each other.

Genesis 3:
'We mucked up'
Adam and Eve reject God – And we continue to reject God every day in our lives.

Genesis 4 - Malachi:
'God called us back'
At the heart of the Old Testament is the story of God calling his people back to himself and one another.

Matthew – John:
'God came himself'
As people continued to reject God, God came himself, in the person of his son Jesus. He came to call us back into a proper relationship with himself and provide a way for us to respond by dying on a cross. His death wasn't an accident; he intended to die and in doing so, to take the death penalty we deserve for everything wrong we have ever done. We can now be forgiven and return to a proper relationship with God and with one another.

Acts –Jude:
'God grows relationships'
God wants us to grow in our relationship with him, with one another and with the unchurched. These vibrant, growing communities are called churches.

Revelation:
'God is going to sort it out'
When we die we shall enter a perfect relationship with God and each other. The bible calls this place heaven. Those people who continue to reject God spend the afterlife in total separation from God. This place is called hell.

A Summary of the Gospel:

Romans 3:23
'...for all have sinned and fall short of the glory of God.'

Romans 6:23
'For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord.'

Roman 5:8
'But God demonstrates his own love for us in this: While we were still sinners, Christ died for us.'

Romans 10:9
'...that if you confess with your mouth 'Jesus is Lord' and believe in your heart that God raised him from the dead, you will be saved.'

However the post-modern world tends to like stories.

Share your story:

- Where I was?
- What was the central focus of my life was before I became a Christian? (relationships, loneliness, desire for money, drink etc...)
- What happened?
- Why I decided to become a Christian?
- Where I am now?
- The most important thing Jesus has done for me?

Share stories from scripture. Line up their story with bible's story.

- Purpose in life - Mark 12:28-34 – The greatest commandment: Love.
- Hurt – Luke 4:14-21 – Jesus explains Gods promise of being good news to the oppressed.
- Outsider – Jesus took the side of moral outsider (the women caught in adultery John 8); the social outsider (the women at the well John 4); superstitious outsider (the leper Matt 8)

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Prayer:

If we are going to see our groups reach the people God has given us a burden for, then we must pray. A mission group leader must be convinced of this and also have the skills to lead others into prayer.

Why Do We Pray?

We must ask ourselves, “do we believe in the power of prayer and do we spend regular time in prayer ourselves?”

“We must pray when we can feel the presence of God, and we must pray when the gates of Heaven seem to be locked against us. Like the needy widow in Jesus’ parable, we must knock relentlessly on the door of heaven, until God hears and answers. We must pray when it is convenient, and we must pray when great sacrifice is required. We must pray when we are strong, and we must pray when we feel that we have no strength left to pray. We must pray when we have time to pray; and we must pray when the demands on our schedules seem more than we can bear.”
Del Fehsenfeld, Jr.

We pray:

1. To bring the presence of God into what we are doing.

We want to bring the ministry of Jesus to us and to others, and this is accomplished through prayer.

2. To bring God's power.

We need the power of Jesus to do the works of Jesus (and the “greater works”), to demolish the power of the enemy’s defences and strongholds, and to be changed from the inside out. Prayer is often our only weapon to set people free from bondages.

3. To protect others.

Prayer is a divine source of protection from sin, sickness, and satanic oppression and attack.

4. Because God ordained that His Kingdom would advance through prayer.

Prayer is a weak activity in the eyes of the world, and God ordained that weak things would shame the strong (1 Corinthians 1:27). The holy, humble, believing, persevering prayer of one person righteous in the sight of God will accomplish much (James 5:16). Jesus said, *“If you remain in me and my words remain in you, ask whatever you wish, and it will be given to you”* (John 15:17).

5. Because of historical precedent.

Intercession precedes the move of God. Whether before the revival in Wales in the late 1900s, or the 1996-97 revival in Pensacola, Florida, prayer was the key to people being transformed and brought back to Jesus.

6. Because the real battle is spiritual.

Scripture tells us *“our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms”* (Ephesians 6:12). After telling us this, Paul said to, *“pray in the Spirit on all occasions with all kinds of prayers and requests”* (Ephesians 6:18). Prayer is our “tool” to affect change in the spiritual world. The book of Revelation tells us that the prayers of the saints rise before the Lord like incense, filling up bowls that He pours out at the right time, releasing His power on earth (Revelation 5:8). Prayer tips the scales in the spiritual battle.

7. Prayer is also fun.

It’s breathtaking at times to pray in a group and experience the manifest presence of Jesus filling the room. The Lord is enthroned on the praises of His people (Psalms 22:3), and Jesus said that wherever two or three are gathered in His name, He is there among them (Matthew 18:20). Prayer helps us increase in holiness, purifies our motives, and makes us dependent upon God. God shares His heart and intimate secrets with us in the prayer room.

Most people do not know how to pray. Corporate prayer meetings are key for developing the personal prayer lives of group members because they serve as a discipleship time for prayer. Jesus repeatedly modelled prayer to His disciples (Luke 11:1).

Additionally, prayer is the most effective thing a leader can do. Whether in pastoral situations or the overall help or direction of the group, leaders need to be disciplined to first seek the Lord in prayer. It is easy to get overwhelmed by the next crisis, but God is not intimidated. Prayer connects us to the real power source.

Prayer Walking:

One very effective way of corporate prayer is “praying on site with insight,” known as prayer walking. Divide into small groups and choose an area of the city to walk around. E.g. neighbourhood, university or city centre. If you meet neighbourhood people while you are out prayer walking, stop and talk to them. Let them know that you are Christians who believe that God answers prayer, and ask if there is anything you can pray for them.

This helps to establish your presence in the neighbourhood, as well as giving your group an opportunity to pray for someone. It also helps to create more community in your group as you minister together.

What to do on a Prayer Walk:

1. Pray Ephesians 6:10-18 over yourselves.

2. Ask God for His mind and wisdom.

(1 Corinthians 2:16).

3. Talk with one another.

Talk about where and how long you want to walk and pray. Start walking!

4. Open your eyes!

Pray aloud/quietly. (Ephesians 1:18)

5. Look.

When you sense or see something (noticeable or by revelation), pray for the kingdom of God and against the darkness.

6. Pray together.

(Matthew 18:19)

7. Pray with scripture.

8. Pray with relevance.

Leave your own prayer list at home and pray for the needs you see.

9. Clear ending.

End by meeting back together for a time of thanksgiving and feedback.

“What the church needs today is not more machinery or better, not new organizations or more novel methods, but men whom the Holy Ghost can use —men of prayer, men mighty in prayer. He does not come on machinery, but on men. He does not anoint plans, but men—men of prayer.”

E.M. Bounds

Footnotes:

1
From Conspiracy of Kindness by Steve Sjogren.

2
Survey Results courtesy of American Institute for Church Growth, Pasadena, CA Lifestyle Evangelism.

3
From Ralph W. Neighbour, Jr. From Where Do We Go From Here? Page 115.

FOUR: DISCIPLESHIP

OUR: DISCIPLI

“And let us consider how we may spur one another on toward love and good deeds”

Hebrews 10:24

Vision for Discipleship:

Investing time in discipling others is investing in eternity. There is an old saying that you can count the number of seeds in an apple, but you cannot count the number of apples in a seed. Giving time and energy to others may result in the eternal change of another person, or a church, or even a nation. Disciplers invest in others so that the investment is immeasurable: others grow in their faith, are released into their calling, and then invest in others. This is true discipleship, and our calling as Christians.

Why Should I Disciple Someone?

In Matthew 28:19, Jesus says, *“Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.”*

Jesus does not command His followers to convert all the nations; He commands them to make disciples.

A disciple has reached maturity when they begin making disciples themselves. Yet even disciple makers need someone in their life encouraging them on in their walk with God. One definition of discipleship could be taking interest and action in someone else’s relationship with Jesus as you would your own. Everybody needs this.

We encourage everyone to be both a lifelong disciple and a disciple maker.

The Master’s Plan:

Discipleship was Jesus’ plan to change the world. Jesus didn’t rely on drawing big crowds or establishing an organizational structure to build His church. Instead He focused His time and energy on training a few men to proclaim His message after He ascended to heaven. Certainly Jesus was available to the masses, but He prioritized a few. It was these few men *“who turned the world upside down.”*

The Master Plan of Evangelism by Robert E. Coleman outlines the process or, better stated, the discipleship values Jesus used in preparing the first apostles:

- 1. Select a few**
“He chose from them twelve”
Luke 6:13
- 2. Live life with them**
“that they might be with him”
Mark 3:14
- 3. Show them how to live**
“I have given you an example”
John 13:15
- 4. Delegate responsibility**
“He sent them out”
Luke 9:2
- 5. Oversee their progress**
“When the apostles returned, they reported to Jesus what they had done.”
Luke 9:10
- 6. Expect them to reproduce**
“Go and bring forth fruit”
John 15:16
- 7. Commission them**
“Go, therefore, and make disciples in all the nations...”
Matthew 28:18

What is Discipleship?

Discipleship reproduces Jesus in another person, mainly through relationship, modeling and prayer. It's the process of taking initiation in another person's life with God by transferring Biblical attitudes, skills, motivations and desires into them.

Hebrews 10:24 gives us a nice summary: *"And let us consider how we may spur one another on toward love and good deeds."*

Discipleship is:

Loving others by laying down your life for them.

Taking the initiative to spur on someone else in their life with God.

Transferring values.

Sharing what you learn with others.

Being ambitious for someone else in prayer.

Calling out giftings.

Affirming Godly character.

Providing accountability.

Coming alongside others to help strengthen them.

Building a relationship. The most successful discipler is first a friend.

Remember discipleship is not a project, but a heart to heart relationship. (Phil. 1:3-8) It's not about things we do but people we love. It is important as you invest in people's lives that you make sincere efforts to value them as special people for whom Christ died.

Characteristics of Effective Disciplers:

Discipleship is a learned skill. It is not an ability that people come by naturally, or a course that you take someone through. It certainly is not a personality type. But everyone can do it; if we couldn't, Jesus would not have commanded us to do it.

Some disciplers do a better job than others. Those desiring to disciple need to check the list for areas in their own lives that may need to mature.

1. Their lifestyle is an example to be followed.

A discipler who is trained for godliness has a lifestyle that can be modeled.

2. They pray.

Prayer is the foundation of every aspect of an effective discipler's life. They are not confident in their own abilities, but they trust in the Lord to disciple others through them.

3. They are available.

To make an impact upon another person's life, one has to be available in times of need. People are most open to hearing godly correction at life's crisis points.

4. They are consistent.

Consistency in heart attitude, in actions and in character is crucial to the discipleship process. It gives the disciple a sense of security. A discipler who consistently forgives, and asks for forgiveness, exhibits trustworthiness. This consistency is achieved only when Jesus is the source of strength, and when He rules emotions.

5. They have a working knowledge of the Word of God.

A discipler repeatedly points the disciple back to the Word of God and to prayer. Familiarity with the Bible enables a discipler to speak more of God's Word into other people's lives.

6. They are full of faith and belief.

1 Corinthians 13:7 says that love *"believes all things, hopes all things, endures all things."* Disciplers who love their disciples choose to believe the best about them and refuse to focus only on the imperfections. They pray believing that Jesus will take care of the "impossible" in their disciples' lives. They don't give up. Disciplers see the godliness in those they're helping to train and are able to overlook offenses.

7. They consistently encourage.

The things of the world routinely beat down Christians and feed their insecurity. Statistics show that it takes 10 positive comments to compensate for each negative one! Effective disciplers deliver these words of encouragement to build up others. It is important to call out and praise anything positive in disciples, not just areas where they might be insecure. Over time, disciples learn that they are unconditionally loved and so are open to receiving godly correction.

8. They are diligent.

The disciple counts on the discipler to be faithful: to their meetings; in holding the disciple accountable; and in speaking the truth in love (confronting). Without this diligence, the disciples' growth is hampered because they are not held to God's higher standard.

9. They are full of kindness.

Disciplers must not be quick to get angry. Instead, they listen and show kindness at every turn, which reinforces their trustworthiness.

10. They are faithful.

Disciples depend on more mature Christians to keep their word and to do what they say they'll do. Disciples know whether their disciplers are holding themselves to that "higher standard" of Christ-like living. If not, credibility sinks.

11. They are servants.

Scripture says that Jesus did not come to be served but to serve and to give His life in ransom for many. Jesus is THE example of one who serves, and He commanded us to serve one another (i.e. wash one another's feet). An effective discipler models a servant's attitude and lifestyle.

Practicals of Discipleship

How Are Disciples Made?

Once a discipler learns the goals and values of discipleship, it is important to put them to use in a practical and comprehensive way. The most effective “transferring” in the discipleship process occurs through modeling. Discipleship isn’t just taught, it’s caught!

Modeling is a necessary part of discipleship. From praying through character issues together to teaching a disciple how to lead a group, modeling is the most effective training method. As disciples witness how God’s knowledge and revelation affects the leaders’ lives, they are motivated to catch the same revelation from the Lord and experience it personally.

How Do I Start the Relationship?

Intercede:

The process of finding a disciple starts with specific and detailed prayer. Jesus spent all night in prayer the day before he selected his disciples. Regardless of where they are spiritually, if they are hungry, teachable and committed, they are ideal people to begin the process of initiating a discipleship relationship.

Initiate

Mission group leaders begin building relationships as soon as the group begins. People come to the Mission group with needs, and your job is to serve and love them. Mission groups often begin with a lot of social time, and this is when leaders begin to reach out to members. Show them you have an interest in their lives outside of a 2-hour Mission group meeting. Ask them questions about their lives and get to know them.

Invite

Once a level of comfort has developed between you and the member, get to know them. Ask detailed questions about their life, family, dreams, hopes and desires. Tell them about yourself and what Jesus means to you. Share your heart with them. Tell them why you are a Mission group leader. Let them know you. They will be vulnerable as they sense that you are being vulnerable. The strongest discipleship comes out of strong relationship, so you must develop a trusting friendship first.

Introduce

As you spend more time together over a few weeks, introduce the idea of meeting regularly with them to talk about your relationship with God. This must be two-way sharing to be effective. Start with less structure and more relationship and move to more discipleship in specific areas where you see their need for growth. Be praying about the appropriate timing to define the relationship. Communicate to them that you want to grow in Christ and to see them grow as well and that discipleship could facilitate that. Tell them what discipleship would look like and ask them to pray about it. Give them a time when they can get back to you with their answer. Also, let them know that the reason you are investing your life in them is so that they can do the same for someone else in the future.

Remember, you are meeting with them to serve them. If you go into discipleship with an attitude to serve, love, and bless the one you are meeting with, your discipleship will be more fruitful and you will have more peace in your life. The end goal of any discipler for their disciple is that they surpass them in love for God, depth of knowledge and insight (Philippians 1:9), and become a discipler themselves.

What Do I Do When We Meet?

When you meet there are three main things to talk about that can be summarized by looking up, in and out.

Look Up means focus on their walk with God and seek to experience God together through prayer, worship and Bible study.

Look In means asking questions about their personal life and issues of the heart.

Look Out means serving/ ministering together and giving attention to the relationships in their lives, including those with unbelievers.

The following is a list of helpful questions to ask in discipleship:

Look Up - Relationship with God

1. How is your time alone with God going? When and where do you get alone? How often?
2. Are you connecting with God?
3. What has God been speaking to you? Teaching you? What are you reading in the Word?
4. What do you enjoy the most in your time with God right now? What is the hardest part about it for you?
5. What are you believing for right now in prayer? Personally?

6. How do you feel about the direction God is leading your life? Do you feel inspired and purposeful?

7. Are the corporate gatherings (Sunday afternoon, prayer meetings etc) building you up?

8. What area of service has God put in your heart?

9. What do you consider your primary spiritual gifts?

Look In - Holiness

1. How is your heart?
2. Are you making the most of your time? How is your time management? On what are you spending your spare time? What changes if any need to be made in your schedule / life?
3. How is your thought life? What are you spending most of your time thinking about?
4. How are you doing in the area of sexual purity? Have you looked at or focused on any sensual image in the last week?
5. How is work going? Are you being faithful and diligent? What has God been saying about work?
6. What is God speaking to you about finances? Giving? Are you operating within a budget? What are your financial priorities right now? How are you approaching your debt (if applicable)?

Look Out - Relationships

1. How are your relationships? (spouse, roommates, family, friends)? How is your social life?
2. What is God saying to you about your marriage? Family?
3. What is the greatest need right now in your marriage? Family?
4. Is there any hurt or bitterness in your heart from any relationship?
5. Who are you discipling? When and how often do you meet with them? What do you talk about? What are you praying and believing for them?
6. What are the top 3 needs that, in your opinion, the people you meet with have?
7. Have you shared the gospel this week?
8. Who are the unbelievers you are building relationships with and praying for?
9. What do you see God doing in our mission group?
10. Do you have any questions about anything going on at church?
11. Do you feel covered and helped? What can I do to serve you better?

Facilitating Discipleship for Mission Group

Leaders will typically need to initiate with three to five people in their group for discipleship. So, we are not asking you as a Mission group leader to disciple every person in your group. We are, however asking that you take responsibility to ensure that everyone in your Mission group is being disciplined by somebody. You oversee the discipleship plan. Paul did this by delegating responsibility to other disciple makers (2 Timothy 2:2).

You can do this by focusing your time on those in your group that are at a place of maturity to disciple someone else (core teams). You can charge them in turn to disciple others in the group. In this way everybody is meeting with someone for discipleship, not just with the leaders. Be available to everyone in your group, but initiate with just a few. This was Jesus' pattern and it should be ours.

Accountability:

We encourage everyone at Mosaic to be in an accountability group (2-3 people). Accountability groups take time to form but the leader must ensure that all their group members are in a group. Mission group leaders may need to coordinate with other groups if there isn't anyone suitable in their own group.

Mosaic Discipleship Profile

Our desire at Mosaic Church is to present every person complete in Christ (Col 1:28) and to prepare every person for works of service (Eph 4:28). In other words, our desire is for everyone to live the vision of the church: Loving God, loving others, loving their communities, loving the underprivileged and loving the nations.

The following is a plan for the development of all believers into mature, Christ-like ministers through the local church. There are four stages of growth. Within each stage are different areas of character, knowledge, and skill that we believe important in a believer's maturing process. Each stage is intended to build on the previous ones. Our goal is for everyone to move at least into stage four. Each new stage of growth corresponds to five invitations or callings of Jesus in the lives of the disciples in scripture.

Stage 1 – Call to Believe

This stage is salvation and introduction into the kingdom of God. Those moving through this stage, move from unbelieving seeker to becoming a child of God. Perhaps they have just finished Alpha and are attending the Beta course and Sunday meetings. This call to salvation corresponds to John the Baptists' call to repentance and the disciple's initial response to follow Jesus when John directed them. (Matt. 3:1-6; John 1:35-51).

New Believers Stage: Character

- 1.** Devotion to seeking and loving God
(Jer. 29:11-13; Matt. 22:37-39)
- 2.** Love for others (How to have godly relationships with others)
(John 13:34-35; Gal. 5:13; Eph. 5:21; Col. 3:12-14)
- 3.** Desire for holiness
(Ps. 24:3-6; Ps. 139:23-24; Eph. 1:4; 1 Thes. 4:3-8; 1 Peter 1:15)
- 4.** Transformation through a renewed mind
(Romans 12:1-2; Phil. 4:4-8)

- 5.** Commitment to obey God
(Ps. 119:33-35; Matt. 28:20; John 14:23-24; 1 John 3:21-24, 5:3)
- 6.** Perseverance through trials
(Mark 4:16-17; 2 Cor. 4:16-17; Hebrews 10:35-36; James 1:2-4)
- 7.** Lifestyle of worship
(John 4:21-24; Romans 12:1-2)
- 8.** Openness to accountability and discipleship
(Prov. 27:17; 2 Cor. 8:21; Eph 5:21; James 5:16)
- 9.** Desire to tell others about their faith
(Matt 28:18-20)

Knowledge

- 1.** Character of God (Father heart of God, goodness of God, love of God, justice of God, holiness of God, power of God, sovereignty of God, presence of God)
- 2.** Nature of Christ (Who Jesus is: fully God / fully man, resurrected Saviour)
(Matt. 16:13-28; Phil. 2:5-11; Col. 1:15-20; Hebrews 1:1-3)

- 3.** Foundations of Faith
(Hebrews 6:1-2)
 - a.** Repentance (Luke 3:3-18; Acts 2:37-39; 2 Cor. 7:10-11)
 - b.** Salvation by grace through faith (Eph. 2:8-10)
 - c.** Baptisms: water and Holy Spirit (Acts 19:1-7)
 - d.** Person, fruit and gifts of the Holy Spirit (John 14:15-18,25-27; 16:5-15; Gal. 5:16-26; 1 Cor. 12)
 - e.** Eternal judgment and Heaven
- 4.** Forgiveness of sins (grace of God and the cross)
(Eph. 1:7-8; Col. 2:13-15)
- 5.** Identity in Christ
(2 Cor. 5:16-17)
- 6.** Authority of the Bible
(2 Timothy 3:14-17)
- 7.** Overview of the Bible
- 8.** Purpose of the Church
(Eph. 2:19-20, 3:10-11; 1 Peter 2:9-10)
- 9.** Purpose of Communion
(Luke 22:7-23; 1 Cor. 11:17-34)
- 10.** Understanding of the Great Commission
(Gen 12:1-3; Matt. 28:19-20; Luke 24:47-48; Acts 1:4-8)

Skills

- 1.** Develop a daily devotional life with Jesus
(2 Chro.15:2; Ps. 5:3-4; Lam. 3:22-24; Acts 2:42)
- 2.** Learn to share the Gospel with others
(Eph 6:19; 1 Peter 3:15)
- 3.** Learn to pray and fast
(Matt. 6:5-18)
- 4.** Begin reading the Bible
 - a.** What do you like best?
 - b.** What do you like least?
 - c.** What do you not understand?
 - d.** What do you learn about God?
 - e.** What do you personally need to do about it?
 - f.** Which phrase or verse do you want to take with you?
- 5.** Memorizing Scripture
(Deut. 6:4-9; Ps. 119:11)

Stage 2 – Call to Community

This stage is a decision to enter into daily life with the community of God, his church. People moving into this stage go from being an unknown Sunday morning church attendee to sharing in community life as an active group member.

Jesus called his disciples into this stage when he invited them to leave their nets and follow him. Disciples lived with Jesus, traveled with Jesus, learned from his teaching, witnessed his works of power and served as Jesus directed (Luke 5:1-11).

Mission Group Member Stage: Character

- 1. Freedom from sinful bondages** (Gal. 5:1) - 7 Steps to Freedom
 - a.** Renouncing idolatry and non-Christian influences
 - b.** Deception vs. Truth (Identify and renounce lies and fears from the enemy)
 - c.** Bitterness vs. Forgiveness and restitution
 - d.** Rebellion vs. Submission (relating rightly to authority)
 - e.** Pride vs. Humility
 - f.** Renouncing bondages of the flesh (sexual sin, impure speech, addictions)
 - g.** Dealing with our current and past generational sins
- 2. Servant-hood** (Phil. 2:1-11; Matt. 20:17-28; John 13:1-16)

3. Responsible and accountable with finances (Rom. 12:13; I Tim. 6:17-18; Col. 3:17)

4. Good work ethic (Col. 3:17; I Thess. 4:11; II Thess 3:8-13)

5. Transparent and teachable (I Peter 2:1; Ps. 51:17; Ps. 139:23-24)

6. Healthy marriage and family life (Eph. 5:21-33; Eph. 6:1-4; I Peter 3:1-7)

7. Compassion for the poor (Isa 61:1-4)

Knowledge

- 1. Identification of spiritual gifts** (I Cor. 12-14; Eph. 4:11-13; Rom. 12:3-8)
- 2. Fear of the Lord** (Ps. 19:9; 25:12-15; 103:11-17; 147:11; 112:1-2; 128:1-3; Is. 11:1-3)
- 3. Major themes of the Bible** (glory of God, kingdom of God, sinfulness / redemption of man, covenant, grace of God, salvation by faith, Jesus and the cross) (II Tim 3:16-17; Heb. 4:12; Psalm 119)

Skills

- 1. Hearing God** (John 10:1-4; Rev. 3:20)
- 2. Learning tools for healthy marriage and parenting** (see above)
- 3. Stewarding money and possessions** (tithing, giving, debt, simplicity) (Phil. 4:11-12; Malachi 3:8-11; Matt. 6:1-4; Luke 12: 13-21)
- 4. Resolving conflict** (2 Tim. 2:24-25)
- 5. Ministering in the Holy Spirit** (Jesus' example through the gospels and Book of Acts)
- 6. Managing your time** (Eph. 5:15-17; Ps. 31:14-15)
- 7. Living in Community / Mission group** (Acts 2:42-47)
- 8. Developing a lifestyle of evangelism** (II Tim. 4:1-5; Matt. 28:18-20)

Stage 3 - Call to Service

Moving through this stage is a decision to take responsibility in the kingdom of God. Here, one's gifts are recognized and they are positioned rightly in the church to serve. Responsibility and authority is delegated to them. At this stage a person becomes a core team member.

This stage reflects Jesus' delegation of ministry and authority to his seventy-two disciples. He sent them out to do the work of ministry and they reported back to him (Luke 10:1-20).

Core team: Character

- 1. Serving faithfully in little** (Luke 16:10-12, 19:11-27)
- 2. Submitting to authority** (Hebrews 13:17)
- 3. Attending faithfully** (Heb. 10:25)
- 4. Looking to others' interests** (Phil. 2:3-4)
- 5. Learning to live above reproach** (2 Timothy 2:22-26)
- 6. Growing in confidence and humility** (1 Samuel 17; Luke 18:14)
- 7. Maintaining unity with spouse in ministry** (Eph. 5:21,31; Phil 2:2)

Stage 4 – Call to Leadership

Knowledge

- 1. Attending training programs per ministry area (1 Timothy 4:14)
- 2. Reading through the entire Bible (2 Timothy 2:15)
- 3. Living grace-based vs. law-based (Rom. 3:21-31; Gal.2:15-3:5; 5:13-18; Titus 2:11-14)

Skills

- 1. Expanding, disciplined devotional life (Jer. 29:13; 1 Thess. 4:1)
- 2. Preparing for and leading meetings (Acts 2:42-47; Acts 4:32-35; Acts 15)
- 3. Investing in 1-3 discipleship relationships (Matt. 17:1; Matt. 28:29-20)
- 4. Reaching out to bring in new people...gather & incorporate (Matthew 12:30; Acts 2:47)
- 5. Learning to multi-task with life & ministry responsibilities (Eph. 5:15-17; Phil. 4:4-6; 1 Thess. 4:9-12)
- 6. Leading small group prayer gatherings (Luke11:1-13)
- 7. Exhibiting kingdom values in lifestyle (as described in Stages 1 & 2)

This stage represents the transition from serving in a particular ministry to taking expanding responsibility for leading the ministry. Leaders take full responsibility for vision and growth of this ministry or group. They also work to reproduce the group/ministry and to raise up others to do the same (2 Timothy 2:2). While everyone may not be so gifted as to lead a group/ministry on their own, we do believe that everyone has the capacity to serve on a leadership team.

At this stage Jesus imparted to his disciples the Holy Spirit and commissioned them to expand the church to Jerusalem, Judea and Samaria and to the ends of the earth (Acts 1-2).

Leadership Stage (responsible for 10s and 50s): Character

- 1. Self-motivating (responsibility and working unsupervised) (Matt. 25:1-30)
- 2. Desiring to live a life in accordance with Titus 1 and 1 Timothy 3
- 3. Ministering in God’s special anointing on their life (2 Tim. 1:6)
- 4. Demonstrating growth in love, godliness and spiritual gifts (1 Timothy 4; 2 Peter 1:5-8)

Knowledge

- 1. Able to communicate and defend the basic Christian doctrines (Knowledge sections in previous stages) (1 Timothy 4; 2 Timothy 3:14-4:5)
- 2. Able to recognize God’s unique grace and anointing on their life (Eph. 3:7-8)
- 3. Able to recognize God’s unique grace and anointing on someone else’s life (Gal. 2:8-9)

Skills

- 1. Expanding in spiritual disciplines (1 Timothy 4:12-15)
- 2. Multiplying a group or reproducing your work (casting vision and raising up new leaders) (Gen. 1:28; Matthew 28:19-20; 2 Timothy 2:2)
- 3. Growing in counselling ability (i.e. leading people through the Seven Steps of Freedom) (Isaiah 11:2; Isaiah 61:1-4; John 14:25-27)
- 4. Overseeing the management of small groups of people (discipleship plan, delegation, resources, etc.) (Exodus 18; Romans 12:8)

Handling Problem Situations

I. Introduction

A. We are admonished in the Scriptures (Matt. 10:16) to be as wise as serpents, but as harmless as doves. This word applies to the group leader in handling potential problem situations that can arise without warning during a mission group meeting. To avoid damaging the integrity of the meeting, individuals who tend to disrupt should be quickly identified, redirected and ministered to wisely with love. You should use your skills as a leader to deal with these people, never forgetting that you have been given the authority to do so by your leadership team.

B. The goals in dealing with these situations follow:

1. To protect the other members of the group
2. To maintain the control and integrity of the meeting
3. To minister to the underlying needs of the individual

II. The Person Who Feels Spiritually Superior

A. How to Identify

1. May seek to dominate the group or build up his/her ego by constantly quoting Scripture and wanting to read a multitude of Scriptures, often from secluded portions of the Word.
2. May try to impress the group by mentioning how often he/she has been used by the Lord.

3. If allowed to talk very long, may begin to direct criticism toward the mission group leader, group, or the church leadership.

B. Dangers to the Group

1. May cause disunity and division.
2. May be a stumbling block to the less mature Christian.
3. May disrupt the flow of the meeting and the ministry of the Holy Spirit.

C. Tips for Handling

1. Do not encourage his/her sharing.
2. Re-direct the discussion by interrupting with questions such as: *"How does this relate to what we are presently discussing?"*
3. If the person continues, the group leader should state with love, but firmly, that because of time restraints he must ask the person to finish in 30 seconds.
4. Minister to the person after the meeting by explaining and clarifying the purpose of the group meetings, and ask for the person's future cooperation.

III. The Person Who Is Someone Else's Disciple

A. How to identify

1. Often refers to information or knowledge obtained from some person or group outside of a local church.
2. May portray a corrective and sometimes critical attitude, and attempt to exhort the group leader or group members with how-tos, ought-tos, shoulds and don'ts.

B. Dangers to the Group

1. Tends to cause confusion, possibly leading to disunity and division, and may even endanger the future of the group.
2. May disrupt the flow of the meeting and the ministry by the Holy Spirit.

C. Tips for Handling

1. Do not encourage his/her sharing.
2. If he/she persists, stop them by stating that time constraints require you to move on.
3. Minister to him/her personally after the meeting to clarify the purpose of the group. Explain in love, but firmly, that you do not wish to take issue with his/her teaching, but that the group is not intended to be a teaching platform for any individual in the group.

IV. The Person Who is a "Self-Appointed" Pastor

A. How to identify

1. Usually roams from group to group and resists the spiritual authority of the group leader.
2. Attempts to "take over" the group from time to time.
3. Tries to establish his/her own authority or rule by control.
4. Purpose within the group is usually to recruit followers for their own purposes and this will soon become evident.

B. Dangers to the Group

1. Generally disruptive of the flow of the meeting and the ministry of the Holy Spirit.
2. If allowed to move in full force, he/she will lead the group away from the desired goals and purpose of the meeting.
3. May cause disunity and division.

C. Tips for Handling

1. Do not encourage his/her sharing.
2. If he/she attempts to take control of the meeting, lovingly but firmly reassume control.
3. Meet with him/her privately and explain that each group has only one duly appointed spiritual authority and that is the group leader. Ask him/her to be submissive to your spiritual authority and explain that by doing so he/she is actually being submissive to God's spiritual authority.

V. The Over-Talker/Rambler

A. How to Identify

1. The "talker" is quickly identified by his/her tendencies to take over the sharing time and ramble from one subject to another.
2. The "story teller" attempts to tell stories with little or no relevance to the sharing subject.

B. Dangers to the Group

1. The stories may include personal experiences or inside information about others which should not be shared.
2. Generally causes "dead space" in the group, and the meeting ceases to "flow."

3. This is not a life-producing experience and causes boredom and loss of energy in the group members, particularly if the stories are long or frequent.

C. Tips for Handling

1. Do not encourage this person to share.
2. Direct the person's sharing with statements such as: *"It sounds as though you have had many experiences, but what we want to know is, what is happening in your life now?"*
3. After the person has taken a short time to tell a story you may say: *"In order to allow others time to share, please condense your conclusion to 30 seconds."*
4. If he/she persists you may wish to meet with him/her privately to discuss how his/her sharing affects the group, and the need to limit the time each has to share.

VI. The Person Who Tries to Exercise Seniority

A. How to Identify

1. Has been a part of the church and/or the group ministry for a long time, possibly even longer than the current leader.
2. Refers often to "the good old days" and to previous church members, leadership and events.

3. Lets others know he/she believes that his/her relationship and position in the group is established based on his/her seniority.

B. Dangers to the Group

1. By relating to the group numerous references as to how things were done in the past, he/she sows seeds of discontent and questioning.
2. May perceive him/herself in a superior, parental role, or as having arrived (or at least one step ahead of everyone else in the group). This frustrates other group members and stifles their growth.

C. Tips for Handling

1. Treat this person as any other group member.
2. Play down the importance of seniority as either a Christian or a church member.
3. During sharing times ask them what God is presently doing in their life. Ask for specifics.
4. Encourage this person to share his/her prayer needs for group prayer.

VII. The Chronic Complainer

A. How to Identify

1. During initial visits to the cell group this person will seek attention and sympathy. He/she will have a "poor me" and "what did I do to deserve this" attitude.
2. As long as he/she can maintain the focus on him/herself he/she will probably return again and try to play the same game.
3. When others attempt to minister, it is resisted with a "yes, but" response and usually rejects good counsel.

B. Dangers to the Group

1. Exercises some control over the group by constantly focusing on himself/herself and his/her problems.
2. Constant negative/complainer attitude and game can cause confusion and destroy faith among group members.
3. If allowed to continue, he/she becomes generally disruptive to growth and ministry of the group.

Appendix: Discipleship Tool Box:

Getting Started
1. Pray

Before meeting with anyone to discuss anything, take the situation to God. Specifically, it is important to ask Him for the Holy Spirit's gifts of wisdom, discernment, insight, and understanding, so that the time will be effective/helpful. Ask God to speak into your heart words of knowledge about the person's life/spiritual condition/needs. Ask for the power to "speak the truth in love" no matter what you hear in your time with the other person.

2. Clean house in your own heart!

Be a clean vessel which can be used by God in the pastoral counseling session. Allow God to point out any unconfessed sins in your life. Receive His love and forgiveness so that you will be able to love and forgive one another.

3. If possible, find someone to meet with you and the other person(s).

This might be a spouse or a co-leader or a friend of the one who needs pastoral care. It is good to have someone praying during the session and listening to God while you are talking to the other individual.

4. Keep "propriety" in mind when planning the meeting.

Meet in a neutral place. Men meet with men, and women meet with women. Couples can meet with either gender, if that is agreeable to all involved. Don't give the enemy an opportunity to distract. Make the setting comfortable and safe for everyone.

5. Assess your own feelings and thoughts about the person/situation.

There is no room for judgment in pastoral care. Nor is there room for a pastor's own personal agendas for an individual. You are about God's work and seeking His agenda and His alone. Pastors, with all of their words and advice, can't change people. Only God changes people. Set your heart on this healthy goal: to direct this person to God and to God's ways. If you are having strong, negative feelings toward the person/situation, ask God to replace those feelings with love and compassion. If necessary, you can remove yourself and ask that someone else do the pastoral care.

6. Decide in advance to do more listening than talking.

Most people are hungry to be listened to. Significant healing can come as the counselee sees that you are caring enough about him/her to hear his/her story. At the same time, you can also be listening to God. He will give you insights and questions to ask. Decide before the first session that you will mostly listen, that your main goal is NOT to give advice but to hear God, hear the other person and direct him/her to God.

7. Make sure this person/couple is regularly being prayed for and loved on in the Body of Christ.

Make sure this person or couple is an integral part of a Mission group. Try not to be the only one who is speaking truth into their lives. ("...in a multitude of counselors there is safety" Proverbs 24:6b).

8. If you get stuck, call for help.

Contact your coach or any of the full time church staff if you feel like the situation is too big for you. You may need prayer support from one of these people or from your Mission group. Or you may need someone to join in with you as you pastor through the problem. You can probably do more than you think you can.

The Person You are seeing is Going through a Major Transition:

1) Someone once said *"nothing contributes more to who we become and what we do, than the decisions we make"*.

Many people in our mission groups will be making big choices about marriage, where they live, further education and training, job, areas of ministry and children. Remember you are assisting people to make their decisions.

It is not a sin for them to disagree with you or not take your advice on non moral issues. Beware of making decisions for people, even if their own choice seems wrong or stupid! Beware calling something wrong which simply differs from the way you were brought up, E.g. education, expectations to get married. Remember their decisions will affect their relationship with God. They should consider their decisions in light of what God is doing in their lives and the areas they need to grow in as disciples. E.g. taking responsibility, relating to others.

2) Helping people is a mixture of:

i) Natural wisdom – gained from living life and making a habit of learning from it.

ii) Spiritual wisdom – gained through prayer and your relationship with God.

3) Principles:

• What is God saying?

If the person is going on one prophetic word, it should confirm a decision rather than be an initial guide. Also, some people are often insecure making decisions and will make 'hearing from God' the only basis for making a decision.

• What do you want to do?

Some people try to make the process too spiritual and never actually ask what they want to do.

• What do others say?

Leaders, friends, others they respect?

• What are the long term implications of the decision?

What is their vision? Does the decision make sense in light of that?

• What has God called them to do in the church?

Should they actually invest in the church in Leeds and trust God for new job opportunities?

4) Jobs:

• Do they need to get further training?

• Will it stretch them?

• Will they enjoy it?

• Can they grow and develop in it?

• What sort of people will they be mixing with?

Will that be a positive or negative experience? How will it affect their walk with God?

• What hours will they have to work?

How will this affect their walk with God, family, church commitments and attendance?

• What sort of pay?

• What can they realistically get?

Are they aiming too high or too low? Are they being too fuzzy?

5) Ministry:

Many people want to go into full time ministry and can have a romantic notion of what it is like.

Are they planning to take a year out or is this what they plan to do for the rest of their life?

• If a year out, what are they planning to do next? A year shouldn't be just because they couldn't think of anything else to do.

• If the rest of their life, is this realistic and is there a clear track record of fruit in their past?

• How have they done in secular employment?

Full time Christian work is harder than a normal job, so they won't necessarily thrive if they are struggling with their secular job.

• How old are they?

Who would they be ministering to? Do they have the maturity to win older people's confidence?

• If married, does their spouse sense a call?

It is crucial there is a joint sense of call.

11) Marriage:

• How old are they?

• Past track record?

Have they been good judges of compatibility in the past? Do they have a tendency to make snap decisions?

• Are they compatible?

Is the other person a Christian, growing in God (2 Cor 6:14)? Do they have similar life expectations?

• Are they good friends?

What is their relationship based on?

• Are they in love?

Do they find each other attractive?

• Is the guy leading and initiating the relationship?

And is the woman giving room for the guy to do this?

The Person You Are Seeing Is Depressed

1. Pray

Pray in the session with the person. Ask God to set the course of your time together. Ask Him to direct you both to the roots of the current problem. Wait on Him for a few minutes to see if anyone gets a specific word or picture or question.

2. Listen to the story.

Ask questions to keep the story going—be listening for God to give you questions you never would have thought of yourself. Give good eye contact—lean forward in your chair to show interest. Make appropriate comments that indicate that you are listening and compassionate: *“Tell me more about that”*; *“I know that was painful”*; *“I can imagine how serious that was”*; *“That must have hurt”*.

3. Ask about the person’s salvation experience and current relationship with God.

This is so important for you to know. It determines how you will work with him/her in the future. Remember, your goal is to point him/her to God and God’s ways. It will be helpful also to determine how familiar the person is with the Bible.

4. Depressed people need encouragement —encouragement from God!

Every time you meet with this person it will be important to share that God loves him/her, He has a good plan for his/her life, and He wants him/her to walk in freedom from depression with the “joy of the Lord” as his/her strength.

5. Continue to pray in each session that God will highlight the root of the depression.

Sometimes depressed people are angry people—sometimes without being aware of that fact. Often, they are most angry at themselves. Pray for discernment about anger and any unforgiveness associated with it.

6. Go through the 7 Steps to Freedom.

Choose to do this slowly—a section per session is not unreasonable. Remember that there is a great section on unforgiveness in the 7 Steps. This section may be helpful in uncovering roots of depression that are found in unforgiveness.

7. Make sure the person is in a discipleship relationship with a Bible-knowledgeable mentor.

Depressed people can be very negative and self-condemning. Pairing them with others who are more positive in outlook and who are familiar with Biblical principles can make a big difference in quality of life.

8. Assign Bible word studies.

It would be helpful for the person to know God’s perspective on topics like the following: perseverance, suffering, faith, joy, strength. A study of “desert times” reveals that most of the great figures in the Bible spent time in the desert. As you know the individual’s issues and needs and specific circumstances, you can be creative as you lead them to more Bible knowledge.

9. Get this person involved in SERVING OTHERS.

Depression is an inward-focused problem. Many are helped when they get their focus off themselves and onto the needs of others.

10. If the person is suicidal, call in some help.

Some people who think about suicide actually do it. It is important to always take suicidal thinking seriously. Call your coach immediately if the person you are working with is thinking of suicide. If you can’t reach them, try calling the church office. Pray for this person’s thinking, take authority over the enemy and his lies, don’t leave the person alone, and call for help.

The Person You Are Seeing is Going out with a Non Christian

Complete above steps 1-3

4. Find out the details of the relationship, how long have they been going out?

How serious is the relationship? Are there some physical, emotional, spiritual boundaries?

5. When someone starts to date a non Christian there are usually a number of reasons behind this decision.

Try to help the person understand why they have chosen this route. Is this relationship meeting a need that should be met in Jesus?

6. Give biblical reasons why the relationship will be unhelpful for both parties.

Explain how the relationship will be built on faulty foundations. The Christian will find it difficult to establish clear biblical boundaries, walk in purity, share their spiritual life and form a relationship that will have a long term future.

7. Continue to pray that the individual will sense the conviction of the Holy Spirit and repent.

Often the believer is in denial about the consequences of such a relationship. Pray for them to see the implications of their choices and also pray for their witness to not be compromised.

8. Where possible bring in someone who has been out with a non Christian but has subsequently repented.

Ask them to share from their experience and to lay out the consequences of dating unbelievers.

9. If the person is a new believer with a non Christian boy/girlfriend then it is often good to help the person grasp the fundamentals of the gospel first and give room for the Holy Spirit to bring a sense of conviction.

Eventually it may need to be explained with sensitivity. Keep in regular contact as the person may feel embarrassed or be sensitive to rejection.

The Person You are Seeing is Sleeping with their Boyfriend/Girlfriend.

Complete above steps 1-3

4. Find out the details of the relationship, how long have they been going out?

How serious is the relationship? Are there some emotional and/or spiritual boundaries? If appropriate ask about contraception.

5. When someone starts to sleep with their boy/girlfriend there are usually a number of reasons behind this decision.

Try to help the person understand why they have chosen this route. How do they feel about it? Are they repentant? Are they feeling pressurized?

6. Give biblical reasons why sex before marriage is sinful.

Explain the consequences of this decision and that there is still time to pull the boundaries back to a more appropriate place. If the boy/girlfriend is a Christian, then it may be worth arranging for them to meet with a couple.

7. Continue to pray that the individual will sense the conviction of the Holy Spirit and repent.

Often the believer is in denial about the consequences of such a relationship. Ask them how they think God thinks and feels about their behaviour. Pray for them to see the implications of their choices and also pray for their witness to not be compromised.

8. If the person is a new believer with a non Christian boy/girlfriend then it is often good to help the person grasp the fundamentals of the gospel first and give room for the Holy Spirit to bring a sense of conviction.

Eventually it may need to be explained with sensitivity.

9. If the person is unrepentant, then eventually you will need to inform the church leadership and they will meet with them.

This would be to talk about church discipline (see Matt 18) if the person remains unrepentant.

10. Books to recommend.

'Every Mans Battle' by Stephen Arterburn, Fred Stoeker, and Mike Yorkey and 'Every Women's battle' by Shannon Ethridge and Stephen Arterburn

The Person You Are Seeing Is Grieving

Complete above steps 1-3

4. Grief is an emotional process—don't jump in too soon with attempts to make the person "feel better".

There is no quick way out of the grief process. "The only way out is through." The loss was real and the feelings of grief are real. The most helpful thing you can do is listen to the pain and direct the grieving person to express that pain at the throne of God. Pray that he/she will come to know Jesus as a comforting Shepherd, but don't suggest that he/she should no longer feel the pain of loss.

5. Expect to walk with a person who is grieving for at least a year.

After losing a parent or a child or a spouse, there will be many memory-laden dates which will have to be lived through and which will cause a fresh wave of pain—events like Christmas, Thanksgiving, the person's birthday, anniversaries, Valentine's Day, Father's Day and Mother's Day. On these days, the grieving person will need extra prayer and support. Ask about upcoming dates so you can be ahead of the process.

6. Don't be afraid to use the deceased person's name.

Part of the healing process will be the recalling of life events in which the deceased was a key player. Use his/her name. Ask questions about the deceased person's character. Encourage recollection of life with that person. Encourage discussion of both the good times and the bad times. Talking really helps.

7. Ask God to tell you when it is time to start encouraging any discussion of what the FUTURE holds for the survivor.

This is not an appropriate shift of focus for the first few months, when grief is so acute. But it is appropriate after about 6 months or so to start thinking about the future. Ask God about the timing.

In reality, the grieving person will never go back to the old normal of their lives, but with good pastoring they can discover a new normal.

8. Grief is a highly individualized process.

Don't expect any two people to experience it in the exact same way. Each person's individual journey will be different; however, all who are grieving need loving support, patience, and prayer. To the extent that you have control, make sure that the grieving person's Mission group is active in the loving and supporting process. Encourage the Mission group to talk about the deceased person, especially if the deceased was a member. Grief needs company. Especially after the funeral and visitations are over, the grieving individual needs the Body of Christ to come alongside.

9. How long does grief take?

It takes as long as the grieving person needs.

10. Reading sometimes helps.

Books you can recommend are; A Grief Observed, by C.S. Lewis; Where is God When it Hurts, by Phillip Yancey. Harold Ivan Smith has written several books on grieving issues. Some great Bible word studies to suggest would be "comfort" and "Heaven".

11. Pair this person up with someone who has lived through the grieving process.

Experience is a great teacher. It is a comfort to know that your experience is not an isolated one—that others have been on this journey and have survived.

12. Be aware that other losses besides death can cause grieving.

A broken relationship or engagement, a divorce, loss of a job, a move from familiar surroundings, a lengthy illness, a miscarriage. All of these things can cause a grieving experience—because all of these represent loss in a person's life.

The Person You Are Seeing Has Painful Childhood Issues

Complete above steps 1-3

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey. Particularly, take plenty of time to address the first step, because it covers so much historical ground. Pray, pray, pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced. The step on forgiveness will also be very important—one that you will not want to hurry through.

Take your time—really each step may take 2 sessions or so, as you talk to the individual about the incident and as you pray over each and every one.

5. A great book to recommend!

"Healing for Damaged Emotions Workbook: Recovering from the Memories that Cause Our Pain", by David Seamands, is a great resource. You can go through this workbook with the person, walking them through the exercises and praying for healing.

6. Pair this individual up with a Bible-knowledgeable mentor.

Nothing takes the place of discipleship!! We are healed as we walk in relationship with the Body of Christ.

The Person You Are Seeing Has Abuse in His/ Her past (Sexual/Physical/Emotional)

Complete above steps 1-3

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey. Particularly, take plenty of time to work through the first step, because it covers so much historical wound. Pray, pray, pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced.

The step on forgiveness will also be very important—one that you will not want to hurry through. Take your time—really each step may take 2 sessions or so, as you talk to the individual about the incident and as you pray over each and every one.

5. Great books to recommend!

“Healing for the Wounded Heart”, by Dan Allender, and “Door of Hope”, by Jan Frank, are two excellent resources for people who have experienced sexual abuse in their lifetimes. “Healing for Damaged Emotions Workbook: Recovering from the Memories that Cause Our Pain”, by David Seamands, is a great resource that addresses all abuses. You can go through this workbook with the person, walking him/her through the exercises and praying for healing.

6. There is ZERO TOLERANCE for abuse to be continuing in the here and now.

Please contact your coach for further help if you suspect that abuse is ongoing. Especially in the case of abuse of a minor or of an elder, we have a responsibility and a legal mandate to report it to authorities. Abuse in any form is sin, so we also have a Biblical mandate to “speak the truth in love” and to protect those who may be in danger.

7. Pair this individual up with a healed and Bible-knowledgeable mentor.

And make sure that he/she is really involved in a Mission group. An individual who has experienced abuse often has very low-self esteem and does not consider himself/herself worthy of any healthy love and concern. Mission group love can help in the healing of that demonic notion.

The Couple You Are Seeing is in Conflict

Complete above steps 1-2

3. Ask about each person’s salvation experience and current relationship with God.

This is so important for you to know. Equally yoked Christian partners have a high likelihood of being able to learn to die to selfish needs and to love each other sacrificially.

Unbelievers struggle to embrace that value. 2 Cor. 6:14—“*Do not be yoked together with unbelievers. For what do righteousness and wickedness have in common? Or what fellowship can light have with darkness?*” A primary pastoral task will be to present the Gospel to any unbelieving spouse.

4. Teach/model some basic good communication skills.

Good communication skills are:

- Listen more than you talk. Listen to understand.

- Turn the TV off during significant conversations.

- Don’t interrupt each other.

- Keep voices lower than usual.

- Stay at eye level with each other—no one standing over the other person.

- Try not to use the word “you”—instead, say “I feel ____ when ____ happens.”

- Pray together—they may not be in agreement over the one issue, but in God they are in agreement!

- Take a “time out” if tempers are flaring—agree to cool down for one hour and then resume the conversation.

5. Ask the couple to pray over and come up with their own “fair fighting rules”.

Then, hold them accountable to abide by those rules. You can suggest these, among others:

- Adults do not hit one another.

- Adults do not scream at one another.

- Christians are commanded to be “kind, tenderhearted, and forgiving one another”—Eph. 4:32.

- Parents do not need to have big conflicts in front of children.

6. Team this couple up with another Christian couple who have learned how to defer to one another and to love one another sacrificially.

Experience is the best teacher. And success in others’ lives is motivating and inspiring. By the time a couple is deeply conflicted, they have both lost hope for change. Talking to a successful couple will build their hope level. Also, being prayed for by another couple is a powerful experience.

7. Reading a good marriage book TOGETHER is sometimes helpful.

Having the wife read the book and try to preach it to her spouse is not helpful!! But when they invest time in it together, spouses can learn and grow together as they read. Try ‘The Marriage Book’ by Nick and Scilla Lee.

8. Help them understand God’s plan and design for marriage, if they are not reading a book.

If people are fairly new Christians or if they grew up in a family where marriage was abused and broken, they do not have vision for the fact that marriage is very important to God and that He has some specific purposes for marriage. This knowledge doesn’t cure conflict, but it can help motivate spouses to put down the old ways and pick up God’s ways.

9. Pair the husband up with another husband you know who loves his wife sacrificially.

Pair the wife up with a wife who loves and submits to her husband. These mentoring relationships, preferably within their mission group, can help with accountability and can pray for the marriage and the individual spouses.

The Couple You Are Seeing Has an Infidelity Issue

Complete above steps 1-3

4. Determine the commitment level of the couple.

This means that you ask the offending spouse if the affair is completely over and if he/she is really committed to doing the work required to regain the spouse's trust. Then, you ask the offended spouse if he/she is willing to do the work it takes to rebuild trust in his/her spouse. (One way to do that is to ask them each to write down a number between 1 and 10 to represent their level of commitment. [One means not committed at all and 10 means completely and totally committed.] Each should write down his number without the other seeing. This will give you a fair idea of whether they are at the same level or not.)

5. The affair must have ended in order for reconciliation to happen!

The offending spouse must have ended the affair and repented to both God and his/her spouse. Really, nothing in terms of reconciliation can happen unless this has occurred. If the offending spouse is not repentant, you will want to meet with him/her separately and help him/her see this behavior as sin against a spouse, but more importantly as sin against God. Does the offending spouse have a healthy fear of God? Does the offending spouse understand God's purposes for marriage? Does the offending spouse understand the consequences of sexual sin?

6. Take both spouses separately through "7 Steps to Freedom".

Clean house so the enemy will not use the sexual sin and/or any unforgiveness as a doorway into the marriage and family.

7. Find some extra support for the offended spouse.

The spouse who has been hurt and betrayed will need extra support, whether the marriage can be rebuilt or not and whether the offending spouse repents or not. The painful rejection related to an affair will take time to work through.

Pair the offended spouse with a mature, Bible-knowledgeable mentor who can help him/her in this healing process. Forgiveness will be an important issue to address in this setting.

8. Teach/model some basic good communication skills.

Good communication skills are:

- Listen more than you talk. Listen to understand.
- Turn the TV and the computer off during significant conversations.
- Don't interrupt each other.
- Keep voices lower than usual.
- Stay at eye level with each other—no one standing over the other person.
- Try not to use the word "you"—instead, say "I feel ____ when ____ happens."
- Pray together—they may not be in agreement over the one issue, but in God they are in agreement!
- Take a "time out" if tempers are flaring—agree to cool down for one hour and then resume the conversation.
- Adults do not scream at each other. And adults do not hit one another.

9. Coach the couple in ways they can rebuild trust and intimacy.

- Be faithful about having a weekly date night. No movies!! Go somewhere—anywhere—where they have to TALK.
- Start reading a book together about marriage or intimacy. Really, any book will do. The real goal here is for them to do something TOGETHER and to talk.
- Start a home improvement project together.
- Start exercising together.
- Do a Bible study together.
- Recall together the days of dating/courtship. Remember what they once did together and do those things again.
- Encourage them to join with healthy couples in social activities.
- Pair them up with a healthy couple for mentoring and instruction in how to have a healthy relationship.

10. This couple will need lots of prayer and support!

Recovery from infidelity is not impossible, but it is very difficult. There is no doubt that God has and does restore sinners. But we need to want to be restored. Infidelity is such a painful and serious blow to a marriage that partners often do not want the marriage to be restored.

troubled in their hearts.

And they don't want to do the work of rebuilding trust. Organize a concerted prayer effort on behalf of the couple you are seeing. Pray that they will be able to persevere.

11. A book suggestion.

There is a secular book which has some great guidance about reconciliation after fidelity: 'After the Affair: Healing the Pain and Rebuilding Trust when a Partner Has Been Unfaithful', by Spring and Spring. Other resources are available at Christian bookstores.

The Couple You Are Seeing is having Parenting Problems

Complete above steps 1-3

4. Look for extreme leniency or extreme rigidity in the parents.

So often parents err at either of these two extremes. Also, discern if the parents are on the same page with regard to parenting styles. Is one lenient and the other strict? Children are confused by conflicting styles and they also learn to manipulate by pitting the parent with one style against the parent with the other style. Work to get the parents in agreement.

5. Discern if there is a problem in the marriage.

Often, children act out when they are nervous or anxious or

Children know when their parents are having problems and they are shaken in terms of their security needs. They don't know how to express their pain, so they express it behaviorally. In other words, "parenting" problems may really be symptomatic of marriage problems.

6. Teach healthy parenting skills.

Poor parenting is often a lack of knowledge about what works, what is healthy, and what is Godly. Teach from your own experience and from the many resources that are available to parents.

7. Teach CONSISTENCY in parenting.

Many parents know what to do, but they are not consistent in doing it.

8. Pair this couple up with another couple who are older parents and who practice Godly parenting principles.

Spending time with a more mature couple will provide much helpful information, as well as a prayer covering for parents who want to grow in this important role.

The Person You Are Seeing Expresses Low Self-Esteem or Self-Hate

1. Pray

Pray in the session with the person. Ask God to set the course of your time together. Ask Him to direct you to the roots of the current problem. Wait on Him for a few minutes to see if anyone gets a specific word or picture or question.

2. Listen to the story.

Ask questions to keep the story going—be listening for God to give you questions you never would have thought of yourself. Give good eye contact—lean forward in your chair to show interest. Make appropriate comments that indicate that you are listening and compassionate: *"Tell me more about that"; "I know that was painful"; "I can imagine how serious that was"; "That must have hurt"*.

3. Ask about the person's salvation experience and current relationship with God.

This is so important for you to know. It determines how you will work with him/her in the future. Remember, your goal is to point him/her to God and God's ways. It will be helpful also to determine how familiar the person is with the Bible.

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey.

Particularly, take plenty of time to work through the first step, because it covers so much historical ground. Pray, pray, pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced.

5. Teach "Who I am in Christ".

This list of Scripture verses which tell about our identity in Christ is available in every copy of "7 Steps to Freedom". You can ask the person to take one character quality each week and meditate on the accompanying Scripture, then journal about that quality and ask the Holy Spirit for a revelation of that character quality in himself/herself. You can pray also that the eyes of his/her heart will be opened to the truth.

6. Warfare against Satan's lies and accusations for this person.

The "accuser of the brethren" lies to us not only about God's character but about our own characters. An individual who falls into self-contempt is often listening to those lies. Warfare over him/her and teach him/her how to put on spiritual armor on a daily basis.

7. Help this individual get involved in a Bible study.

God's word is the gold standard for truth. This individual must be grounded in the Bible so he/she can discern the difference between truth and a belief that "feels right".

8. Pair this individual up with a healed and Bible-knowledgeable mentor.

And make sure that he/she is really involved in a mission group. This individual does not consider himself/herself worthy of any healthy love and concern. Mission group love can help in the healing of that demonic notion.

The Person You Are Seeing Is Addicted to Pornography

Complete above steps 1-3

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey. Particularly, take plenty of time to work through the first step, because it covers so much historical ground. Pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced.

5. Help develop a "plan for purity" and a system for accountability.

This step requires toughness on the part of the pastor. There can be absolutely no "appearance of evil". All materials must be destroyed and the pastor should oversee this process. Some people need to unplug their computers or get rid of the internet or go on a full-scale media fast. Real repentance will motivate the person to be "ruthless" in his/her pursuit of purity. Accountability may need to be quite intense at first.

6. If there is a spouse, he/she will need extra support.

Make sure the spouse is getting pastoral care. He/she is experiencing a wide range of painful feelings such as rejection, betrayal, fear and shame. If the spouse is a woman, you can recommend that she read 'An Affair of the Mind: One Woman's Courageous Battle to Salvage her Family from the Devastation of Pornography.'

7. A book to recommend to the offending spouse.

If the offending spouse is a man, you can recommend that he read 'Every Man's Battle' by Steve Arterburn. This author also has written books on this topic for spouses and for teenagers.

8. This person MUST walk in accountability and discipleship with a mature Christian man.

"Lone Rangers" don't get victory in this sin pattern. It comes only with accountability, absolute honesty, real repentance, and prayer.

The Person You Are Seeing Is Caring for Elderly Parents

Complete above steps 1-3

4. Ask about what kind of support system this person has for himself/herself.

Caregivers are traditionally not very good at caring for themselves. They need to have supportive people around them—to encourage, helping with practicals of care giving, to give him/her a break from the routine of care giving, and to pray. This is an individual who really NEEDS the body of Christ to come around and provide support! The season of caring for an elderly parent is NOT a season for "taking a break" from mission group. Indeed, mission group members can step in to help so that the caregiver never misses an opportunity to worship or to be with believers.

5. This person needs a non-judgmental listener.

Caregivers can experience great guilt over the exhaustion/weariness of caring for an elderly parent. *"My mother took care of me when I was helpless; I SHOULD be happy to take care of her. I shouldn't be complaining about being tired."* This is not an uncommon remark from a caregiver. Caregivers need to be given permission to feel tired and frustrated and overwhelmed by the job. You can provide a non-judgmental place for them to express their feelings while helping them roll that weariness over onto the One who always gives comfort and rest. (Matthew 11:28)

6. Ask if this person has any "unfinished business" with the elderly parent.

Caring for a parent can bring up unresolved childhood issues. Ask the caregiver if he/she is experiencing anger, resentment, or hate. Ask also if he/she is aware of any unforgiveness toward the parent. If you sense there is "unfinished business", you may want to go through the "Seven Steps to Freedom" with the caregiver.

7. Help the caregiver look at his/her parent's life from a perspective of gratitude.

Help the caregiver reflect back on the positive things that transpired over his/her

parent's lifetime.

Assist the caregiver in examining his/her parent's character for Godly qualities.

The Person You Are Seeing Is Struggling with an Eating Disorder

Complete above steps 1-3

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey. Particularly, take plenty of time to work through the first step, because it covers so much historical ground. Pray, pray, pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced. Inquire about control and manipulation in the childhood family. Inquire about childhood sexual abuse. Inquire about perfectionism in parents or in the person himself/herself. Ask about the history of the eating disorder (Step 6) and devote considerable time to praying over that sin pattern. Many people with eating disorders do not consider their behaviours (binging, purging, starving themselves) to be sin. When you can help him/her agree with God that the behaviours are sin, then it is possible for the "fear of the Lord" to become an internal motivation for change.

5. Enlist the help of the Body of Christ.

Try to find someone who has been freed from an eating disorder to walk with the person. Ask your coach if they know of healed individuals. Also, suggest that the individual call the church office to ask for counseling. The more people who are speaking truth into this person's life, the better the chances are for change. Create numerous opportunities for groups of people to pray over this individual—to join with him/her in asking for freedom from the bondage. Encourage vulnerability in mission group. Eating disorders flourish in secret—part of the healing process will be to bring it out of the darkness and into the light for prayer and accountability.

6. Suggested books.

One root of eating disorders is associated with skewed body image. Two books to recommend (by Christian authors) are: 'Do You Think I'm Beautiful?', by Angela Thomas, and 'Loving Your Body', by Dr. Deborah Newman.

7. Teach "Who I am in Christ".

A person struggling with an eating disorder "lives below the grace." He/she never feels adequate for the love of God or for the love of people.

One function of eating disorder behaviors is to make oneself better/prettier/thinner to gain the acceptance, approval and love of people. The "Who I am in Christ" Scripture verses tell about our identity in Christ and are available every copy of "7 Steps to Freedom". You can ask the person to take one character quality each week and meditate on the accompanying Scripture, then journal about that quality and ask the Holy Spirit for a revelation of that character quality in himself/herself. You can pray also that the eyes of his/her heart will be opened to the truth.

8. Warfare against Satan's lies and accusations for this person.

The "accuser of the brethren" lies to us not only about God's character but about our own characters. An individual with an eating disorder is often listening to those lies. Warfare over him/her and teach him/her how to put on Spiritual armour on a daily basis.

The Person You Are Seeing is Addicted to a Substance

Complete above steps 1-3

4. Walk him/her through the 7 Steps to Freedom.

This process will be VERY IMPORTANT to the individual's healing journey.

Particularly, take plenty of time to work through the first step, because it covers so much historical ground. Pray at every turn where you hear about wounds, abuses and sin patterns that this person has experienced. Inquire about substance addictions in family members—ask if his/her mother or father was addicted to a substance. In Step 6, help lead him/her in an understanding of the addictive behaviors being sin. Encourage prayers of repentance over addiction to any substance—alcohol, tobacco, food, prescription or street drugs.

5. Refer to Alcoholics Anonymous.

AA is a very good resource for Christians. The 12 Steps used in these programs have proven over time to be helpful for many addicts. The overriding principle of AA is that we "turn our lives over to a Higher Power" for healing and restoration. For the Christian, that obviously means we turn our lives over to JESUS for healing and freedom from bondages.

6. Make certain the Body of Christ comes alongside this person.

Like all sins, the sin of substance abuse thrives in secret and in the dark. Provide opportunities for groups of people to gather around this person for prayer and accountability. Encourage vulnerability—sharing the struggle in mission group and finding accountability partners to walk with.

A Special Note about Suicidal Thoughts

Suicidal thoughts must be taken seriously. Some people who have these thoughts actually act on them. Some do not act on them. It is wisdom to assume that each one requires action and that a person's very life is at stake. The following are some guidelines to follow in this situation:

1. If the person you are pastoring reports that he/she has made an attempt on his/her life (like taking a bunch of pills), immediately call 999. Stay with the person until the authorities arrive.

2. If the person you are walking with reports suicidal thinking, immediately notify coach and do not leave that person alone. Get one to three people to be with that person to talk with him/her and to pray. If you are suspicious of suicidal thinking, do not be afraid to look him/her in the eye and ask the direct question, "*Are you thinking of committing suicide?*"

3. If you believe the person has shifted from thinking about suicide to actually planning a suicide attempt, get professional help ASAP.

Accountability Questions:

1. Have you spent daily time in Scriptures and in prayer? If so, what is God teaching you/speaking to you about at the moment?

2. Where do you find yourself resisting Him these days?

3. What specific things are you praying for in regard to yourself?

4. Have you had any flirtatious or lustful attitudes, or exposed yourself to any explicit materials that would not glorify God?

5. Have you been completely above reproach in your financial dealings? Are you living generously, sacrificially and simplistically?

6. Where are you financially right now? (Are things under control? Are you feeling anxiety? Are you in great debt?)

7. Are you living like a 'missionary to Leeds'?

8. Have you done 100% best in your job?

9. Have you told any half-truths or outright lies, putting yourself in a better light to those around you?

10. Have you done a good job demonstrating and sharing the Gospel with unbelievers this week?

11. What are the specific tasks facing you right now that you consider incomplete?

12. Have you allowed any person or circumstance to rob you of your joy?

13. What habits intimidate you?

14. Have you given into fear or apathy?

15. How are you doing with your spouse? Kids?

16. If I were to ask your spouse about your state of mind, state of spirit, state of energy level, what would the response be?

17. Are you sensing spiritual attacks from the enemy right now?

18. If Satan were to try to invalidate you as a person, how might he do it?

19. Are there any unresolved conflicts in your circle of relationships right now?

20. When was the last time you spent time with a good friend of your own gender?

21. What challenges do you think you're going to face in the coming week? Month?

22. What would you say are your fears at this present time?

23. Are you sleeping well?

24. What three things are you most thankful for?

25. Do you like yourself at this point in your pilgrimage?

26. What are your greatest confusions about your relationship with God?

27. What have you done to play?

28. What's the one thing you don't want to tell me?

FIVE: MULTIPLICATION

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“...when a mission group reaches a certain size, it will begin to lose the ability to fully function if it does not multiply.”

Matt Hatch

Multiplication of groups:

The best way for a new mission group to start is to multiply your own group. This will not happen by accident. Leaders need to be intentionally investing their lives into other people within the mission group. When you start leading in a mission group, one of your primary responsibilities is to raise up the next generation of leaders.

Why multiply?

Jesus knew that He would only be on earth for a while so He intentionally disciplined 12 others to not only carry on the ministry He initiated, but also to multiply it. If you fail to raise up future leaders, then your group will be entirely dependent on you and will only survive and grow according to your capacity.

Start investing in potential leaders today, and you will be ready to facilitate and cover the growth of tomorrow.

Vision for multiplication:

Just like a healthy cell in the human body, which grows to a certain point and then multiplies into two cells. This continues on, as cells group together to create the different parts of the body until the whole person is formed and grows.

Without biological cell multiplication we would die. But, with the healthy multiplication of trillions of cells in the average human body, our lives are sustained. Like the cell in a body, when a mission group reaches a certain size, it will begin to lose the ability to fully function if it does not multiply. The group will be too large to cover pastorally, discipleship will be overwhelming, and people will not have the opportunity to serve in their different gifting.

So, it is crucial we have a vision for multiplication right at the start of the group. If we wait till the group is big enough to multiply, it will be too late to train up leaders, prepare the group and keep the momentum going.

How to multiply a mission group:

1) Raise up an equipped and ready core team.

2) Cast vision.

If people do not have vision for multiplication, the process will be very difficult, but if they own the process and are envisioned with the opportunity to reach out to more people, they will become actively involved and excited with multiplication.

3) Announce the multiplication in advance.

I would recommend at least 5 weeks so people will have time to prepare for it emotionally.

4) Decide the new leadership teams.

Announce the new teams to the group two weeks in advance and ask everyone to pray about which group they will join.

5) The week before multiplication, spend a significant amount of time casting vision for multiplication and describe the process.

6) Who goes where.

Speak to the people in your group and find out which group they want to join.

6) Have a party on the multiplication night!!

We want this to be celebrated, as it is a sign of healthy life. Use this as an opportunity to reflect on and celebrate what God has done in the group. Have the new groups pray and prophecy over each other.

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For more information or to obtain copies of this publication please contact:

Mission Group Training Co-ordinator
Mosaic Church Leeds
44 Aviary Road
Armley, Leeds
West Yorkshire
LS12 2NS

t.
e.
w.

01132944444
info@mosaic-church.org.uk
mosaic-church.org.uk