



Start Track

This Leadership Academy learning track is designed to empower church planters to discern their missional purpose, develop their future story and prepare for launch.

Monday, September 17, 2018

Building Community

Scripture - Romans 12:1-8

Cohort - a group of learners who are engaged in collaborative learning. No one is the expert. We are not in competition but we are like Karl Barth said: "One beggar showing another beggar where to find food."

Covenant of Presence

1. **Be fully present, extending and presuming welcome.** Set aside the usual distractions of things undone from yesterday, things to do tomorrow. Welcome others into this story space and presume you are welcome as well.
2. **Listen Generously.** Listen intently to what is said; listen to the feelings beneath the words. As Quaker Douglas Steere writes, "To listen another's soul into life, into a condition of disclosure and discovery may be almost the greatest gift we can offer to another".
3. **Author Your Story.** We all have a story. Some might say, "I don't have a story" or worth telling", but you do and the world is in need of hearing it. You must claim authorship of your own story and learn to tell it to others so they might understand you, be inspired by you and discover what calls you to be who you are, to do what you do or to love what you love.
4. **We came as equals.** We don't have the same gifts, limits or experiences, but no person's gifts, limits or experiences are more or less important than another's.
5. **It is never "share or die".** You will be invited to share stories in pairs and in a large group. The invitation is exactly that. You will determine the extent to which you want to participate.
6. **No fixing.** We are not here to set someone else straight, right a wrong, or provide therapy. We are here to witness God's presence and movement in the sacred stories we share.
7. **Suspend judgment.** Set aside your judgments. By creating a space between judgments and reactions, we can listen to another person, and to ourselves, more fully.
8. **Turn to wonder.** If you find yourself becoming judgmental or cynical, try turning to wonder: "I wonder why she shared that story or made those choices?" "I wonder what my reaction teaches me?" "I wonder what he's feeling right now?"
9. **Hold these stories with care.** There are many people who will benefit from the stories they hear during our time together. Imagine hearing another as you would listen to Scripture attentively, mindfully and open to the Holy.
10. **Be mindful and respectful of time.** We all have something important to share and the discipline of time invites us to focus and make particular choices about what to share and how much to share so that we might hear the deep longings of another's soul.
11. **Practice confidentiality care.** We create a safe space by respecting the nature and content of the stories heard. If anyone asks that a story shared be kept in confidence, the group will honor that request.

12. **Welcome discomfort and dislocation.** In the midst of new and uncomfortable places and the company of strangers, move against and instinct to construct a mental space of safety or to check out. In what causes unease, see another world to be discovered. Perhaps it already lives secretly within you.

13. **Love the questions themselves.** Let your questions linger. Release the compulsion to answer them or to have them answered. Trust the questions to guide you toward loving first what you do not altogether understand. As the poet Rainer Maria Rilke says, "Have patience with all the remains unsolved within your heart."

14. **Believe that it is possible for us to emerge from our time together refreshed, surprised and less burdened than when we came.** Expect that our work together can provide renewal, refreshment and possibilities for what we can do together to create the future that is waiting to be born, and that seeds planted here will keep growing and flourish in the days ahead in service to God's church and renewing work in the world.

Sharing our life stories

Three interesting facts about you

1. _____
2. _____
3. _____

Share about your spiritual journey and your call to plant

Why you are here?

Thoughts for the journey



Tuesday, September 18, 2018

Coaching and Leadership

Scripture - 2 Timothy 2:15-16

Coaching Conversation: Accountability, Processes and Stories

Leadership Conversation: Know thyself

[Spiritual gifts inventory instructions](#)

1. This inventory will help you think about what your spiritual gifts may be, based on your experience with gifts mentioned in the Bible.
2. The inventory will help you identify gifts you can further explore, using a process described at the conclusion of the inventory.
3. Sometimes you may be asked whether you have certain ability or have had a certain experience. If you expect to acquire this ability or experience you may use your imagination in answering.
4. For each statement, rate your response as follows:

1 ALMOST NEVER

2 SOMETIMES

3 ALMOST ALWAYS

5. When you have responded to all statements, you intend to include, turn to the instructions for scoring.

Spiritual gifts inventory test

- ___ 1. I like organizing services and events.
- ___ 2. I am interested in starting new churches.
- ___ 3. I enjoy working with my hands.
- ___ 4. I can tell when someone is insincere.
- ___ 5. I pray daily for people who don't know Jesus.
- ___ 6. Encouraging others is a high priority in my life.
- ___ 7. I trust God to provide for my daily needs.
- ___ 8. I am passionate about financially investing in the Kingdom of God.
- ___ 9. I look for opportunities to pray for the sick.
- ___ 10. I enjoy doing little things that others typically do not enjoy.
- ___ 11. I often have people over to my house.
- ___ 12. I enjoy spending hours in prayers for other people.
- ___ 13. Education is very important to me.
- ___ 14. I tend to motivate others to get involved.
- ___ 15. I hurt when I see others hurting.
- ___ 16. I believe God will use me to enact God's miracles.
- ___ 17. I enjoy sharing the Gospel with other people groups and nationalities.
- ___ 18. I've devoted considerable time to mastering my voice and/or musical instrument.
- ___ 19. Caring for the hurting is one of my highest priorities.
- ___ 20. I get frustrated when people knowingly sin.
- ___ 21. I enjoy serving behind the scenes.
- ___ 22. I like creating outlines of the Bible.
- ___ 23. God has used me to interpret what someone speaking in tongues is saying.
- ___ 24. I enjoy the book of Proverbs more than any other book in the Bible.
- ___ 25. I am passionate about managing details.
- ___ 26. I like to help start new ministry projects.
- ___ 27. I consider myself a craftsman or craftswoman.

- ___ 28. I sense when situations are spiritually unhealthy.
- ___ 29. I am greatly motivated by seeing people who do not know God be saved.
- ___ 30. I come across as loving and caring.
- ___ 31. Asking God for a list of seemingly impossible things is exciting to me.
- ___ 32. I find ways to give offerings above my tithe.
- ___ 33. I believe miraculous healing is possible and still happens.
- ___ 34. Helping others is one of my greatest motivations.
- ___ 35. Creating a warm and welcoming environment is important to me.
- ___ 36. I am burdened to pray for situations affecting the world.
- ___ 37. People come to me to learn more about God and the Bible.
- ___ 38. I prefer to take lead whenever possible.
- ___ 39. I'm very sensitive to sad stories.
- ___ 40. Miracles often happen when I'm nearby.
- ___ 41. The idea of living in another country to benefit the Gospel is exciting to me.
- ___ 42. I desire to serve the church through worship.
- ___ 43. I enjoy connecting, caring for, and coaching others.
- ___ 44. Confronting someone about a sin in their life is important to me.
- ___ 45. It bothers me when people sit around and do nothing.
- ___ 46. I share Biblical truth with others to help them grow.
- ___ 47. I pray in tongues daily.
- ___ 48. When I study Scriptures, I receive unique insights from God.
- ___ 49. Creating a task list is easy and enjoyable for me.
- ___ 50. I am attracted to ministries that start new churches.
- ___ 51. Building something with my hands is very satisfying to me.
- ___ 52. I can pinpoint issues or problems quickly.
- ___ 53. Sharing the Gospel with someone I do not know is exciting and natural for me.
- ___ 54. I look for ways to encourage other people.
- ___ 55. I trust that God has my back in every situation.

- ___ 56. I want to make more money so that I can give more.
- ___ 57. God has used me to bring healing to those who are sick.
- ___ 58. Being a part of the process is fulfilling to me.
- ___ 59. I tend to make total strangers feel at home.
- ___ 60. People often ask me to pray for them.
- ___ 61. I enjoy knowing Biblical details and helping others understand them, too.
- ___ 62. I delegate responsibilities to accomplish task.
- ___ 63. I am motivated to help people in need.
- ___ 64. I have a constant hunger to see God's miraculous power.
- ___ 65. I focus a lot on reaching the world for Christ.
- ___ 66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
- ___ 67. I enjoy helping people who are going through a difficult time.
- ___ 68. I enjoy hearing passionate and clear preaching of God's Word.
- ___ 69. I like to do small things that others overlook.
- ___ 70. I prefer to teach and study the Bible topically rather than verse by verse.
- ___ 71. Praying in tongues is encouraging and important to me.
- ___ 72. When faced with difficulty, I tend to make wise decisions.

Instructions for scoring

1. On the score sheet, record your rating for each statement in the box with the corresponding number: e.g., Your ranking for Statement No. 1 should appear in Box No. 1
2. Add the ratings for the three numbers on each line and record the total in the Total column. For instance, if you rated Statement 1 with a 3, Statement 25 with a 2 and Statement 49 with a 3, you would add 3, 2, and 3 to get 8 and place 8 in the Total column just to the right next of the line for Statement 49.
3. Find the line with the highest total. In the ranking column mark that line with a 1. Find the line with the next highest total and rank it 2. In the event of ties, show the extent of the tie. For instance, if 4 lines are tied for 3rd ranking, show each as ranking "3-6" (e.g., tied for 3, 4, 5 and 6 rank).

Scoring chart

		<i>Rates</i>	<i>Total</i>	<i>Gift</i>
1. _____	25. _____	49. _____	_____	A. ADMINISTRATION
2. _____	26. _____	50. _____	_____	B. APOSTLESHIP
3. _____	27. _____	51. _____	_____	C. CRAFTSMANSHIP
4. _____	28. _____	52. _____	_____	D. DISCERNMENT
5. _____	29. _____	53. _____	_____	E. EVANGELISM
6. _____	30. _____	54. _____	_____	F. EXHORTATION
7. _____	31. _____	55. _____	_____	G. FAITH
8. _____	32. _____	56. _____	_____	H. GIVING
9. _____	33. _____	57. _____	_____	I. HEALING
10. _____	34. _____	58. _____	_____	J. HELPS
11. _____	35. _____	59. _____	_____	K. HOSPITALITY
12. _____	36. _____	60. _____	_____	L. INTERCESSION
13. _____	37. _____	61. _____	_____	M. KNOWLEDGE
14. _____	38. _____	62. _____	_____	N. LEADERSHIP
15. _____	39. _____	63. _____	_____	O. MERCY
16. _____	40. _____	64. _____	_____	P. MIRACLES
17. _____	41. _____	65. _____	_____	Q. MISSIONARY
18. _____	42. _____	66. _____	_____	R. MUSIC/WORSHIP
19. _____	43. _____	67. _____	_____	S. PASTOR/SHEPHERD
20. _____	44. _____	68. _____	_____	T. PROPHECY
21. _____	45. _____	69. _____	_____	U. SERVICE
22. _____	46. _____	70. _____	_____	V. TEACHING
23. _____	47. _____	71. _____	_____	W. TONGUES
24. _____	48. _____	72. _____	_____	X. WISDOM

Congratulations on discovering your spiritual gifts! God uniquely created you and gave these gifts for a reason. You can find a definition for each gift in the appendix section – Appendix

****Spiritual Gifts Inventory from People’s Church in Indianapolis Growth Track manual****

SPIRITUAL GIFT DEFINITIONS

A. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. LUKE 14:28-30; ACTS 6:1-7; 1 CORINTHIANS 12:28

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14

C. CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build and work with your hands in construction environments to accomplish multiple ministry applications. EXODUS 30:20, 31:3-11; 2 CHRONICLES 34:9-13; ACTS 18:2-3

D. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. MATTHEW 16:21-23; ACTS 5:1-11, 16:16-18; 1 CORINTHIANS 12:10; 1 JOHN 4:1-6

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers. ACTS 8:5-6, 8:26-40, 14:21, 21:8; EPHESIANS 4:11-14

F. EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. ACTS 14:22; ROMANS 12:8; 1 TIMOTHY 4:13; HEBREWS 10:24-25

G. FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. ACTS 11:22-24; ROMANS 4:18-21; 1 CORINTHIANS 12:9; HEBREWS 11

H. GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. MARK 12:41-44; ROMANS 12:8; 2 CORINTHIANS 8:1-7, 9:2-7

I. HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. ACTS 3:1-10, 9:32-35, 28:7-10; 1 CORINTHIANS 12:9, 28

J. HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry. MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28

K. HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. ACTS 16:14-15; ROMANS 12:13, 16:23; HEBREWS 13:1-2, 1 PETER 4:9

L. INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results. HEBREWS 7:25; COLOSSIANS 1:9-12, 4:12-13; JAMES 5:14-16

M. KNOWLEDGE

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God. ACTS 5:1-11; 1 CORINTHIANS 12:8; COLOSSIANS 2:2-3

N. LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. ROMANS 12:8; 1 TIMOTHY 3:1-13, 5:17; HEBREWS 13:17

O. MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. MATTHEW 9:35-36; MARK 9:41; ROMANS 12:8; 1 THESSALONIANS 5:14

P. MIRACLES

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. ACTS 9:36-41, 19:11-12, 20:7-12; ROMANS 15:18-19; 1 CORINTHIANS 12:10, 28

Q. MISSIONARY

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation. ACTS 8:4, 13:2-3, 22:21; ROMANS 10:15

R. MUSIC/WORSHIP

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God. DEUTERONOMY 31:22; 1 SAMUEL 16:16; 1 CHRONICLES 16:41-42; 2 CHRONICLES 5:12-13, 34:12; PSALM 150

S. PASTOR/SHEPHERD

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3

T. PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan. ACTS 2:37-40, 7:51-53, 26:24-29; 1 CORINTHIANS 14:1-4; 1 THESSALONIANS 1:5

U. SERVICE

The gift of service is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. ACTS 6:1-7; ROMANS 12:7; GALATIANS 6:10; 1 TIMOTHY 1:16-18; TITUS 3:14

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians. ACTS 18:24-28, 20:20-21; 1 CORINTHIANS 12:28; EPHESIANS 4:11-14

W. TONGUES (AND INTERPRETATION)

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately. ACTS 2:1-13; 1 CORINTHIANS 12:10, 14:1-14

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ. ACTS 6:3, 10; 1 CORINTHIANS 2:6-13, 12:8

Did you learn something new about yourself today?

What do you consider are your areas of strength?

Can you identify your growing edges?

Church Planter Assessment

On a scale of 1-4 rate yourself. (1=Never, 2=Sometimes, 3=Usually, 4=Always)

- _____ 1. I find myself thinking of new ways to do things.
- _____ 2. When I present new ideas, people love them.
- _____ 3. My heart aches for those outside of a church home.
- _____ 4. I find myself talking with strangers about the church.
- _____ 5. I pray all the time.
- _____ 6. Nothing gets between God and me.
- _____ 7. I am a "take charge" kind of person.



- _____ 8. People depend on me to lead them.
- _____ 9. I never give up.
- _____ 10. I'm known for sticking with long tasks.
- _____ 11. I change plans quickly if I need to without hesitation.
- _____ 12. Big challenges do not scare me.
- _____ 13. I have a high need to accomplish things.
- _____ 14. When I have a challenge or project I don't quit until its done.
- _____ 15. I get energy from creating new things from scratch.
- _____ 16. I enjoy new ideas and innovations.
- _____ 17. I can make decisions quickly.
- _____ 18. I always make good decisions.

Score Sheet:

Question #	Sum Total	Quality
1+2		Visioning Capacity
3+4		Heart for Unchurched
5+6		Spiritual Disciplined
7+8		Leadership Disposition
9+10		Tenacity
11+12		Adaptability
13+14		Drive for Results
15+16		Innovation
17+18		Decision Making

Which were your 4 highest scoring qualities?

1. _____
2. _____
3. _____
4. _____

Do you see any gaps in your assessment? How can you address these?

Developing Personal/Family Budget

Household Monthly Budget			
January 2019			
	1-Jan	15-Jan	Total / Balances
Income			
1 Name of the Spouse	1,427.00	1,427.00	\$ 2,854.00
1 Name of the Spouse	1,333.00	1,333.00	\$ 2,666.00
Total Income	\$ 2,760.00	\$ 2,760.00	\$ 5,520.00
Expenses			
House Monthly Expenses			
Tithes/Charitable Contributions	276.00	276.00	552.00
Mortgage/Rent Payment	593.50	593.50	1,187.00
Car 1 Payment	365.54		365.54
Car 2 Payment		370.00	370.00
Insurance - Car	184.22	184.27	368.49
Insurance - Renter's		43.97	43.97
Electric Expense	143.00		143.00
Water Bill		61.45	61.45
Cable / Internet Expense		115.93	115.93
Telephones Expense	122.00	122.00	244.00
Total for House Monthly Expenses	\$ 1,684.26	\$ 1,767.12	\$ 3,451.38
Semi Variable Costs			
Groceries	190.00	190.00	380.00
Gasoline	100.00	100.00	200.00
Personal Care	75.00	75.00	150.00
Laundry / Detergents	30.00	30.00	60.00
Clothing	50.00	50.00	100.00
Entertainment	80.00	80.00	160.00
Miscellaneous	60.00	60.00	120.00
Savings Account	120.00	120.00	240.00
Total Semi Variable Costs	\$ 705.00	\$ 705.00	\$ 1,410.00
Credit Cards / Medical Bill Payments			
Credit Card 1	75.00		75.00
Credit Card 2		30.00	30.00
Credit Card 3		75.00	75.00
Medical Payment 1	80.00		80.00
Medical Payment 2		75.00	75.00
Medical Payment 3	100.00		100.00
Total Medical Monthly Payment Plans	\$ 255.00	\$ 180.00	\$ 435.00
Total Expenses	\$ 2,644.26	\$ 2,652.12	\$ 5,296.38
Net Income	\$ 115.74	\$ 107.88	\$ 223.62

Household Monthly Budget

January 2019

				1-Jan	15-Jan	Total / Balances
Income						
1	Name of the Spouse					\$ -
1	Name of the Spouse					\$ -
	Total Income			\$ -	\$ -	\$ -
Expenses						
House Monthly Expenses						
	Tithes/Charitable Contributions			-	-	-
	Mortgage/Rent Payment					-
	Car 1 Payment					-
	Car 2 Payment					-
	Insurance - Car					-
	Insurance - Renter's					-
	Electric Expense					-
	Water Bill					-
	Cable / Internet Expense					-
	Telephones Expense					-
	Total for House Monthly Expenses			\$ -	\$ -	\$ -
Semi Variable Costs						
	Groceries					-
	Gasoline					-
	Personal Care					-
	Laundry / Detergents					-
	Clothing					-
	Entertainment					-
	Miscellaneous					-
	Savings Account					-
	Total Semi Variable Costs			\$ -	\$ -	\$ -
Credit Cards / Medical Bill Payments						
	Credit Card 1					-
	Credit Card 2					-
	Credit Card 3					-
	Medical Payment 1					-
	Medical Payment 2					-
	Medical Payment 3					-
						-
						-
						-
						-
	Total Medical Monthly Payment Plans			\$ -	\$ -	\$ -
	Total Expenses			\$ -	\$ -	\$ -
	Net Income			\$ -	\$ -	\$ -

Thought Statement: My personal theology/statement of generosity and stewardship



Your deepest happiness will provide the framework for your "Why"

Video: **"The Golden Circle"** by Simon Sinek

<https://www.youtube.com/watch?v=IPYeClXpxw&t=2s>



Spend some time in prayer as you seek to discern the "Why" for your new church plant

My WHY statement

Thoughts for the journey

Community Organizing

Scripture - Ephesians 4:15-16

What is the story of hope I want to bring into the community where I feel called to plant?

In what ways might I put community-organizing principles to work in my ministry setting?

What models of sustainability could I develop for the success of my plant?

Bi-vocational Models of Ministry

Tent-making ministry has been part of the church culture since the inception of the First Church. (Acts 18:1-4 MSG). In its beginning stages, rarely do new church projects have the resources to support a planter with salary and benefits. In order to make a go of the project, the planter must identify alternate sources of income to support him or herself. Complexities such as having a spouse or partner or family might increase the urgency of identifying additional income streams for the wellbeing of the planter and family. This is a time when conversations with spouses, partners or significant others are in order as part of the financial planning in preparation for moving into the actual launch of the new church. Take a moment to read the following three articles on bi-vocational ministry published by **Christianity Today**.

1. <https://www.christianitytoday.com/edstetzer/2017/september/bivocational-ministry-as-evangelism-opportunity.html>
2. <https://www.lifeway.com/en/articles/pastor-bivocational-minister-demands-benefits>
3. <https://www.christianitytoday.com/pastors/2013/february-online-only/finding-perfect-second-job.html>

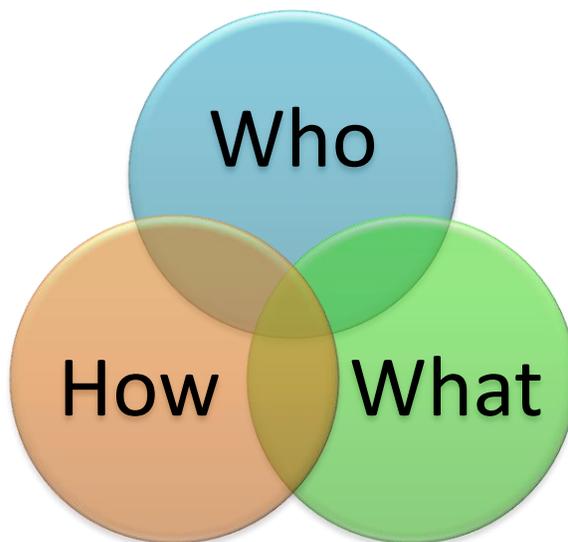
To Consider:

What skills do I have that I could use to practice a bi-vocational ministry?

What could be some of the advantages for me to have a “job” outside of my call as a planter?



Naming Context for Ministry



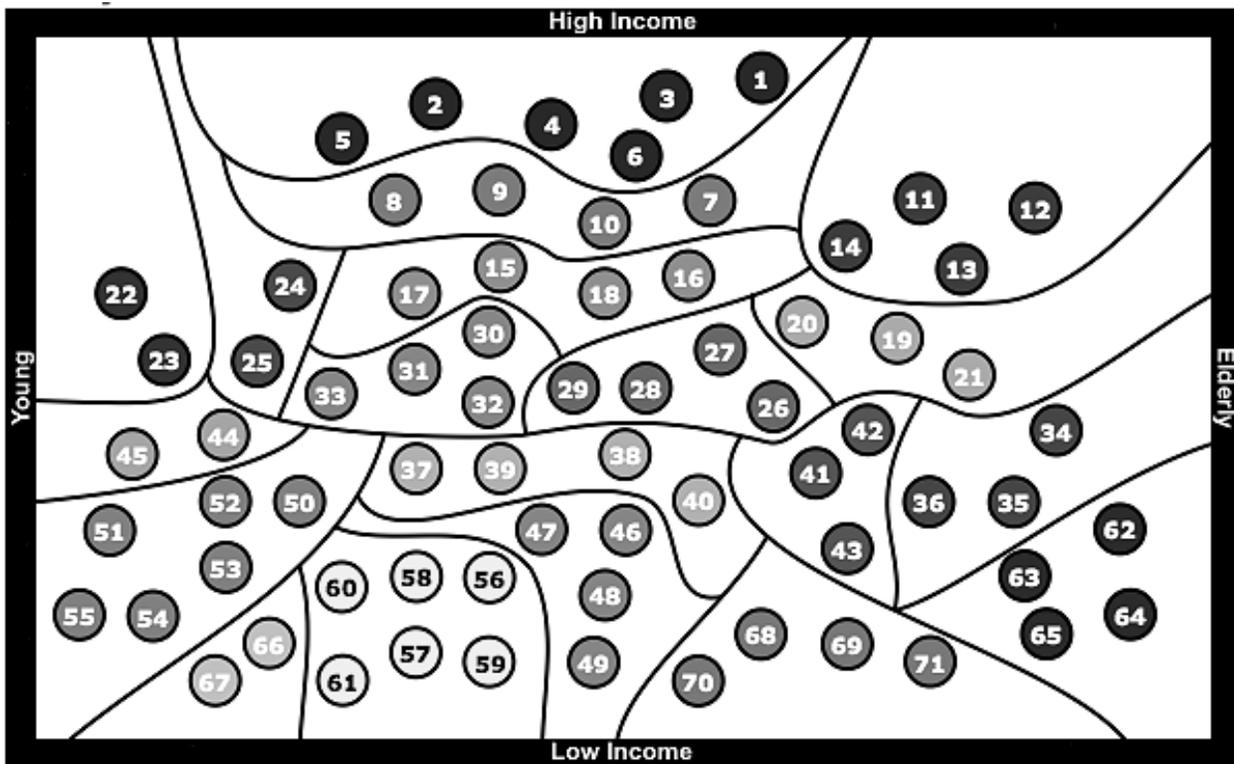
1. Who do you feel called to reach?

2. What are the needs you feel your church plant could address?

3. How will you engage the community to meet those needs?

Who is My Neighbor? (Demographics)

The MOSAIC Family Tree



Descriptions of MOSAIC Lifestyle Groups (From Experian)
 Learn more about these groups at:
<http://guides.business-strategies.co.uk/mosaicusa2011/html/visualisation.htm>

Segment/ Group	Name	Short Description
A	Power Elite	The wealthiest households in the US, living in the most exclusive neighborhoods, and enjoying all that life has to offer
A01	American Royalty	Wealthy, influential and successful couples and families living in prestigious suburbs
A02	Platinum Prosperity	Wealthy and established empty-nesting couples residing in suburban and in-town homes
A03	Kids and Cabernet	Prosperous, middle-aged married couples with children living child-focused lives in affluent suburbs
A04	Picture Perfect Families	Established families of child-rearing households living in wealthy suburbs
A05	Couples with Clout	Middle-aged, childless couples living in affluent metro areas
A06	Jet Set Urbanites	Mix of affluent singles and couples living high-rise, fashionable lives in urban neighborhoods
B	Flourishing Families	Affluent, middle-aged families and couples earning prosperous incomes and living very comfortable, active lifestyles
B07	Generational Soup	Affluent couples and multi-generational families living a wide range of lifestyles in suburbia
B08	Babies and Bliss	Middle-aged couples with large families and active lives in affluent suburbia
B09	Family Fun-tastic	Upscale, middle-aged families with older children pursuing busy kid-centered lives in satellite cities
B10	Asian Achievers	Affluent, mainly Asian couples and families enjoying dynamic lifestyles in metro areas

C	Booming with Confidence	Prosperous, established couples in their peak earning years living in suburban homes
C11	Aging of Aquarius	Upscale boomer-aged couples living in city and close-in suburbs
C12	Golf Carts and Gourmets	Upscale retirees and empty-nesters in comfortable communities
C13	Silver Sophisticates	Mature, upscale couples and singles in suburban homes
C14	Boomers and Boomerangs	Baby boomer adults and their teenage/young adult children sharing suburban homes
D	Suburban Style	Middle-aged, ethnically-mixed suburban families and couples earning upscale incomes
D15	Sports Utility Families	Upscale, middle-aged couples with school-aged children living active family lifestyles in outlying suburbs
D16	Settled in Suburbia	Upper middle-class diverse family units and empty nesters living in established suburbs
D17	Cul de Sac Diversity	Ethnically-diverse, middle-aged families settled in new suburban neighborhoods
D18	Soulful Spenders	Upper middle-class African-American couples and families living in the expanding suburbs
E	Thriving Boomers	Upper-middle-class baby boomer-age couples living comfortable lifestyles settled in town and exurban homes
E19	Full Pockets, Empty Nests	Empty-nesting, upper middle-class households with discretionary income living sophisticated lifestyles
E20	No Place Like Home	Upper middle-class multi-generational households in exurban areas
E21	Unspoiled Splendor	Comfortably established baby boomer couples in town and country communities

F	Promising Families	Young couples with children in starter homes living child-centered lifestyles
F22	Fast Track Couples	Active, young, upper middle-class suburban couples and families living upwardly-mobile lifestyles
F23	Families Matter Most	Young, middle-class families in scenic suburbs leading active, family-focused lives
G	Young, City Solos	Younger and middle-aged singles living active and energetic lifestyles in metropolitan areas
G24	Status Seeking Singles	Younger, upwardly-mobile singles living in mid-scale metro areas leading leisure-intensive lifestyles
G25	Urban Edge	Younger, up-and-coming singles living big city lifestyles located within top CBSA markets
H	Middle-class Melting Pot	Mid-scale, middle-aged and established couples living in suburban and fringe homes
H26	Progressive Potpourri	Mature, multi-ethnic couples with comfortable and active lives in middle-class suburbs
H27	Birkenstocks and Beemers	Upper middle-class, established couples living leisure lifestyles in small towns and cities
H28	Everyday Moderates	Mid-scale, multi-cultural couples and families living in mid-tier metro suburban settings
H29	Destination Recreation	Middle-aged, midscale couples in rural towns and fringe suburbs working to enjoy their active lifestyles
I	Family Union	Mid-scale, middle-aged and somewhat ethnically-diverse families living in homes supported by solid blue-collar occupations
I30	Stockcars and State Parks	Middle-class couples and families living in more remote rural communities
I31	Blue Collar Comfort	Middle-class families in smaller cities and towns with solid blue-collar jobs
I32	Latin Flair	Conventional Hispanic Generation X families located in selected coastal city homes
I33	Hispanic Harmony	Middle-class Hispanic families living lively lifestyles in city-centric neighborhoods
J	Autumn Years	Established, ethnically-diverse and mature couples living gratified lifestyles in older homes
J34	Aging in Place	Middle-class seniors living solid, suburban lifestyles
J35	Rural Escape	Older, middle-class couples and singles living comfortable lives in rural towns
J36	Settled and Sensible	Older, middle-class and empty-nesting couples and singles in city neighborhoods
K	Significant Singles	Middle-aged singles and some couples earning mid-scale incomes supporting active city styles of living
K37	Wired for Success	Young, mid-scale singles and couples living socially-active city lives
K38	Gotham Blend	Mix of middle-aged and middle-class singles and couples living urban New York City-area lifestyles
K39	Metro Fusion	Ethnically-diverse, middle-aged singles living urban active lifestyles
K40	Bohemian Groove	Older divorced and widowed individuals enjoying settled urban lives
L	Blue Sky Boomers	Lower- and middle-class baby boomer-aged households living in small towns
L41	Booming and Consuming	Older empty-nesting couples and singles enjoying relaxed lives in small towns
L42	Rooted Flower Power	Mid-scale baby boomer singles and couples rooted in established suburban communities and approaching retirement
L43	Homemade Happiness	Lower middle-class baby boomer households living in remote town and country homes
M	Families in Motion	Younger, working-class families earning moderate incomes in smaller residential communities
M44	Red, White and Bluegrass	Lower middle-income rural families with diverse adult and children household dynamics
M45	Diapers and Debit Cards	Young, working-class families and single parent households living in small established, city residences
N	Pastoral Pride	Eclectic mix of lower middle-class widowed and divorced individuals and couples who have settled in country and small town areas
N46	True Grit Americans	Older, middle-class households in town and country communities located in the nation's midsection

N47	Countrified Pragmatics	Lower middle-income couples and singles living rural, casual lives
N48	Gospel and Grits	Lower middle-income African-American multi-generational families living in small towns
N49	Work Hard, Pray Hard	Working-class, middle-aged couples and singles living in rural homes
O	Singles and Starters	Young singles starting out, and some starter families, in diverse urban communities
O50	Full Steam Ahead	Younger and middle-aged singles gravitating to second-tier cities
O51	Digital Dependents	Mix of Generation Y and X singles who live digital-driven, urban lifestyles
O52	Urban Ambition	Mainly Generation Y African-American singles and single families established in mid-market cities
O53	Colleges and Cafes	Young singles and recent college graduates living in college communities
O54	Striving Single Scene	Young, multi-ethnic singles living in Midwest and Southern city centers
O55	Family Troopers	Families and single-parent households living near military bases
P	Cultural Connections	Diverse, mid- and low-income families in urban apartments and residences
P56	Rolling the Dice	Middle-aged, mid-scale income singles and divorced individuals in secondary cities
P57	Meager Metro Means	Mid-scale African-American singles established in inner-city communities
P58	Fragile Families	Multi-cultural singles and families with mid and low incomes living settled lives in urban apartments
P59	Nuevo Horizons	Middle-aged, mid-scale income Hispanic families living mainly within US border cities
P60	Ciudad Strivers	Mid-scale Hispanic families and single parents in gateway communities
P61	Humble Beginnings	Multi-ethnic singles and single-parent households with mid-scale incomes in city apartments
Q	Golden Year Guardians	Retirees living in settled residences and communities
Q62	Reaping Rewards	Relaxed, retired couples and widowed individuals in suburban homes living quiet lives
Q63	Footloose and Family Free	Elderly couples and widowed individuals living active and comfortable lifestyles
Q64	Town Elders	Stable, minimalist seniors living in older residences and leading sedentary lifestyles
Q65	Senior Discounts	Downscale, settled retirees in metro apartment communities
R	Aspirational Fusion	Multi-cultural, low-income singles and single parents living in urban locations and striving to make a better life
R66	Dare to Dream	Young singles, couples and single parents with lower incomes starting out in city apartments
R67	Hope for Tomorrow	Young, lower-income African-American single parents in second-city apartments
S	Struggling Societies	Economically challenged mix of singles, divorced and widowed individuals in smaller cities and urban areas looking to make ends meet
S68	Small Town Shallow Pockets	Older, down-scale singles and empty-nesters living in modest ex-urban small towns
S69	Soul Survivors	Older, down-scale African-Americans singles and single parents established in modest urban neighborhoods
S70	Enduring Hardships	Middle-aged, down-scale singles and divorced individuals in transitional small town and ex-urban apartments
S71	Hard Times	Older, down-scale and ethnically-diverse singles typically concentrated in inner-city apartments

What demographic characteristics best reflect me?

With which demographic groups do I feel most comfortable?

What are the social characteristics of my reality that match and don't match my context?

Developing a leadership or launch Team



The Jesus Model

- Jesus never had the intention of undertaking his ministry alone. Even though there were aspects and activities of his ministry that were his sole responsibility, for everything else he recruited a group of collaborators.
- Then Jesus went up a hill and called to himself those he wanted. They came to him, and he chose 12, whom he named apostles. "I have chosen you to be with me" he told them. "I will also send you out to preach and you will have authority to drive out demons" Mark 3:13-15



Leadership Team



- Leadership Team: A group of gospel passionate people brought together to provide initial leadership and growth for the new church project.

Characteristics of the Leadership Team

- Small; no more than 12 people (remember the Jesus model), so that they can build a sense of community.
- Take the time to build cohesion and establish rapport with each other, although are careful not to become inwardly focused.



Characteristics of the Leadership Team

- Is heterogeneous in its composition.
- Understands the vision of the planter is committed to carry it out.
- Shares the vision and will serve the ministry, contribute financially and participate regularly.
- Will be in charge of recruiting along with the planter, the other members of the expanded group that will eventually become the congregation.



- Relational experiences go beyond weekly meetings.
- Roles within the group are clearly defined.
- Group learns and trains by on-hands experiences.
 - Cynthia Hale School of Evangelism
 - Teach service by serving
 - Teach prayer by praying
 - Teach Scripture by going directly to the Word





Who to include in your leadership team?

- People with vision.
- People excited about ministry.
- People excited about being church.
- People with positive attitudes and a spirit of expectation.

Who to include in your leadership team

- People not skeptical about the potential for impacting the community.
- People consistent in prayer and outreach, even in face of apparent sterile efforts.
- People who are committed to a deep relationship with Jesus Christ and can witness about it to others.
- People who are flexible, teachable and risk takers.



Multiplying Your Team

- Churches grow through evangelism.
 - Active evangelism
 - Sharing the gospel and plan of salvation through various ingenious methods to the unchurched
 - Active recruitment of the underchurched
 - Passive evangelism
 - Attraction events and ministry outreach projects such as health fairs, concerts, dinners, activities for children, etc.,

Multiplying Your Team

- Once you have assembled your leadership team you will start to get a feel for what your church is going to look like. The identity and ethnicity of the future congregation is worked into the idiosyncrasy of your launch team.



Using your Leadership Team to grow the church

- Churches grow through relational networking. Relational networks are the basic building blocks of society
- Relational groups refer to the group of people we are intimate with, those we tend to interact and spend quality time with



Relational Networking

- In reaching out beyond our core group, we begin to network our community to grow our church.
- Our relational groups are our first venue for evangelism.
- Relational groups include: members of our immediate family, some relatives, friends from work, recreational and hobby partners, and community people we tend to interact with quite frequently.

Relational Groups

- These groups are as large, or as small as we allow them to be. Typically a relational group has between 20 to 30 people.
- Many Christians tend not to have many non-believers in their relational groups.
- This could explain why some of our new church starts are sometimes all about stealing members from other churches.



Relational groups



- We need to develop friendship networks with our relational groups before we can attempt active evangelism.
- That is why passive evangelism is so important in the gathering stage of the new church.
- These outreach events are not only attraction events, they are also a chance to get to know these people better and develop relations of trust as you present the gospel. (Story of Deborah Thompson)



Preparing our strategies

Prepare a list of at least 15 to 20 people who you consider to be part of your relational group

Using your Leadership Team to grow the church

- As you begin to reach people from your relational groups, the process of evangelism will lead to further commitment to the church. The discipleship process needs to begin immediately. This is an area where you can involve your leadership team.



Using your Leadership Team to grow the church

- As we resource the critical mass from our relational groups or other sources, we are targeting people to bring them into a deeper relationship with Christ and hope to move them from the outer to the inner circles of commitment to the vision and mission of the church.



Using your Leadership Team to grow the church

- You basically find yourself running two tracks. One track targets your critical mass with the active and passive evangelism strategies, along with the celebration of attraction events to reach out to the community.
- As your leaders are trained, this track will become their responsibility. These strategies will be worked into your ministry plan. As a good leader you will hand off this work and it will be productive.



Using your Leadership Team to grow the church

- It is impossible for us to juggle all the responsibilities. Church planting is not a one person show.



- The second track you will run is the main responsibility of the planter. As in the first stage of the plant, the leader development piece is continuous. As the planter identifies new people with leadership potential, the planter meets with this group of people at other times outside of the regular church program in intentional prayer and training time.

To Consider:

What are some next steps I need to engage in as a result of this presentation?

DEVELOPING DISCIPLES

The internal work of the church is to “make disciples”. Scripture talks about equipping the saints for all good works. The Message in 2 Corinthians 9:8-11 The Message (MSG);

8-11 GOD CAN POUR ON THE BLESSINGS IN ASTONISHING WAYS SO THAT YOU’RE READY FOR ANYTHING AND EVERYTHING, MORE THAN JUST READY TO DO WHAT NEEDS TO BE DONE. AS ONE PSALMIST PUTS IT, HE THROWS CAUTION TO THE WINDS, GIVING TO THE NEEDY IN RECKLESS ABANDON. HIS RIGHT-LIVING, RIGHT-GIVING WAYS NEVER RUN OUT, NEVER WEAR OUT. THIS MOST GENEROUS GOD WHO GIVES SEED TO THE FARMER THAT BECOMES BREAD FOR YOUR MEALS IS MORE THAN EXTRAVAGANT WITH YOU. HE GIVES YOU SOMETHING YOU CAN THEN GIVE AWAY, WHICH GROWS INTO FULL-FORMED LIVES, ROBUST IN GOD, WEALTHY IN EVERY WAY, SO THAT YOU CAN BE GENEROUS IN EVERY WAY, PRODUCING WITH US GREAT PRAISE TO GOD.

Discipleship

Throughout history, Christianity, more specifically, Christians, have managed to “shoot themselves in the foot” with oppressive actions carried out in the name of God. Crusades, pogroms, invasions.... And of course the many things we can mention today that dominate the media.

Gandhi once said: “I like Christ, but I don’t like Christians, for when I look at Christians, I don’t see Christ in them”

What is discipleship? It is Evangelism in action; It is empowering and helping people to become Christ-like, helping them understand and live out the great commission in the everyday activities of life that makes the gospel message come alive for others through our own modeling.

For those we call unchurched or the “nones”, this might not be a far stretch, for there is little or no previous history with church culture. But for some of those who are church-lifers, this may entail a drastic paradigm shift. You see where we like it or not, accept it or deny it; we have been shaped by the institution that is the church. Some of you with greater awareness are trying to break the mold and in part your being here could respond to that desire of Letting Go and Letting Come.

Discipleship is a call to create community. I propose that today it is a countercultural movement that invites us to move away from a consumer mentality, a culture of entitlement and membership to a model of people in covenant.

Let no one say this is a ride in the park
Consumers resist change...
Consumers are never satisfied... can I get a witness?

True discipleship can only come out of a community that lives in covenant, a group that moves from the “me” to the “we”.

We speak of the “beloved community” as a place where God’s realm is incarnated in thought and action. However, that community does not just appear out of thin air. This place metaphorically speaking comes into existence and is sustained when:

- There is a clear sense of identity and purpose
- There is a total commitment to being missional (Christ in the world)
- They/we have been freed of the consumerist metrics of church success, ie, numeric growth, budget, money in the bank, large buildings, influence (not necessarily presence) in the community, multi, well-paid staff, etc and **are clear that the kingdom outcome, the guiding mission is transformation.**
- Those that are in covenant with each other and have experienced transformation seek to create the spaces where others; my neighbor, my community might experience transformation

Kevin Ford in his book **Transforming Church** offers five building blocks needed to create community:

- **Mentor mission partners**
Engage people with the vision or the dream of the church. Help them reach the place where they understand and believe that their everyday life is an extension of the church’s mission
- **Invite input**
Ask the people, seek feedback. From the faith community, as well as the community that surrounds the church.
- **Create a structure for Integration**
Understand that this is a highly relational, intentional process. Create the places for conversation, for service, for support, avoiding the consumerist mentality, and creating a place of affirmation and empowerment for people to lean into and serve from their gifts. Ministry planning is a great proactive tool that paves the way for this process.
- **Develop small groups**
Small groups exist in many iterations, bible studies, book clubs, knitting circles, sports teams, etc., but the outcome must be clear. Outcome must be clear, small groups are more than just people coalescing around common interests, for small groups to really foster and strengthen the beloved community, their focus needs to be missional and foster genuine relationships.
- **Build a third place**
Ray Oldenburg in *Celebrating the Third Place*, talks about the importance of identifying those neutral places in the community where people hang out, meet others. Cheers the bar, Panera and Starbucks have piped into this market

and need and profited nicely from it. In these third places relationships develop, trust is built and the space for holy conversations is created.

Why is this so important? Because discipleship is a both/and. It is an exercise of becoming the beloved community and inviting people into the beloved community.

Discipleship begins with our (YOUR, MY) commitment and total surrender to the gospel message that leads to the transformation of our life and life style. It is born out of the desire to share with others, that which has brought so much good to our life.

Why discipleship? Because people today are yearning something, different that will give them meaning in the spiritual realm. This whole thing about **spiritual but not religious** begins to sound overrated, but there is a truth to it that we need to consider. For years, the church lived by the mantra of “**religious, but not spiritual**”.

The church has limited itself to introducing the gospel message, and has not challenged people to go into the deep dive of wrestling with and living out the radical elements of the gospel message. Some might argue that we have abdicated on one of our core responsibilities as proclaimers of the gospel.

A call to discipleship is a call to move out of the comfort zones of Sunday 10-11am and understand that we are called into a life style that is Christ-centered and world focused.

As people called and vocationed to lead others in their spiritual walk, we must understand that part of our task is to challenge believers, be they newcomers to the faith, or life-long believers, to a new way of living out the gospel message that is a 24/7 experience.

As planters and leaders for redeveloping congregations, what does this mean?

It means we are called to help move people from the margins to the center; from by-standers to activists. For too long our faith communities have operated on the membership model, with a highly consumerist mentality. Do the minimum and expect the most. The 80/20 rule. The idea that because I contribute I should have access to all services is an attitude that has feed much of the cynicism with which many outsiders look at the church.

As leaders we are challenged to engage, **confront, if you will**, our people with their levels of commitment to the gospel message,

NOTE... not to your vision, not to your person, not to your project, but to the Jesus message (put up an image of a target). Vision change, projects fail, so..

How do we engage people to the point where they are “head over heels” in love with Jesus and just feel the need to share and model that for others?

This is the second most important bullet in your job description, (Anybody know what the first item in your job description is?) Create the spaces for those holy conversations that could lead to a yearning to be in relationship with Christ, to desire becoming part of the beloved community.

Why? Because if your plant or church is to live beyond your work and charisma, and survive the many iterations of the vision that it will inevitable go through over time, you need to ground people in a thriving relationship with Christ. Preparing them to be action-packed disciples, living a covenantal relationship that seeks to bring out the best in all people.

What is the paradigm shift we are talking about?

Discipleship. It is more than just knowing who Jesus is, it is about knowing Jesus in a personal, intimate manner. Jesus question; Who do YOU say I am?

Mathew 16:13-15

WHEN JESUS CAME TO THE REGION OF CAESAREA PHILIPPI, HE ASKED HIS DISCIPLES, "WHO DO PEOPLE SAY THE SON OF MAN IS?"¹⁴ THEY REPLIED, "SOME SAY JOHN THE BAPTIST; OTHERS SAY ELIJAH; AND STILL OTHERS, JEREMIAH OR ONE OF THE PROPHETS."¹⁵ "BUT WHAT ABOUT YOU?" HE ASKED. "WHO DO YOU SAY I AM?"¹⁶ SIMON PETER ANSWERED, "YOU ARE THE MESSIAH, THE SON OF THE LIVING GOD."

This is the moment when head and heart meet in ways that at times might seem dissonant. It is a moment when we begin to understand that to live by faith means not always having all the answers; or the certainty of the answers. It is the willingness to live in that place of uncertainty as creepy as it may seem, to allow our faith to blossom in ways that opens us to the opportunities of new and deeper experiences in our walk with God. We talk about the let Go and let Come. This is where the rubber hits the road.

Discipleship, It is more than just the knowledge of what the scripture contains; it is the savoring and experiencing the scripture in ways that it becomes alive to you and your many situations

Ezequiel 3:1-4

AND HE SAID TO ME, "SON OF MAN, EAT WHAT IS BEFORE YOU, EAT THIS SCROLL; THEN GO AND SPEAK TO THE PEOPLE OF ISRAEL." ² SO I OPENED MY MOUTH, AND HE GAVE ME THE SCROLL TO EAT. ³ THEN HE SAID TO ME, "SON OF MAN, EAT THIS SCROLL I AM GIVING YOU AND FILL YOUR STOMACH WITH IT." SO I ATE IT, AND IT TASTED AS SWEET AS HONEY IN MY MOUTH. ⁴ HE THEN SAID TO ME: "SON OF MAN, GO NOW TO THE PEOPLE OF ISRAEL AND SPEAK MY WORDS TO THEM

Ezekiel was to speak to the house of Israel, but not by reading the scroll.

Ezekiel was to speak to the house of Israel from his heart and soul.

Ezekiel was to take into himself the Word of God, digest it, and let it assimilate into his being, so that it became a part of his own nature; and then, he was to speak from his own heart, in his own words.

And this is exactly what we are to do today. So, what did Ezekiel do?

2. SO I OPENED MY MOUTH, AND HE FED ME THIS SCROLL. 3. AND HE SAID TO ME, "SON OF MAN, FEED YOUR STOMACH, AND FILL YOUR BODY [OR INWARD PARTS] WITH THIS SCROLL WHICH I AM GIVING YOU." THEN I ATE IT, AND IT WAS SWEET AS HONEY IN MY MOUTH.

If God and His Word are precious to us, then His word will also be sweet in our mouths.

And when we allow these words to become part of our inner being, then our whole body will likewise speak forth God's Word through our actions.

It is about being intentional in the events that seek to create opportunities for people to know and give into a yearning to be in relationship with Christ

Sharing your life story; Empowering others to share their life story; Create the opportunities, send forth as Jesus did with his disciples

Seeking those places in the community where God is already at work and present; Meet people where they are at, spend time putting a face on the needs,

- Ministries of service
- Outreach efforts
- Habitat for Humanity projects
- Food banks and Hunger management projects
- Community development and redevelopment
- Empowerment projects

SEEKING PLACES WHERE THE TRANSFORMING PRESENCE OF GOD CAN BE MADE KNOW, AND MAKING IT HAPPEN

Discipleship is empowering others to live and serve, so that the world can see Christ in us, so that others can experience the transformation and live the hope that compels us to action.

Video: <https://www.youtube.com/watch?v=rk8ERxqCZqQ>

TO CONSIDER:

What does discipleship look like?

What strategies can I develop to create a community of disciples?

Thoughts for the journey

Thursday, September 20, 2018

DISCOVERING YOUR DNA

Scripture - Habakkuk 2:1-3

“Why do some people act so strange?” This is a question that you have probably asked about someone else or someone else has asked about you! Why do you act the way you do? Why do others act the way they do? People are complicated and not everyone acts or reacts the same way. Imagine how much easier life would be if you better understood yourself and the people around you. Imagine how much stronger your relationships would be if you had more insight into what motivates people. Imagine how much more effective you would be if you could better predict the way people would respond to you.

You no longer have to imagine these things – they can all be true for you!

Through the use of this “Discovering Your DNA” tool, you can gain insight into yourself and others. You will learn:

- ✓ what motivates people
- ✓ how people respond under stress
- ✓ how people are perceived under stress
- ✓ the four major personality types and how to recognize them
- ✓ the most effective ways to speak to each personality type
- ✓ how to predict how people will act and react
- ✓ points of possible frustration based on work or home environment
- ✓ how to improve your communication effectiveness

Discovering Your DNA is based on the DISC profile – a well-researched tool that has been used for decades by businesses. Supported by a multitude of studies, the DISC profile has been a very effective tool to foster better self-understanding and self-awareness as well as improved interpersonal relationships.

Discovering your DNA is a descriptive instrument – it describes current behavior as it is reported by the person who completes the tool as opposed to defining how a person must act. It is not designed to diagnose mental illness or mental ability, but instead, to point to behavioral tendencies. The first appropriate use of the tool is to gain insight into yourself. The second appropriate use is to better understand others. These uses should allow you to improve your communication and relational skills.

Your journey to better understanding of yourself and others awaits. Let’s discover your DNA!

DIRECTIONS

For each of the 20 sets of words below, select the word in the set that is MOST like you and the word in the set that is LEAST like you. Place an “M” by the word that is the MOST like you and an “L” by the word that is LEAST like you. After selecting two words in each of the twenty sets of words, record your responses on the summary chart that appears after this section.

Word Set # 1

- ___ A. Driving
- ___ B. Inspiring
- ___ C. Steady
- ___ D. Calculating

Word Set # 2

- ___ A. Dominant
- ___ B. Influential
- ___ C. Stable
- ___ D. Precise

Word Set # 3

- ___ A. Leader
- ___ B. Outgoing
- ___ C. Shepherd
- ___ D. Detail-Oriented

Word Set # 4

- ___ A. Forceful
- ___ B. Social
- ___ C. Loving
- ___ D. Structured

Word Set # 5

- ___ A. Powerful
- ___ B. Dreamer
- ___ C. Caring
- ___ D. Ordered

Word Set # 6

- ___ A. Domineering
- ___ B. Flighty
- ___ C. Unchanging (stubborn)
- ___ D. Rigid

Word Set # 7

- ___ A. I want to win
- ___ B. I want to have fun
- ___ C. I want to have strong
Relationship
- ___ D. I want to do things right

Word Set # 8

- ___ A. Focused
- ___ B. Loud
- ___ C. Loving
- ___ D. Law-abiding

Word Set # 9

- ___ A. Confident
- ___ B. Talkative
- ___ C. Kind
- ___ D. Follows-through

Word Set # 10

- ___ A. Driven
- ___ B. Exciting
- ___ C. Supportive
- ___ D. Accurate

Word Set # 11

- ___ A. Strong
- ___ B. Happy
- ___ C. Sensitive
- ___ D. Efficient

Word Set # 12

- ___ A. I like to be in charge.
- ___ B. I like to meet new people.
- ___ C. I like to care for people.
- ___ D. I like to follow the rules.

Word Set # 13

- ___ A. Takes charge
- ___ B. Stands out in a crowd
- ___ C. Emotional
- ___ D. Analytical

Word Set # 14

- ___ A. Over-achiever
- ___ B. Makes people laugh
- ___ C. Insightful
- ___ D. Obedient

Word Set # 15

- ___ A. Persistent
- ___ B. Friendly
- ___ C. Faithful
- ___ D. Frugal

Word Set # 16

- ___ A. I focus on results
- ___ B. I focus on people
- ___ C. I focus on relationships
- ___ D. I focus on accuracy

Word Set # 17

- ___ A. I love a challenge
- ___ B. I love party
- ___ C. I love time with close friends
- ___ D. I love getting the right

answer

Word Set # 18

- ___ A. A leader who works
- ___ B. A leader who plays
- ___ C. A leader who cares
- ___ D. A leader who does things

right

Word Set # 19

- ___ A. Sometimes I am demanding
- ___ B. Sometimes I forget the details
- ___ C. Sometimes I am stubborn
- ___ D. Sometimes I am picky

Word Set # 20

- ___ A. Luxury car
- ___ B. Sports car
- ___ C. Safe car
- ___ D. Practical car

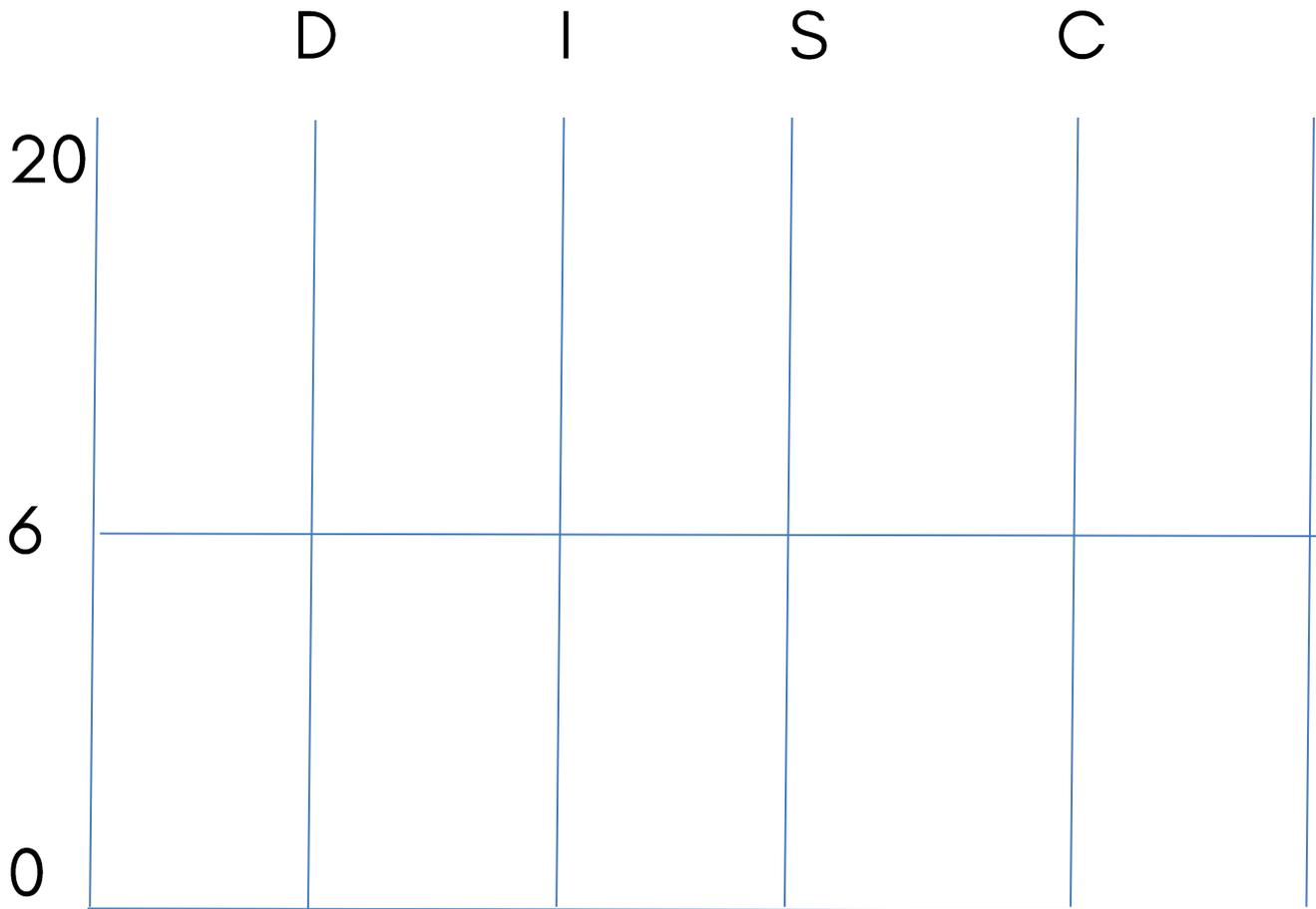
Scoring your profile

Count the number of times you selected each letter as being *MOST* like you:

- Total number of times you selected A: _____ (D on the DISC)
- Total number of times you selected B: _____ (I on the DISC)
- Total number of times you selected C: _____ (S on the DISC)
- Total number of times you selected D: _____ (C on the DISC)

Note: These number must add up to 20.

Graph on the chart below the number of times you selected each letter as being MOST like you.



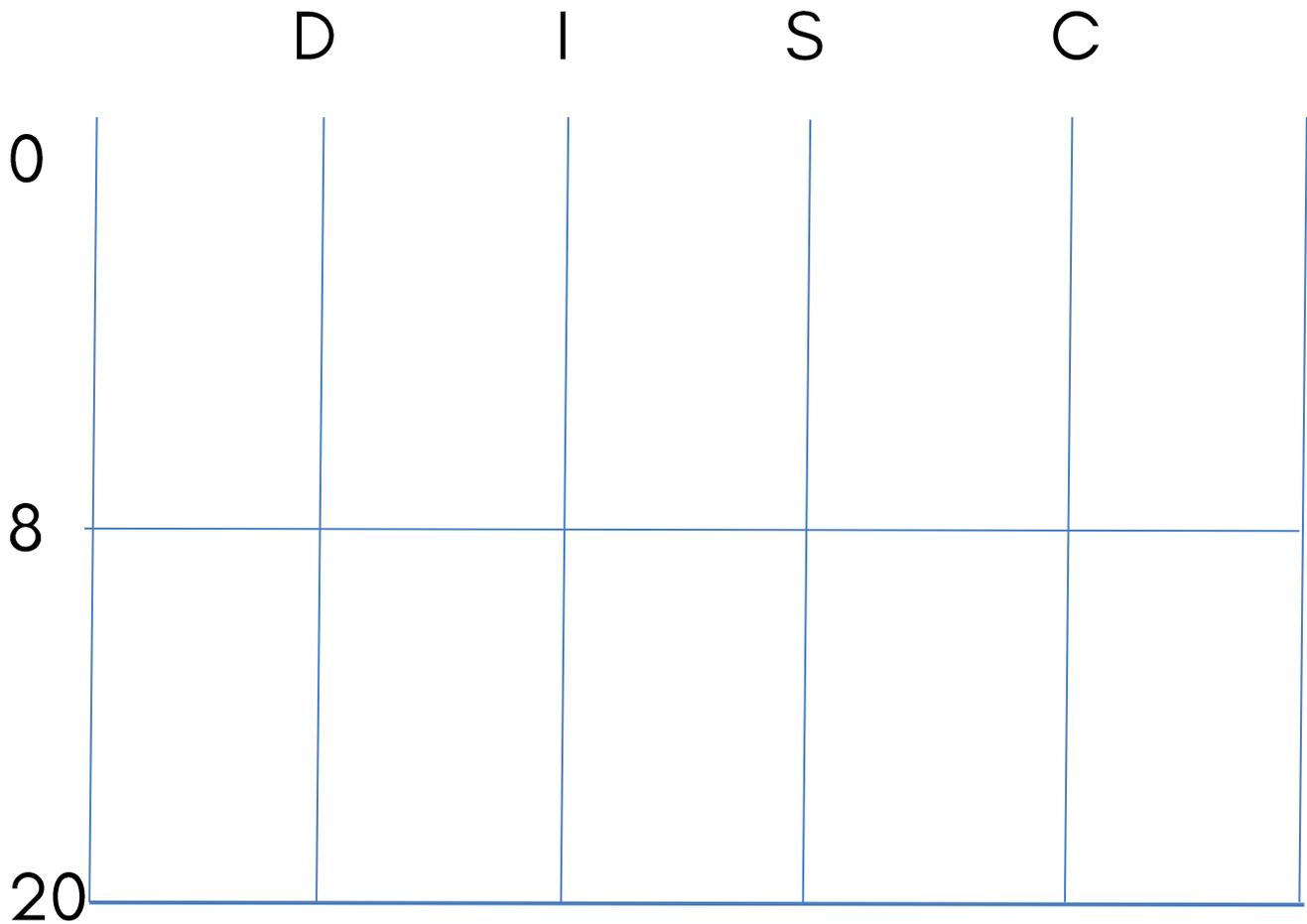
This graph shows how you likely act in your present life situation (work, relationships, etc.) as those things that are MOST like us tend on our current life situation. Note that the mid-line on this graph is at a score of 6.

Count the number of times you selected each letter as being LEAST like you:

- Total number of times you selected A: _____ (D on the DISC)
- Total number of times you selected B: _____ (I on the DISC)
- Total number of times you selected C: _____ (S on the DISC)
- Total number of times you selected D: _____ (C on the DISC)

Note: These number must add up to 20.

Graph on the chart below the number of times you selected each letter as being LEAST like you.



This graph shows how you likely are at your core – how you are wired– as those things that are LEAST like as tend to not vary much over time. Note that the mid-line on this graph is at a score of 8 and that zero (0) is at the top of the chart.

Understanding your Profile

D We are direct and decisive. We are risk-takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with an ability to persevere. We are more active than passive, but possess a kind of clam sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with a fierce determination that comes from a strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work along. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I We are inspiring and impressive. Enthusiastic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influent to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved that we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine with it comes to influencing and helping others.

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win.

We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft-and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (Exodus 5–21, Numbers 12:1–15), Ezra (Ezra 7,8)

C/S We are systematic and stable. We tend to do one thing at a time—and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1–23)

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Bezalel (Exodus 35:30–36, 8, 37:1–9), Jochebed (Exodus 1:22–2:4), Jethro (Exodus 2, 18)

CREATING FUTURE STORIES

- A future story uses the elements of storytelling to create mental images that are exciting and create a sense of possibilities for the future.
- It has been proven that stories are 22 x's more memorable than stats.
- The Brain is not hardwired for facts—but stories are retained easily
- Jesus told stories to teach and create a sense of anticipation for that beloved community he sought to establish.

Elements of a future story

- The story centers around a specific situation or need in the community you are serving
- There is a personal connection to a person in the story to make it more genuine.
- The story presents a clear moral or purpose for the actions taken
- There are detailed characters and events contained in the story
- Specific challenges are named and addressed as part of the narrative
- The narrative ends with a celebratory lifting up on the beloved community that has been established because of the work of the church.
- The story is not long-winded, but rather concise, with enough elements to create a framework for what could be the marching orders for the new church plant as they begin their work in the community they have been called to serve.

Read these samples of Future Stories and spend some time developing a future story for your church plant.

Sample Future Story

POSSIBLE FUTURE SCENARIO #1

OKC—September 2020

Mary Cass has been a member of First Christian Church since 1980. At 76 years of age though, she now is attending a new expression of First Christian Church called Restoration Christian Church and is one of its most ardent supporters.

“First Christian Church had always been on the cutting edge in its early history—but we went through a period of time of decline that led us to think more about preserving what we had rather than looking to connect with people in new ways. Fortunately, our founders had blessed us with lots of financial resources.” Mary said.

Harvey Smoot, who has been a member for the last 15 years also chimed in. “We had about \$1.8 million in endowments and reserves—but we were spending the money like it was Kleenex. It was costing us more than \$300,000 a year to operate our facility, and our small congregation of just 50 people could not afford to operate like that anymore.”

Mary added—“We had years of trying small improvements. Years of adding visitors parking places, or giving cookies to visitors...things like that. It never amounted to anything. We were all just sort of disillusioned. Then the old adage donned on us...‘insanity is doing the same thing over and over and expecting different results’ So, in 2015 we decided it was time to make a BOLD decision.”

Harvey took up the case; “We were blessed to have an entrepreneurial pastor, who developed a partnership with a new church pastor at this church. They began to dream of a new expression of a church right in this facility which was great because we were not using much of it for church activities anyway. It seemed a shame to have such a beautiful place to worship—and not being able to use it.”

Mary continued: “Those of us who worshiped here a long time loved FCC. We had given of our time and treasure over the years. We liked worship the way we worshiped, and we appreciated organ music. While we were progressive theologically, we had great appreciation for traditional worship and frankly, we didn’t want to let that go. That is why we decided to do a parallel start.”

“Parallel start...what is that?” Harvey asked. Mary answered: “A parallel start is where the traditional group continues to worship in the style it had been most comfortable with, while releasing control to others to create a new worship expression. So in our case it meant releasing 75% of our pastor’s time towards the development of the new worship expression. It also meant developing a more agile decision making process with our assets (which frankly was great—I was getting tired of going to meetings). And finally, it meant that we had a slightly different worship time in order to accommodate the new expression.”

“It was a hard pill to swallow. Letting go of so much, but in a way it made sense. First of all, this church wasn’t our church, it belonged to Christ. Secondly, we have tried and tried and tried to turn our situation around—we thought what have we got to lose? Finally, we don’t want to be the people that keep others from a meaningful relationship with God. If letting go would open the doors for this place to others. We wanted to do that.” Mary stated stoically.

Harvey went on to describe the process; “One of the first things we did was suspend by-laws and appoint an Accountability board. We placed two of us on that Accountability board, and recruited people who had success in church development to fill the other spots. Then the pastors went to work on preparing for a February Launch of

the new expression. For us, we noticed very little difference other than having our worship time shift by 30 minutes.”

Mary interrupted “Yes. We continued to worship in the manner that we appreciated—but without the burden of trying to build up our worshipping community. We just came together and loved each other. It was really a relief to not have to worry any longer about “what are we going to do? Our pastors continued to give us great care. For the first time in a long time I felt we could worship God, and not have to count people in the seats.”

Harvey introduced a new person who joined the conversation. “This is Wally, Wally started with the new expression.” “Hi, what are we talking about here? He asked. Mary spoke; “we were just telling this person about our story over the past 5 years. You were a part of the new church that started here in 2016 weren’t you?” “Oh yes” Wally continued.

“I started in March of 2016. It was fantastic. I had been a part of church off and on throughout my young adult life—but just couldn’t find a place that I could connect with. I didn’t like these churches that were always telling me what was right or what was wrong, or telling me what I should think about this or that—or worse yet telling me who God loves and who God is casting into Hell. I could read the scriptures—and I didn’t always agree with their interpretations.” Wally said.

“I had quit going to church around 2000 or so, just going to occasional Christmas services. In 2005, my wife and I were both doing well with our jobs downtown, and we decided to buy a condo. We enjoyed being close to shops and restaurants and living an urban lifestyle. It was about then, that my wife was diagnosed as having breast cancer. It brought us both to our knees—and we were really scared. We had just received a flyer inviting us to Restoration Church. At first I was a bit put off by the name...thinking they were going to restore me to something I didn’t want to be—but then it dawned on me, perhaps this is about restoring us to health. I told my wife Megan...lets go to church—and she tearfully went with me.”

“We knew of the “dome” and arrived about 5 minutes early. We easily parked and were amazed at all the people going into the building. We’d been by before on Sundays...and hardly ever saw cars here. When we walked in we were greeted by friendly people at the bottom of the escalator, and made our way up to the 2nd level. There we were greeted again, and showed the coffee stations. The guy that met us acted like he expected us and made sure we felt welcome. He said...after you get coffee, why don’t you join me at this table (pointing into the sanctuary).”

“I have to say I was really surprised by what I saw next. There was a band up front playing beautiful, quiet music. Instead of pews or seats, the room was filled with round tables with about 6 chairs at each. Around the outer edge was different stations with art supplies, sand, candles, message center, cards...It was really different. We got our coffee, found our seats and enjoyed the music...then we stood up and sang.”

“The music was incredible. I had never heard a guitar, bass and drums play with a pipe organ before. The words to the music were projected behind the band, and the acoustics in the room made it like singing in the shower. Megan and I hadn’t sung in years...we forgot what it was like to sing. We sang several songs, then several other people from the crowd led us in prayer, read scripture, and invited us to consider engaging in mission in our community. We really couldn’t tell who was in charge—it was great to see so many different kinds of people leading us.” “Oh...here is Megan...I was telling these folks about our first worship service here.” Wally introduced people to Megan and then continued with his story, “I will never forget that first service. The pastor preached a moving message. He didn’t preach at me, but with me if you know what I mean. Then towards the end of the sermon he gave a moving story about how God restores life, when we let go of old ideas. He then asked us in our table groups to tell of a time when we thought something was horrible—and yet some time later we saw that it was really a blessing in disguise.”

"I have never forgotten that sharing time" Megan joined in, "People were telling about dates that went south, only to find their partner for life. One person shared about losing a parent, only to find they could stand on their own. When it got to us I was scared...should I tell them about my cancer or not? I looked at Wally who was tearing up—and I knew this was the place to talk about it. So I shared what we were facing. At this point, I hadn't told anyone at work, I had only shared with my parents and Wally. I told them I wasn't sure what my blessing was going to be, or what our outcome was going to be. The man who invited us to sit at his table said—none of us know where this is going, but we know God is going to be with you every step of the way. I just felt at peace." Megan concluded.

Wally continued: "I couldn't add any more to what she said—because I didn't want to cry in front of a group of strangers. I'm a man after all. Then the band sang a song entitled BLESSINGS and I wept like a baby. I still remember the chorus:

*"What if our blessings come through rain drops
What if your healing comes through tears
What if a thousand sleepless nights are what it takes to know you're near
What if trials of this life, are your mercies in disguise"*

"Then the lights went down except for the light over the communion table and it felt for a moment that I was being invited back into a relationship that I had ignored for a very long time." The group could tell that Wally was choked up at remembering that day. Megan finished for him..."Needless to say, that was our homecoming. We felt our faith restored—and we knew that God was calling us beyond my cancer towards something much greater."

Mary the long-time member spoke up. "These encounters that take place in this new expression are different every week. When we first started, the FCC group continued worshipping in the chapel downstairs. It was the right size room for our small group, and the space was more traditional. After the new expression started, I kept noticing more and more different things going on up there. At first I was disgusted by the fact that they had removed the seating and put in tables. I thought the drum set had no business in that beautiful space. Frankly I was horrified. But we could see we were reaching new people...and so I didn't want to get in the way."

"Then, one morning when daylight savings time began, I showed up to church an hour late. I had missed my normal service—so I thought I would just try the new worship expression and see what it was like. At first, I hated the music—but then I was captured by the energy in the space. People were happy, they were greeting one another, and they accepted me for who I was. Even though I was maybe 20 years older, they still listened to me during our table discussion. I hate to admit it...but I've not been back to the traditional service except occasionally to see old friends."

Megan testified: "You know, after my cancer went into remission, Restoration Church began to teach me about ways that I can live my life in thanksgiving. This church reaches the community in so many ways, through our bike ministry, our work with the food bank, and our ministry to the homeless. "

"Wally and I decided also to have our first child. In fact a number of us are having our first child. We have parenting classes on how to raise kids with hope for the future. We have a very unique Sunday school in which children act out Bible stories, AND engage in mission. Some of our children are now involved in the bike ministry if you can believe that. We have a Thursday night surprise each week where we can come as families, eat dinner, and participate in a variety of programs for the entire family." Megan concluded.

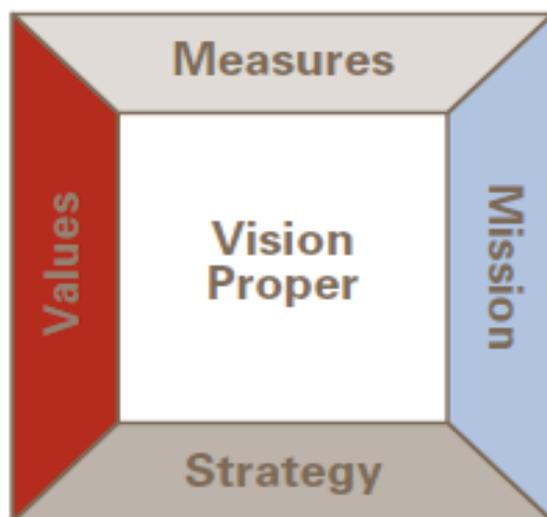
Wally closed the conversation; "Our church is growing because we are growing as individuals. Last Sunday I met a new guy. He was at a concert at our amphitheater. He said that the Pastor gave a greeting at the concert. He'd

been to many concerts before and had never seen that before. He was impressed that the Pastor just gave a simple invitation to come see what was happening—and so we showed up. We could tell that this would be a very different kind of church.”

Restoration Christian Church is now 5-years old. It averages about 300 people per Sunday, and while still not totally self-sustaining, the church no longer draws heavily on its endowment. In keeping with First Christian’s heritage, the church found a way to reinvent itself and be on the cutting edge of the Christian movement.

FROM FUTURE STORY TO VISION FRAME; DEVELOPING A MINISTRY PLAN

A **Ministry Plan** is a road map that sets the course for the realization of your future story. This exercise provides a sense of direction for strategies and goals in a realistic timeline. Accountabilities are built into this strategic plan to ensure the project is not sidetracked or derailed. The coaching relationship at this stage is very important, as the coach offers an accountability element to the timeline of the project.



MISSION

A clear and concise statement that describes what your church is ultimately supposed to be doing. Mission answers the question “What are we doing?”

In just one sentence, what is your church ultimately supposed to be doing?

VALUES

The shared convictions that guide the actions and reveal the strengths of the church.
Values answer the question: "Why are we doing it?"

In just one sentence why is your church doing what it is doing? Write it in a value sentence.

STRATEGY

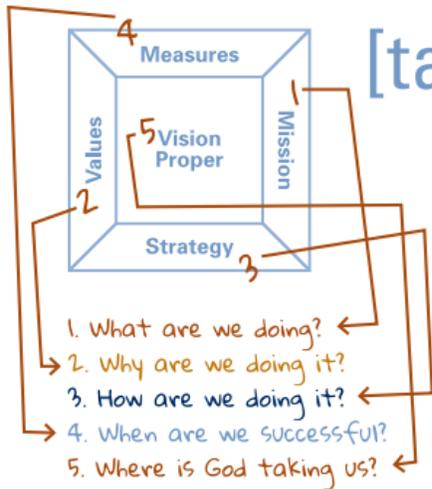
The process or picture that shows how the church will accomplish the mission on the broadest level.
Strategy answers the question: "How are we doing this?"

In several sentences describe how your church is accomplishing its mission. Consider how it is making decisions, financing its dream, housing its ministry.

MISSION MEASURES

These are the characteristics of a church that is accomplishing your mission.
Measures answer the question; "When are we successful?"

What were the signs of success? How did you know you were successful? Add to your frame.



[talk up vision]
vision frame cliff notes

	Frame Component	Missional Reorientation
	1. Mission	↳Mandate
	2. Values	↳Motives
	3. Strategy	↳Map
	4. Measures	↳Marks
	5. Vision Proper	↳Mountaintop + Milestones

Thoughts for the journey



Take away for the evening (Hotel-work)

Using a large sheet of newsprint, draw a timeline for the next two years of your project. Using pot-it-notes identify major markers along this timeline leading to significant events in the development of your future story. You may want to consider financial aspects of the plan, launch of specific programs or ministries, timeline of capital, human and physical resources and needs. The idea is to work from the end back. Plotting a two-year course will move you from ideation to realization of your future story.

Friday, September 21, 2018

Continued works on Ministry Plans

Sharing Updates on our Ministry Plan schematics

What are three goals you want to set for yourself based on your experience this week?

1.

2.

3.

What is one thing you can accomplish in the next four weeks to move you closer to achieving one of these goals?

Event Evaluation

Sharing time with Sustain Cohort