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Lay Mobilization



Preach it! Lead it! Summit

February 21, 2017



Agenda

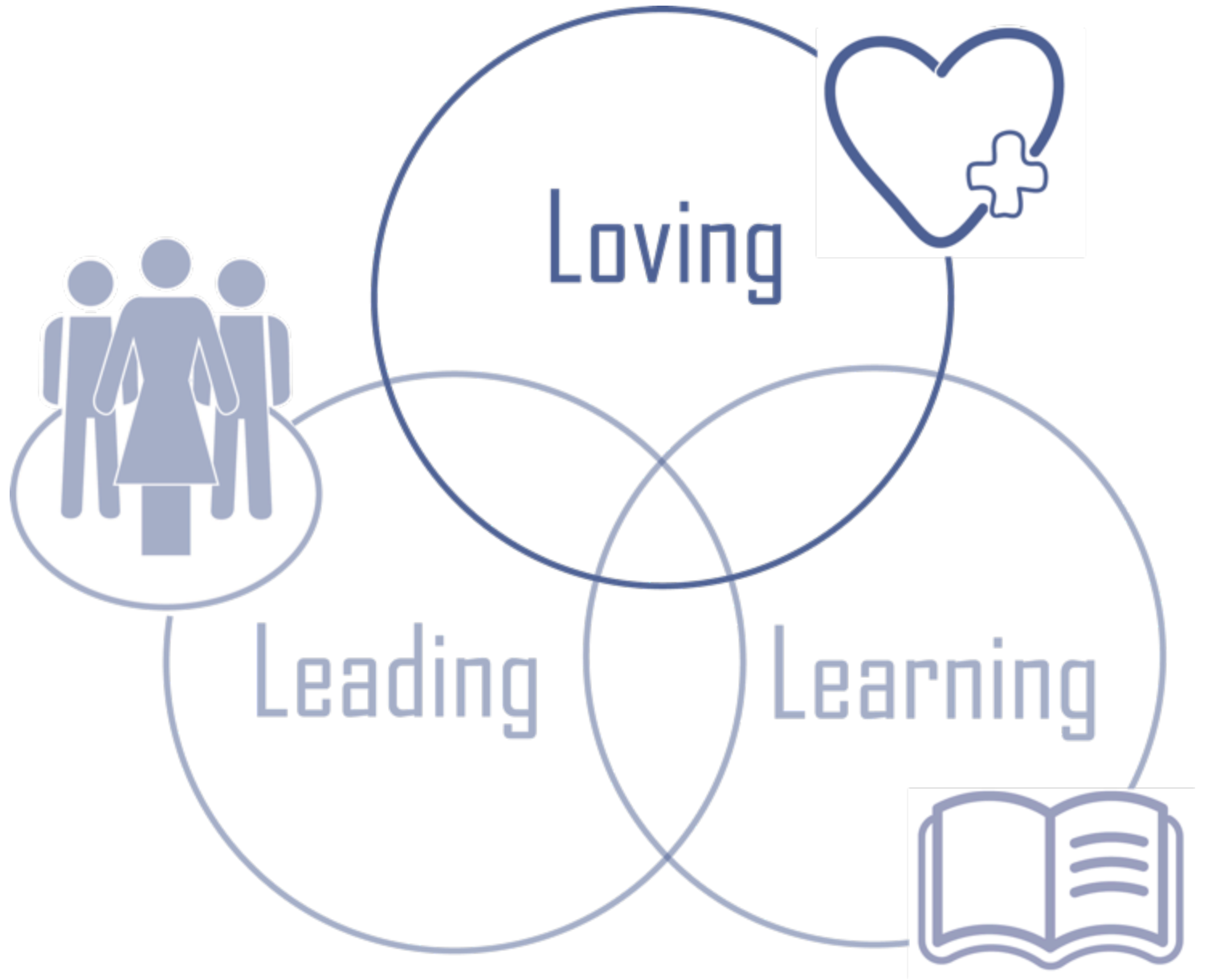
LOVING: Our Wesleyan Heritage
Principles & practices
Worship, Glory Sightings, Formation

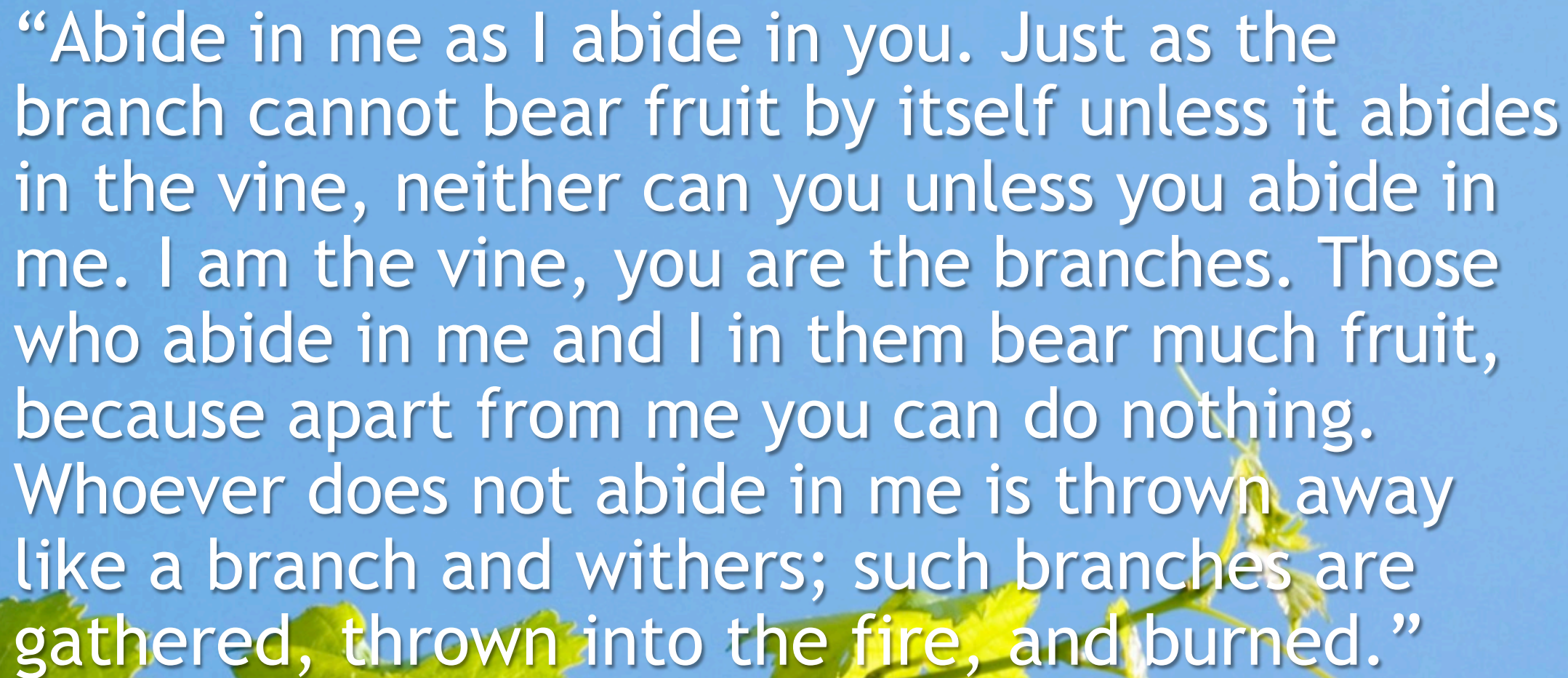
LEARNING: Our Mission Today
Defining mission - why?
Equipping the saints
Team ministry
Disciple-making systems

LEADING: So What? Our Next Steps
Introduction to Coaching
Next Steps to Movement



Loving





“Abide in me as I abide in you. Just as the branch cannot bear fruit by itself unless it abides in the vine, neither can you unless you abide in me. I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing. Whoever does not abide in me is thrown away like a branch and withers; such branches are gathered, thrown into the fire, and burned.”

NRS John 15:4-6



LMI Mind Shifts

Membership model
of church

Missional discipleship
model of church

Solo leadership
model (pastor/staff)

Team leadership
model



Is our picture of the church distorted?

Program-Driven

- Sunday morning events take center stage.
- Mission is one of the things the church does.
- Our job is to be doing things (ministries) for God.
- Our most-asked question is, “What would Jesus do?”
- We mainly point others to the church and membership.



Spirit-Led

- Center stage is in the midst of lost humanity.
- Mission is at the heart of everything the church does.
- Our job is to get on board with what God is doing.
- Our most asked question is, “What is Jesus doing?”
- We mainly point others to the Lord Jesus and discipleship.



Role of Laity

Consumers?

Disciple-making disciples?

Spiritual leaders?



Our Wesleyan Heritage



Principles & forms
from the past that
can help us move
into the future



“I was more convinced than ever that the preaching like an apostle without joining together those that are awakened and training them up in the ways of God, is only begetting children for the murderer. How much preaching there has been for these twenty years all over Pembrokehire. But no regular societies, no discipline, no order or connection, and the consequence is that nine in ten of the once awakened are now faster asleep than ever.” ***John Wesley***

Thomas Jackson, ed., The Works of John Wesley, Vol.3, (Grand Rapids: Baker Book House, 1979), p. 144.



Wesley on Roles

“...whereas without this religious connection and intercourse, the most ardent attempts by mere preaching have proved of no lasting use” (Works VIII: 252)

“I have found by experience that one of these (people) has learned more from one hour’s close discourse than 10 years’ public preaching!”

Primary function = equip others to lead & minister, not to perform the ministry personally



Wesley's Focus

Recapture spirit & methods of primitive Christianity

“Whitfield hoped that those who had been ‘awakened’ would follow through on their own initiative; Wesley left nothing to chance...those who were serious about leading a new life were channeled into small groups for growth and discipleship.” (classes) (Henderson, 28)

Hope for others to experience “Aldersgate”



Key Principles of Classes

Personal growth within the context of an intimate fellowship

Accountability for spiritual stewardship

Bearing one another's burdens

Speaking the truth in love



Key Insights & Implications

“...as the Church continued to develop through the centuries, outside influences began to dilute and diminish its initial impetus. The tight focus on ‘making disciples’ was lost, and many other activities gained priority...” (Henderson, 14)

No holiness but social holiness

Change the system by changing those in it

Equip to lead and mobilize the whole



Just Look At The Fruit!

1768: 40 circuits and 27,341 members
1778: 60 circuits and 40,089 members
1788: 99 circuits and 66,375 members
1791: 149 circuits with 101,712 members
(by the end of John Wesley's life)



Results

...a consequence, effect, or outcome of something.

Principles

...a fundamental truth or proposition that serves as the foundation for a system of belief or behaviors or for a chain of reasoning.

Practices

...a series of actions or steps taken in order to achieve a particular end.



Principles

Order of Salvation

No holiness but social
holiness

Priesthood of all

Incarnational mission

Practices

System (society, class,
band, select...)

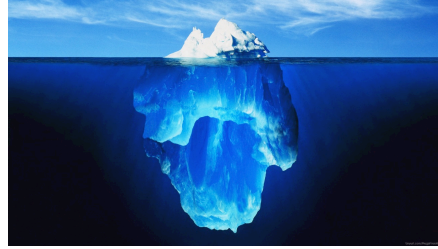
Accountability & mutual
support in covenant

Lay leadership
development

Field preaching



Principle



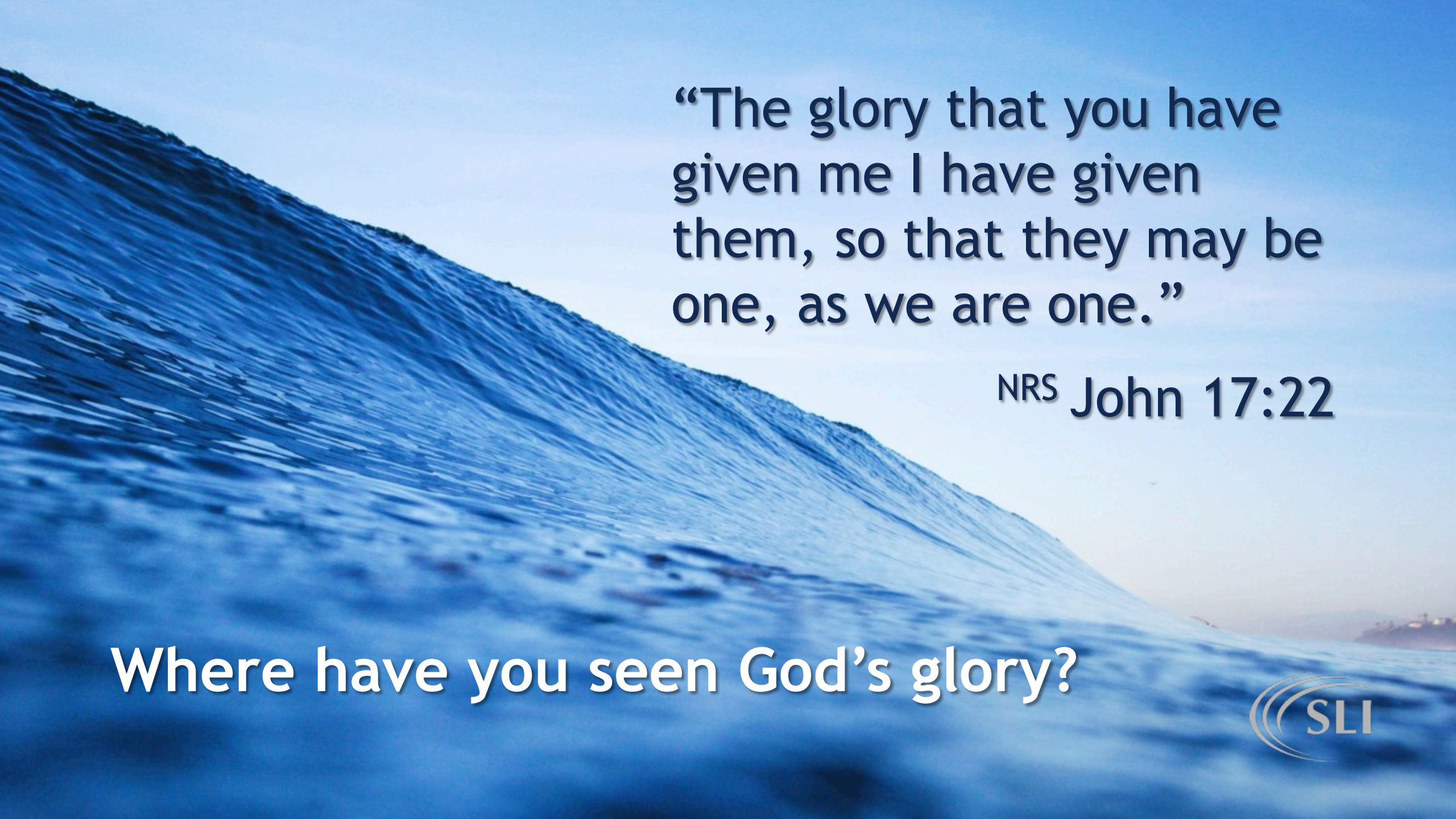
Practice

God is present with us
always - we can truly
experience God's grace
and glory

Glory Sightings

*“We have no design but to promote the glory of God.”
- John Wesley*





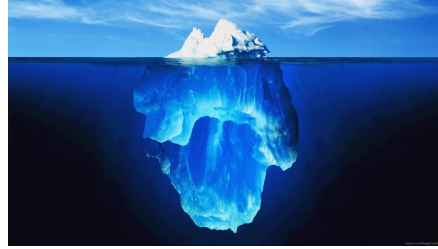
“The glory that you have given me I have given them, so that they may be one, as we are one.”

NRS John 17:22

Where have you seen God's glory?



Principle



Practice

Fruit through abiding in Christ and being Spirit transformed and empowered

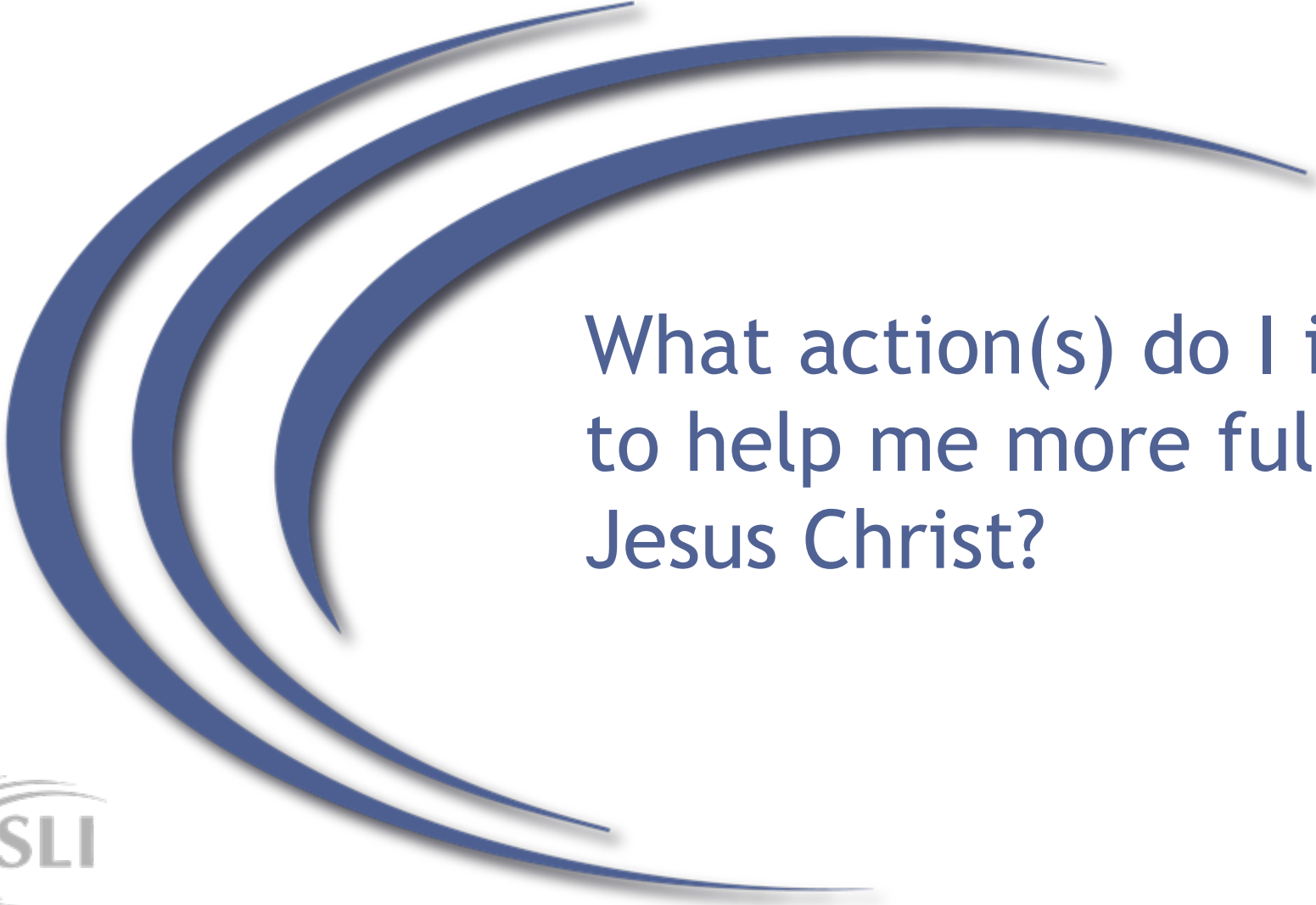
Spiritual formation

“Spiritual formation is the process of being conformed to the image of Christ for the sake of others.”

- Mulholland, Invitation to a Journey

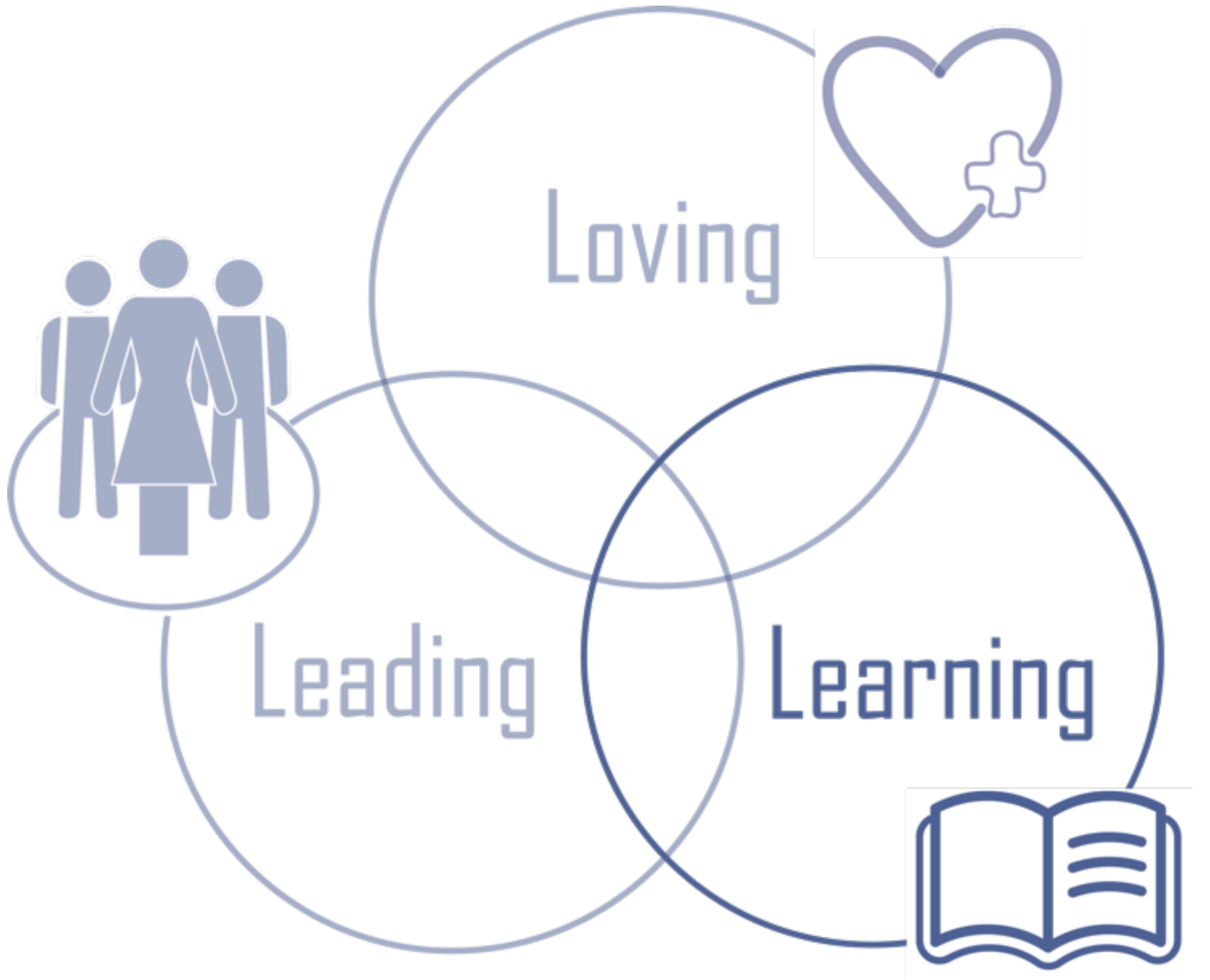


Formation Question



What action(s) do I intend to take to help me more fully abide in Jesus Christ?

Learning



Mission





Clarifying Mission

What is your 'why'?



Mission

Mission and purpose are interchangeable words.

Mission is built on core values.

Mission helps define what we do and what we don't do.



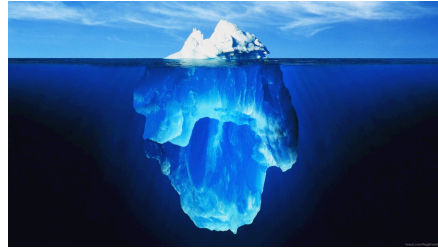
**What are the key
action words (verbs)
for our mission?**



“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”

Matthew 28:19-20

Principle



Practice

Priesthood of all believers

Equipping lay leadership

*Primary function = equip others to lead & minister,
not to perform the ministry personally*



Principle: Equipping

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4:11-13



Volunteers vs. Disciple-Makers

What does the language of ‘volunteer’ communicate?

What happens if you give *permission* to someone who has not been equipped?

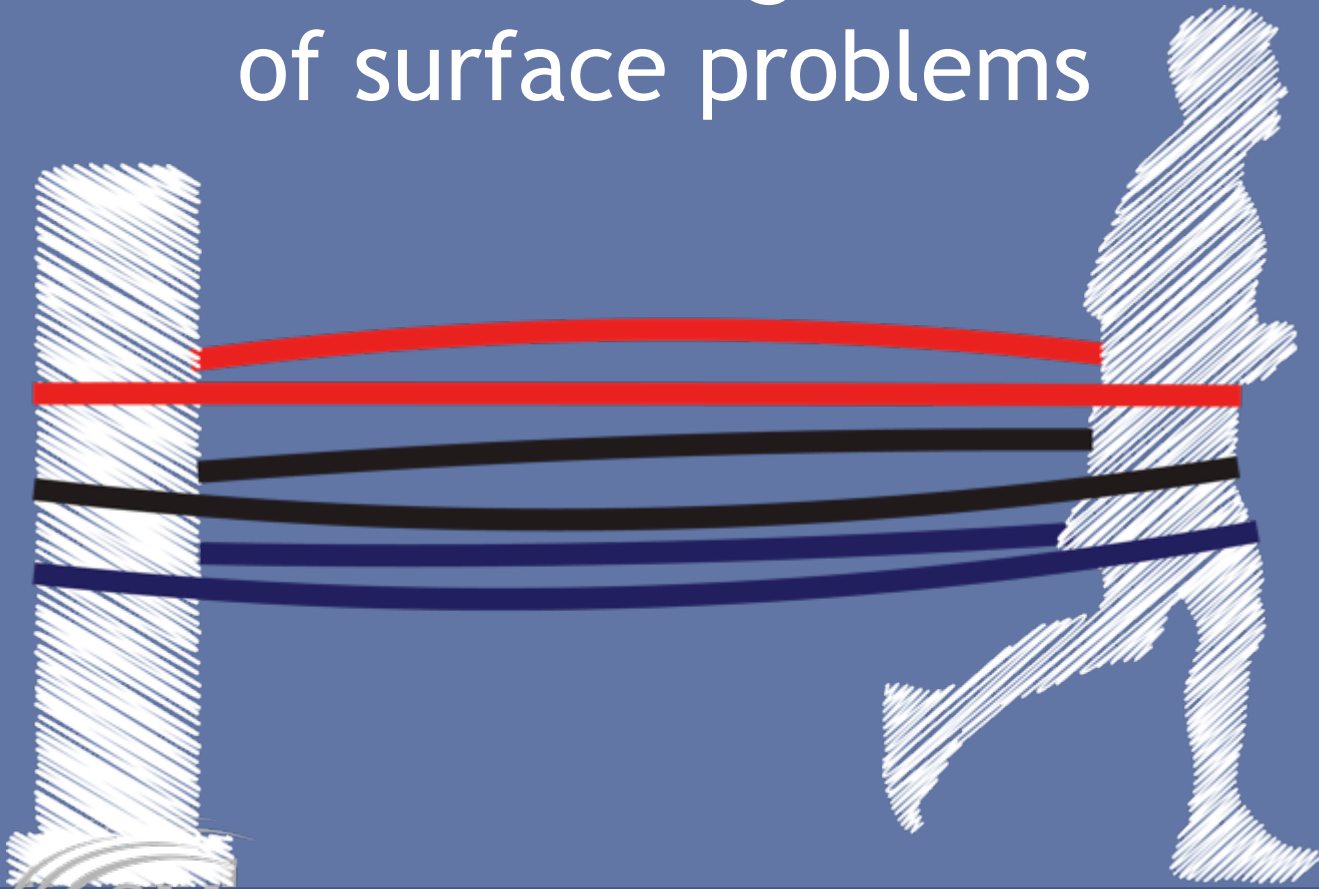
How do we equip people to actually be disciple-making disciples?

Disciple-makers only need *permission*



Dynamics of Change

Overwhelming number
of surface problems



Mission

Vision

Values

The Gap



Adaptive Challenges

What are the greatest challenges you face to truly embodying your mission?



Types of Work

Technical work is defined as tasks where the path to a solution is clear and current know-how will suffice.
Experts do the work.



PLAN
ECH.: 1/8" =

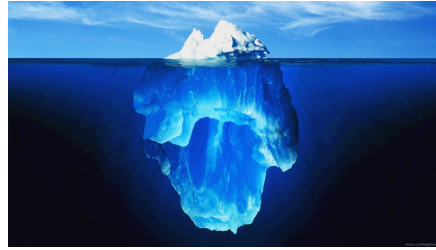
Types of Work

Adaptive work: solving problems where current know-how is not sufficient, and solutions are best developed together by those facing the problem themselves.



PLAN
ECH.: 1/8" =

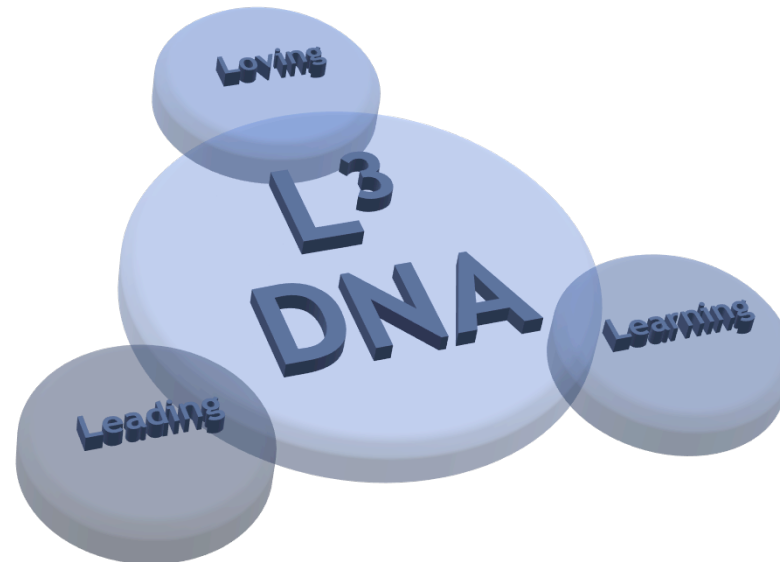
Principle



Practice

No holiness but social holiness

Creating L3 covenant environments





Teams

A participant is expected to share in the responsibility and ownership to produce results.

Love the Whole, Train the Few

After modeling spiritual leadership yourself, this is your role!

- Creating transformative environments
- Fruitful Kingdom processes



Consulting the Scriptures

The Trinity

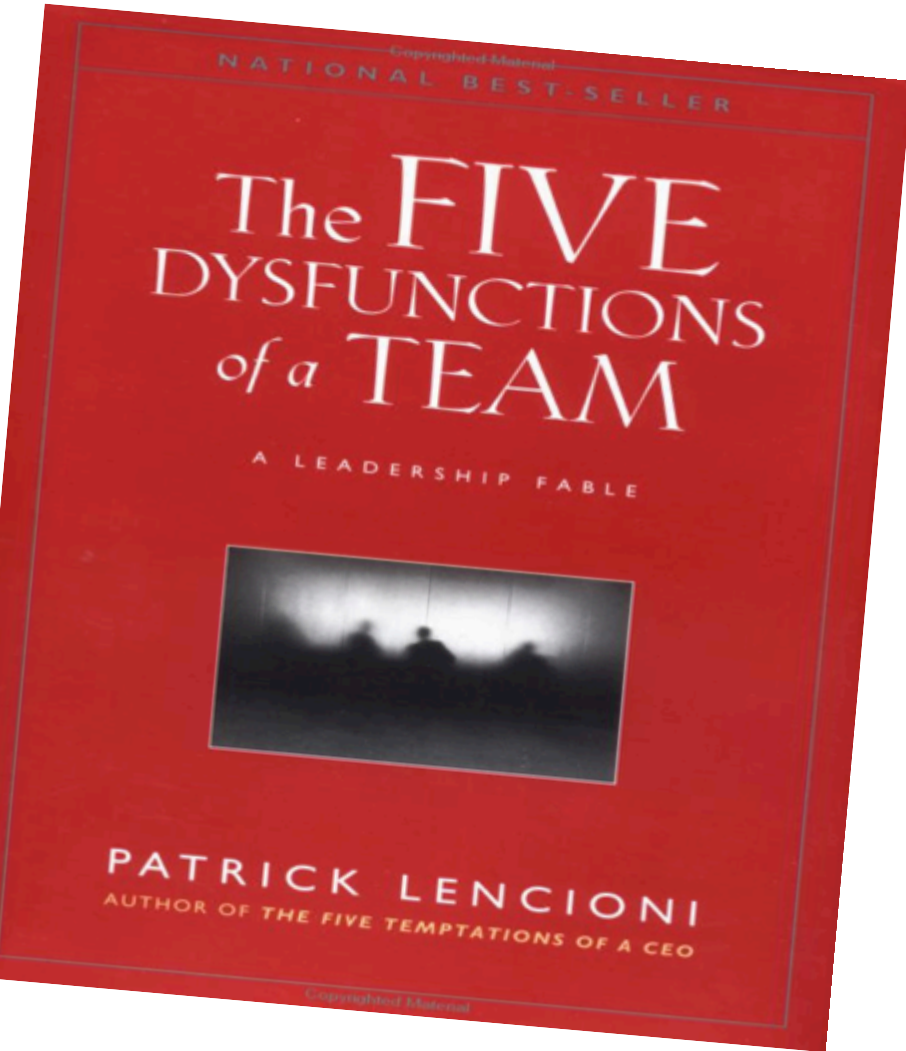
Moses & Jethro principle

Jesus with the Twelve

Early Church

- Acts 2 & 4 - together in community
- Acts 6
- Acts 15
- Paul - planting churches and identifying, recruiting, developing, and mobilizing leaders/elders





Five Dysfunctions of a Team	Results
Inattention to Results	Status and Ego Dominate the Culture
Avoidance of Accountability	Low Standards within the Organization
Lack of Commitment	Ambiguity
Fear of Conflict	Artificial Harmony
Absence of Trust	Invulnerability

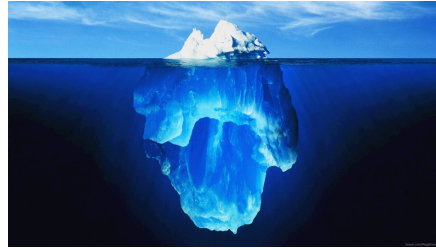
Tell About a “Team Busting Dysfunction Case” at Your Table

A Foundation of Trust



1. What are the characteristics of great Leadership?
2. What are the characteristics of high functioning, exceptional Teams?
3. What should be non-negotiable for this team?
4. Using the list of non-negotiables, begin to refine it into a team covenant.

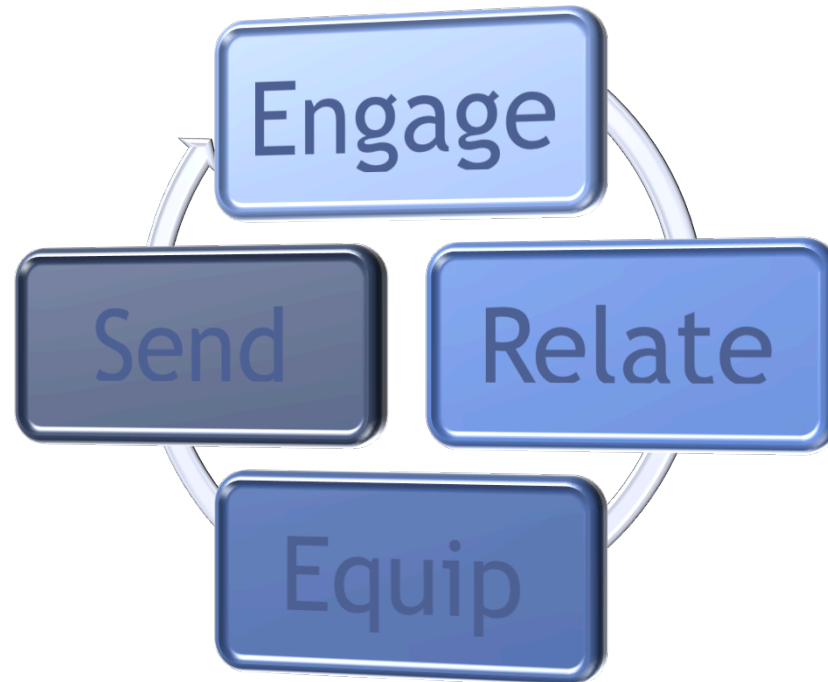
Principle



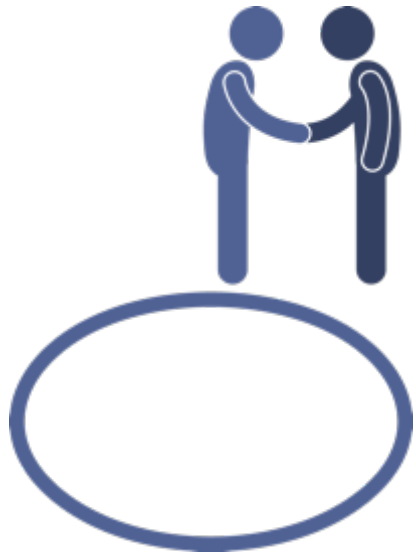
Practice

Order of Salvation

System for disciple-making



Disciple Making System



1



4



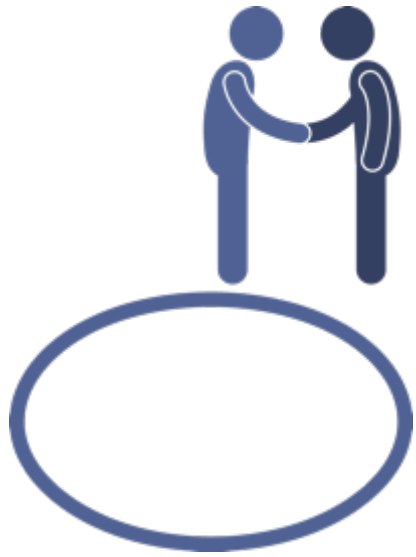
2



3



Disciple Making System



1



2



3



4



Ministry Assessment

	Engage	Relate	Equip	Send
Your Church	?	?	?	?

Rate Your Church In Each Stage from 1 to 10

1 = Nothing happening 10 = knocking it out of the park

Incorporate both Quantity + Quality into rating



What Verbs would you use?

Verb 1	Verb 2	Verb 3	Verb 4

- What are the 3-5 most basic steps to living your mission?
- Add your verbs to this chart



System & Strategy (Actions)

Your system & strategy move you from where you are (context) to where you want to be (vision) while honoring your mission and values.



Definitions

sys·tem /`sistəm/ is a group of activities/interactions or interrelating parts that function together as a whole producing an outcome that is greater than the sum of the parts.

gen·er·a·tive sys·tem /jenərədɪv `sistəm / grows over time and reproduces itself. The essence (DNA) of the parent is transferred to the child. Then the child becomes a parent.



Building a System

1. Establish the System Steps (verbs)
2. Give definitions to each System Step
3. For each existing activity or strategy determine the primary System Step it compliments
4. Create new experiments to improve the functionality of a System Step or flow
5. Determine vital signs for each System Step
6. Check the flow of the system
7. Gather data to determine functionality of the system



1

Outreach
event

Ministries
with people
of need

Recovery

Sports

2

Fellowship
Groups

Seeker
Service

Welcome
Class

Gift
Discovery

3

Small
Groups

Sunday
School

Advanced
Bible

Prayer
Service

4

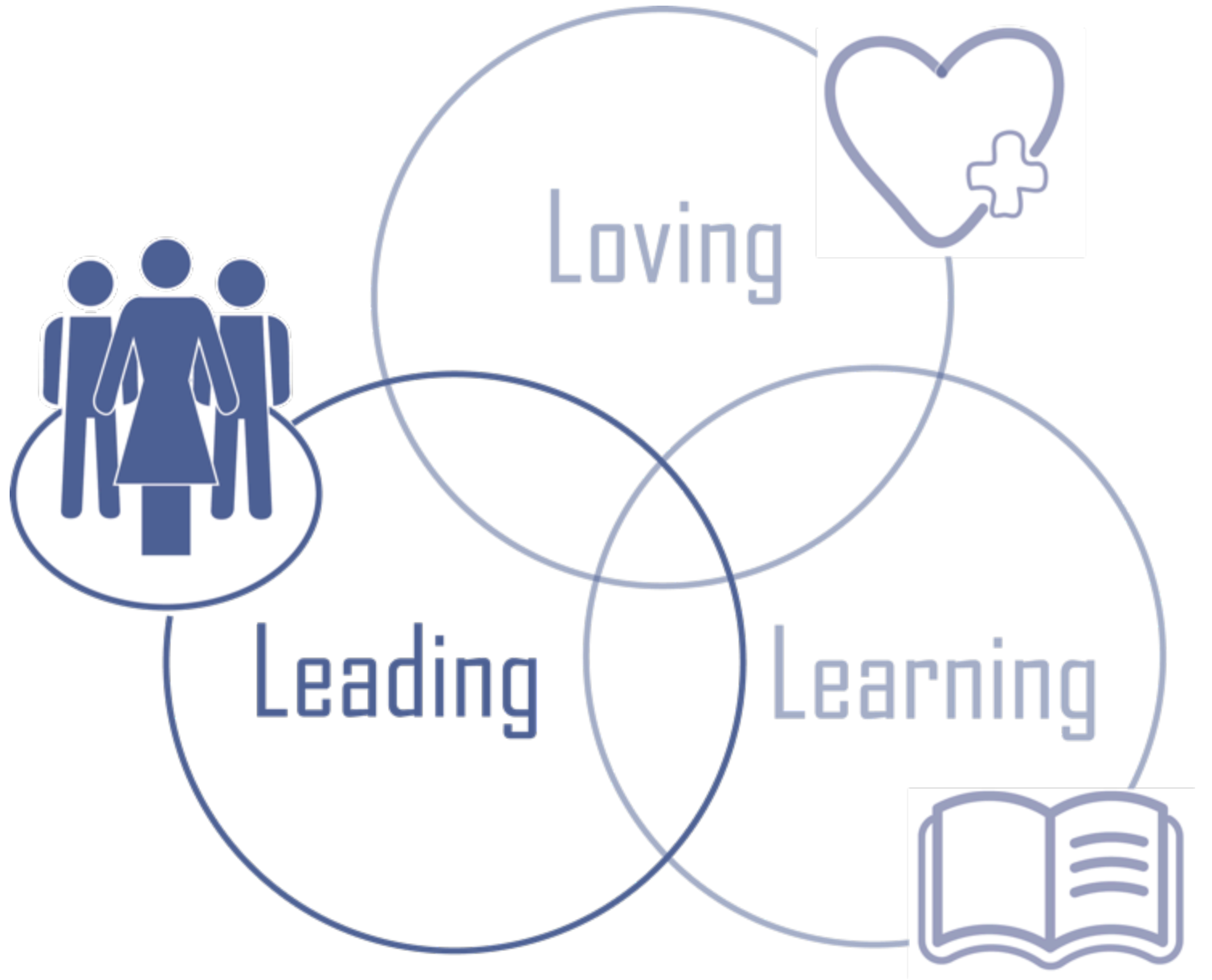
Mentoring
Group

Call
Discovery

Market
Training

Local
church
Example

Leading



Our Hope

The intent of LMI is to mobilize the entire people of God in ministry and mission within each congregation in order to transform the world around them.



LMI Mind Shifts

Membership model
of church

Missional discipleship
model of church

Solo leadership
model (pastor/staff)

Team leadership
model

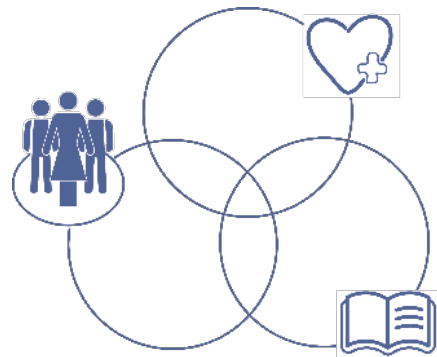
A Vision of Generative Ministry

What are the possibilities...

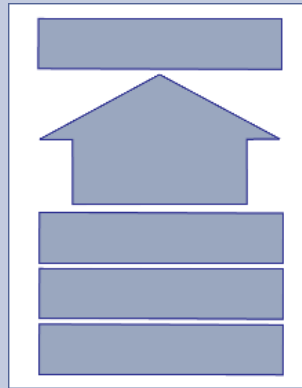


This ministry team will... Develop a New Environment

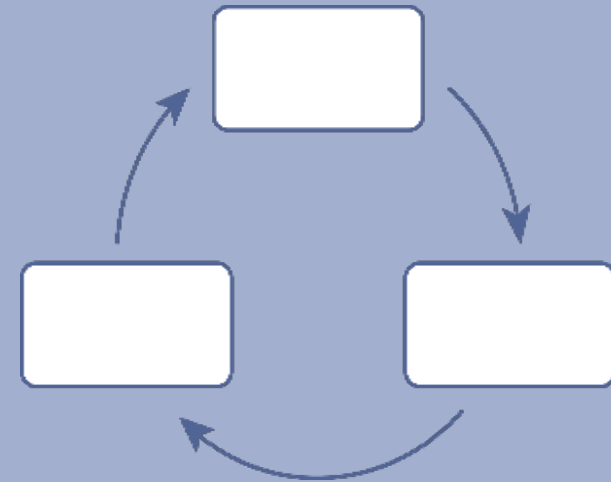
for being and making disciples



Build a Team

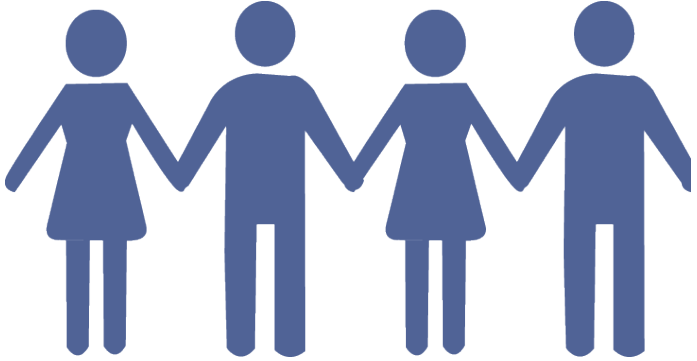
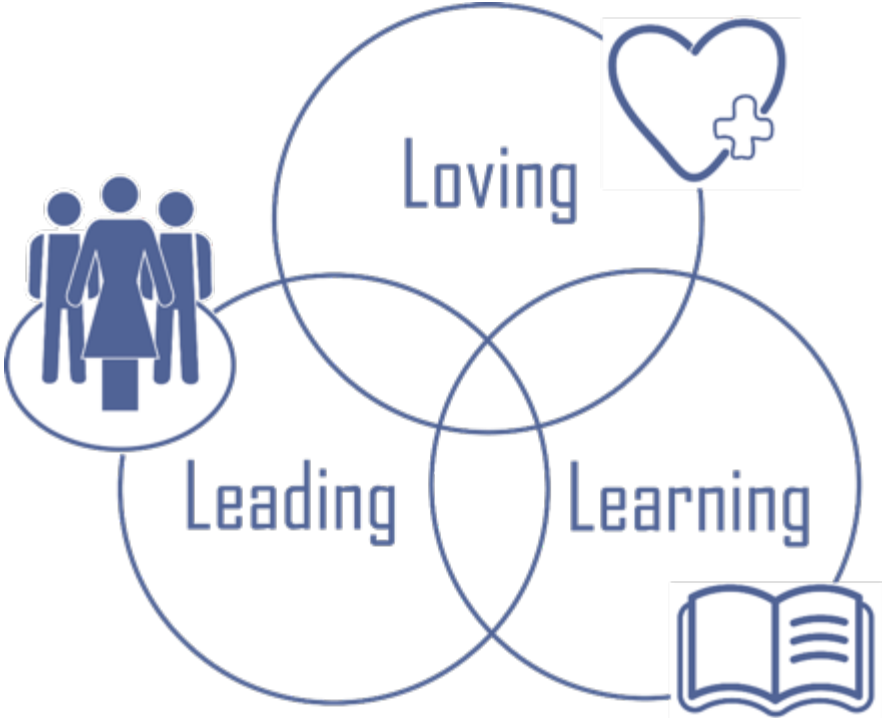


Design a Generative System



Live into the L3 Culture

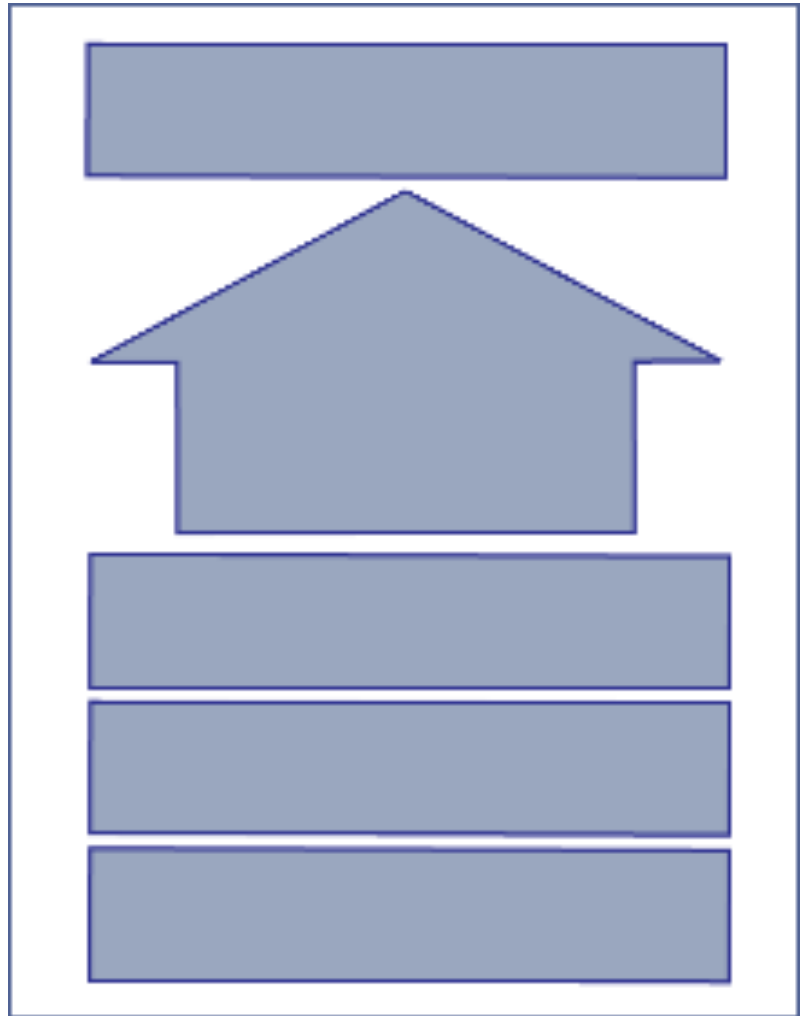
Build a Team of Spiritual Leaders



Through the L³ Process

In Covenant Together

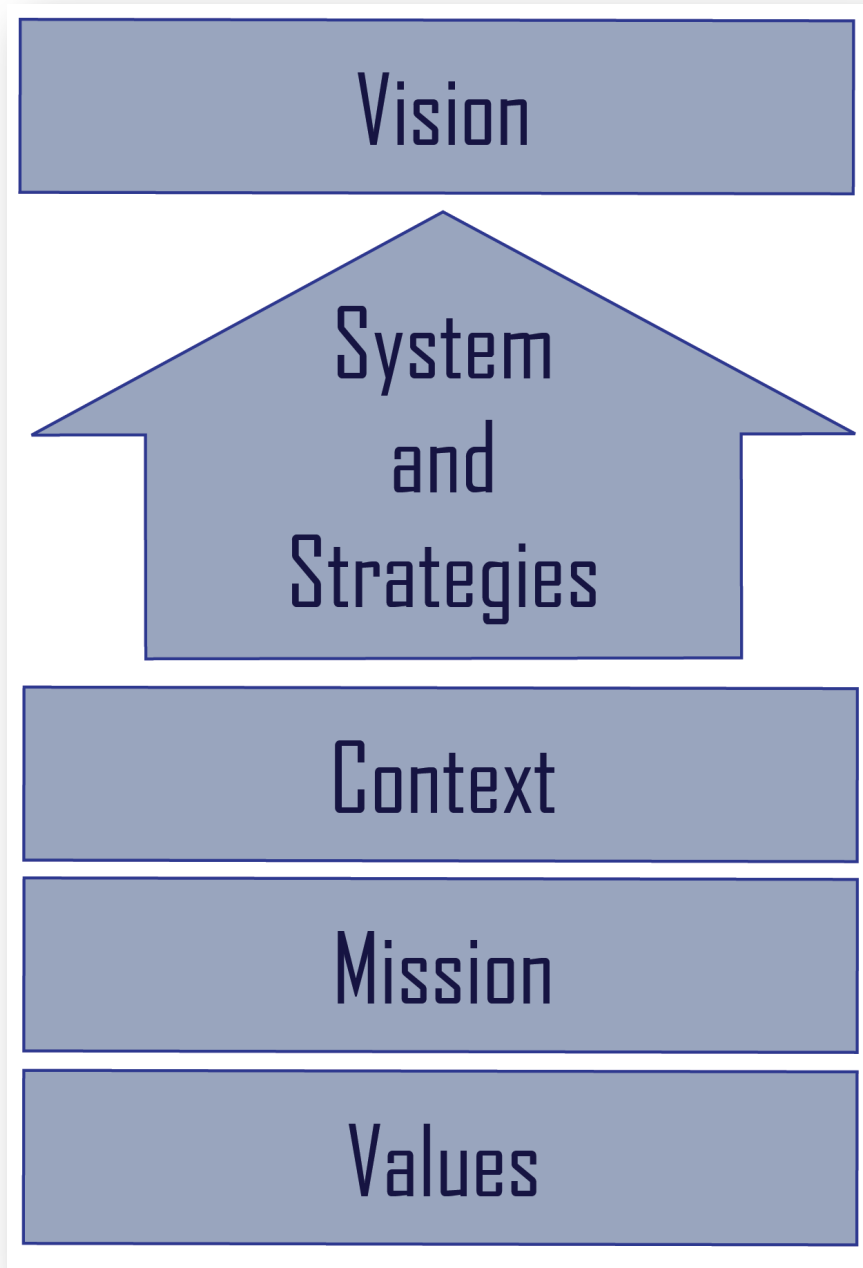
Design a Generative System



Your Ministry Action Plan will Prepare you to 'Live Into the New'

Discerning your answers to five questions

- What's Our Ministry's Purpose?
- What's too important to compromise?
- Where are we now...really?
- Where is God leading us?
- How will we get there?



Where is God leading us?

How will we get there?

Where are we now...really?

Why do we exist?

What is too important
to compromise?

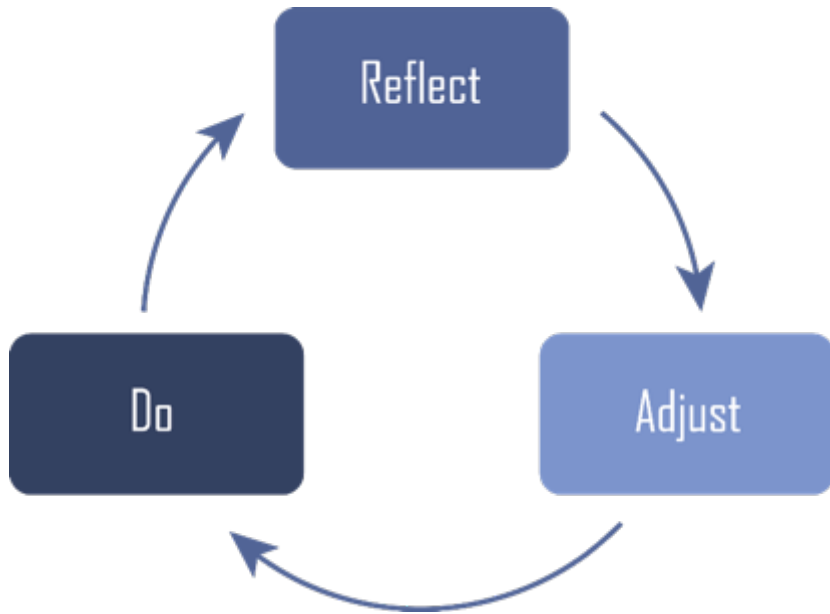


Living into The New

Leading God-directed Change

Communicating as together we

- Discover Adaptive Solutions
- Create Generative Ministry
- Establish Accountability



LMI Process

Initiate Phase

Intentional
Discipleship
Team Selection
Assessment

Incubate Phase

Team Launch
Covenant
Current Reality
Assessment
Focus (Values,
Mission, Vision)

Cultivate Phase

Disciple-Making
System
Accountability
to Mission
Piloting
Initiatives

Replicate Phase

Implementing
MAP in Lay
Teams
Multiplying Lay
Spiritual Leaders
Transforming
Communities

Fruit You Can Expect

Spiritual depth and growth together

Unity and strong teamwork

Clear focus

An intentional process for disciple-making

Laity becoming & multiplying spiritual leaders

Engagement in your community



Next Steps Toward Movement

In light of our conversations today, what are you discerning as next steps?



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www.spiritual-leadership.org



Lay Mobilization



Preach it! Lead it! Summit

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