

# ELEVATE

RAISING YOUR

*Leadership*

**MAY 5, 2018**

THIS BOOK BELONGS TO



**HERITAGE COMMUNITY CHURCH**  
8146 Quarterfield Rd. Severn, MD. 21144



May 5, 2018

Dear Brothers and Sisters in Christ,

Welcome to *Elevate 2018!*

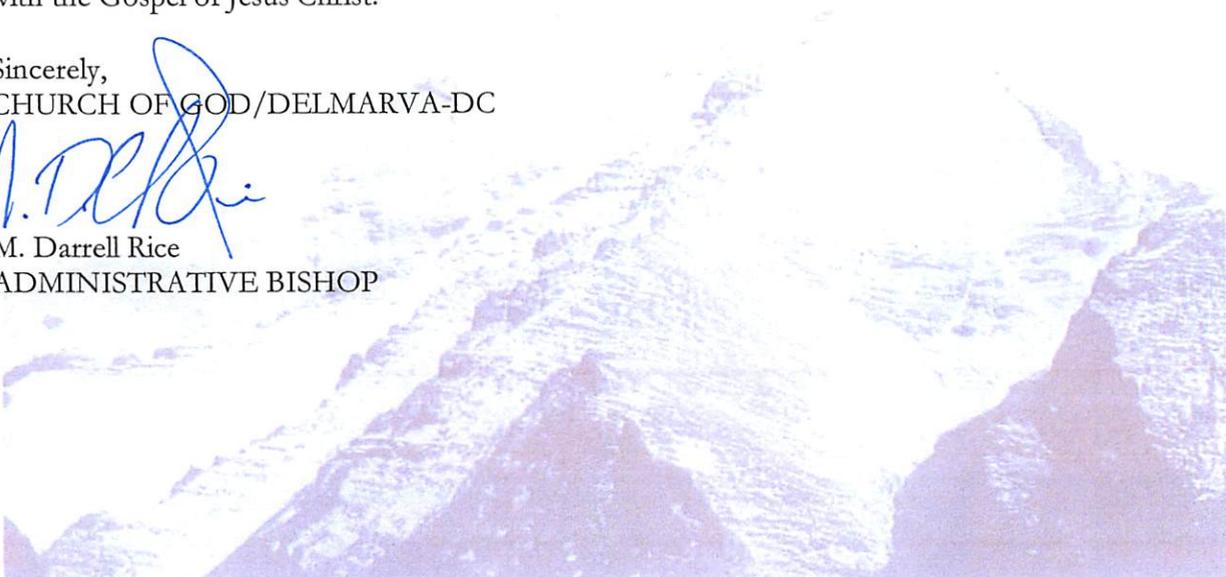
Thank you for taking time out of your busy schedule to attend this one-day leadership training conference. I am thrilled you are here.

Our theme – *Raising Our Leadership* – represents the ultimate challenge facing us today. No matter your area of ministry I cannot think of a greater challenge we all face week-in and week-out than continuing to grow and stretch in our leadership capacity in order to remain relevant. After all, I am confident most of us are highly skilled when it comes to understanding God's Word and practicing spiritual disciplines. Let's take the next step and commit to leading more effectively in connecting the gospel and the ministries of the church to real life, regardless of tradition or style.

It is my hope and prayer that today you will discover one or two solid ideas that will elevate your ministry to a higher level of effectiveness. Whether you are a musician, youth leader, treasurer, Sunday school teacher, pastor . . . whatever . . . you have a vital role to play in making sure that your leadership skills improve and increase so you'll remain relevant. Together we can change the world with the Gospel of Jesus Christ.

Sincerely,  
CHURCH OF GOD/DELMARVA-DC

M. Darrell Rice  
ADMINISTRATIVE BISHOP



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**2018 Delmarva-DC Elevate Conference: Raising Your Leadership**

ROOMS	Sessions for:	8:30 - 9:30	Session I 9:40-10:25	Session 2 10:35-11:20	Session 3 11:30-12:15	12:25 - 1:15	1:25- 2:30
Grand Hall	Connecting Opening/Closing General Sessions						
Grand Hall 1	Hispanic Ministries <i>Javier Gomez</i>		El Poder del Llamado	El Poder de una Visión Parte I	El Poder de una Visión Parte II		
Grand Hall 2	1st Impressions & Social Media <i>Josh &amp; Lauren Fletcher</i>		The Window (Social Media) <i>Josh &amp; Lauren Fletcher</i>	The Front Door <i>Josh &amp; Lauren Fletcher</i>	The Stairs <i>Josh &amp; Lauren Fletcher</i>		
Grand Hall 3	Pastoral Leadership <i>Lynn Hancock</i>		Leading Leaders <i>Lynn Hancock</i>	Leading Leaders <i>Lynn Hancock</i>	Worship: Excitement or Exit Door <i>Lynn Hancock</i>		
Room 238	Pastoral Leadership <i>Michael Nations</i>		I Know God Called Me: What Happened? <i>Michael Nations</i>	Not the SIZE but the EYES <i>Michael Nations</i>	Synergy: Colleagues NOT Competitors <i>Michael Nations</i>		
Music Hall	Pastoral Leadership <i>Johnny Moore</i>		SHIFT: The Foundation for a Lift <i>Johnny Moore</i>	5 Areas Where a SHIFT Must Occur <i>Johnny Moore</i>	Making Transitions & Living to Tell About It		
Game Room	Youth Ministry		Reaching GenZ <i>Caleb Crooms</i>	Creating Ministry Teams <i>Scott Matthews</i>	Disciple-Making Culture <i>Caleb Crooms</i>		
Upstairs Chapel Room 200	Children's Ministry		You CAN Be Creative <i>Matt Temple</i>	Safety: It's No Longer Optional <i>Matt Temple</i>	Generation Alpha: "ScreenAgers" <i>Beth Sirbaugh</i>		
Lower Chapel Room 100	Stewardship and Financial Health <i>William Addison, CPA</i>		Basic Tax Filing Requirements <i>William Addison</i>	5 New Tax Issues in 10 Minutes <i>William Addison</i>	Contributions: IRS Requirements <i>William Addison</i>		
Room 237	Security and Safety <i>Bernard Jones</i>		Why Do You Need a Safety & Security Ministry	The X's & O's of Building a Safety & Security Ministry	How Your Church Prepares for an Active Shooter		
Fireside Room	Women's Ministry		Planning & Advancing Your Ministry <i>Kea Henderson</i>	Bridging the Generation Gap <i>Janet &amp; Lori Lockemy</i>	Customizing Your Women's Ministry Panel Discussion		
Room 210	Church Planting		Essentials of Church Planting <i>Mike McDermott</i>	Implementation/ Launch <i>Chris Lockemy</i>	Sustainability <i>James R. Izzard, Jr.</i>		
Sanctuary	Music and Arts <i>CJ Blount</i>		Culture/ Core Values	Development: Discovering Purpose	Planning and Resources		
Room 239	Benevolence & Social Justice		Race Matters <i>Billy Humphrey</i>	Homelessness <i>Josh Handschuh</i>	Intro to Grant-Writing <i>Lillie Hughes</i>		

**OPENING GENERAL SESSION - GRAND HALL**

**LUNCH**

**CLOSING GENERAL SESSION - GREAT HALL**



# ELEVATE

## PRESENTERS

### Main Sessions

Since 1984 **Curt Cloninger** has performed his unique brand of solo theatre, thousands of times, all around the world, and in every imaginable setting. His performances will move you to laugh and cry and examine what you believe about God and life. It's been said of Curt: "He's a hundred people, all rolled into one, but each of them revealing the love of God in a fresh new way." His is more than just great theatre. It's theatre with a lasting impression.



### Pastoral Leadership



**Johnny H. Moore** is the Senior Pastor of Family Worship Center, a steadily growing congregation in Cairo, Georgia. He is also known as a motivator, encourager and equipper of pastors and leaders. He is the founder of AimHi, Inc., a leadership development company; ruralpastor.com, a company that develops resources and materials for rural pastors and churches; and the author of three books, *The Pastor's Corner Collection, Vols. I and II*, and *Aimin' High*.



**Lynn Hancock** has been the Senior Pastor of Briarwood Church, a thriving ministry in Pampa, TX, since 1992. He also has a history of successful music ministry having served on staff as minister of music at Valley Cathedral in Phoenix, AZ and Calvary Temple in Irving, TX.



**Michael Nations** is the founding director of The Vital Initiative – a ministry to help pastors realize and utilize the place and power of small churches in Kingdom work by revaluing pastors, reclaiming mission, and revitalizing small churches. He has been a pastor since 1983 – the last 20 years at the Clyde, NC Church of God.

### Music and Arts

**CJ Blount**, associate worship pastor at Church of the Highlands/Birmingham, AL (second largest church in America) is passionate about seeing people's lives changed through the power of worship. He oversees all worship directors and worship experiences for Highlands services. He loves to develop students at Highlands College and he also serves as one of the primary songwriters for Highlands Worship.



### Security and Safety



**Bernard W. Jones** is a native Washingtonian with extensive experience in law enforcement. He has earned achievement citations from the Maryland Municipal League Police Executive Association and the Maryland State Highway Association Impaired Driver Coalition. He was selected as Cheverly Police Department's "Patrol Officer of the Year." He now serves as a corporate training instructor providing systemic training and instruction to security professionals and churches utilizing his certification as a Department of Homeland Security Active Shooter Threat Instructor as part of his Federal Law Enforcement Training Center concentration.

## Women's Ministries



**Antwalyse (Kea) Henderson** serves as the Director of New Hope's Women of the Kingdom Ministry in Waldorf, Maryland. She has held this leadership position for 3 years and has seen a rapid spiritual and numerical growth. Her passion is to see broken and wounded women become whole in Christ. Kea stands on Jude 1:24-25: "Now unto him that is able to keep you from falling, and to present you faultless before the presence of his glory with exceeding joy, To the only wise God our Savior, be glory and majesty, dominion and power, both now and ever. Amen."

**Reverend Janet Lockemy & Pastor Lori Lockemy** are a mother and daughter-in-law with a combined total of 50+ years of ministry. They inspire women of all ages to be passionate about the Word through mentoring, coaching, and encouragement. They bring a powerful ministry of humor and healing to all with whom they come in contact. We welcome their knowledge and their spirits as they speak for us today.



## Youth Ministry



**Caleb Crooms** serves as the youth and discipleship director for the Church of God in Texas. His background prepared him for leadership, having served as associate pastor and senior pastor (Phoenix, AZ, 2005-2010); music, media and discipleship pastor (Millbrook, AL, 2010-2012); youth & discipleship director for the Church of God North Central Region (Bismarck, ND) as well as senior pastor of the Prairie View Church of God (Beulah, ND, 2012-2014). Caleb's mission is to see this generation's children and youth passionately grow deeper in their relationship with God and discover God's plan for their lives.

**Scott Matthews** pastors ProVision Student Ministries (Easton, MD Church of God), ministering to students with energy, comedy, and a culturally relevant word (as well as a southern drawl). With a passion for Discipleship and Leadership, he and Christina believe in providing an atmosphere in which the youth can be excited and proud, as well as one where the Holy Spirit can move freely, and students can respond. Their very heartbeat is to see everyone have a sustaining relationship with God through Jesus Christ.



## Hispanic Ministries



**Pastor Javier Gómez** launched Destiny Church (Gaithersburg MD) in April 2014 and is today reaching hundreds each week with the Gospel. He is a man of faith, with a clear message and dynamic style to motivate and challenge people. Since their launch in 2014 the Lord has raised him up as a sought-after coach, consultant, speaker and mentor.

## First Impressions

**Josh & Lauren Fletcher** are family to the Delmarva DC region. Both are graduates of Lee University who have committed their lives to the call of God. Having served in churches in Georgia, Delaware, and Maryland, they have poured their hearts into children's ministry, youth ministry, young adults ministry, administration, and most recently, the privilege of being Campus Pastors at Life Source International Church in Baltimore under the leadership of Pastors Michael & Rebecca McDermott. Their latest step of faith is to plant Pipeline, a life-giving church, through ARC in Southeast Orlando, FL in February 2019.



## Children's Ministry



**Matt and Tessie Temple** have been in full time ministry to youth and children for 20 years. Having served in both large and smaller church capacities, they are always seeking to learn and grow as they pour into the lives of kids and families. They have experienced the ups and many of the downs that ministry to children and families has to offer. With four children (a high schooler, twin middle school girls, and an up and coming kindergartener), the Temple family stays very active and involved in the lives of kids of all ages. Their joy is seeing kids excited to be in God's House each week.

**Beth Sirbaugh** has been married to her husband, Mike, for 39 years. They have 4 grown children and 8 grandchildren. Beth has been working with children for many years through church and also professionally. She has completed the Church of God Timothy Program for Lay Leaders and the Bible Institute School of Counseling. She has been involved in ministry within the Church of God for 35 years, and has been an active member of International Community Church of God for 25 years. She has completed her course work in Early Childhood and Elementary Education along with several certifications in behavior management and autism awareness. She has held many administrative and teaching positions within the Church of God and has been the Children's Pastor at ICC for the past 5 years. She has worked for the Washington County Board of Education for the past 19 years as a Paraprofessional in Special Education.



## Church Planting



**Chris Lockemy** and his wife Lori, with a combined 38 years of ministry experience, serve as Lead Pastors of the church they planted in 2005, Epic Church in Baltimore, Maryland. Born and raised in Baltimore, Chris and Lori serve their home city for the purpose of lasting change through ministry and business. They have one daughter, London, who is fiery and spirited as well as passionate about people and helping those in need.

**James Izzard** James Izzard, Jr., is a lead pastor who has been in ministry for over 22 years. He devotes much of his ministry to coaching prospective church planters and helping to resource existing church plants. His family is his greatest passion and partners with him in his Kingdom work.



**Mike McDermott** Pastor Mike McDermott is the founding pastor of LifeSource Int'l Ministries in Rosedale, MD. His passion for prayer and leading believers into God's presence has translated into thriving ministries that reach the entire metroplex of Baltimore and Washington, DC. Leading the church with a prophetic gifting has resulted in ministries of healing for people of diverse backgrounds and cultures in multiple sites.

## Stewardship and Financial Health

**William Addison, CPA** Bill is a graduate of Northern Michigan University with a major in accounting. Bill specializes in providing audit and review services to churches. He represents churches and pastors before the Internal Revenue Service. He also provides training to churches and State Offices on tax, accounting, and internal control topics.



## Benevolence and Social Justice



**Bill Humphrey** has been lead pastor of the Pathway Church of God since August of 2003, and is the founder of City of Refuge Baltimore – multiple ministries bringing light, hope and transformation to individuals and families. He studied Theology and Biblical Studies at Lee University and is an Ordained Bishop in the Church of God. He is an avid Baltimore Ravens fan and always seems to bring life to the room. He is extremely passionate about reaching families in the community with the life-changing message of Christ.

**Josh Handschuh** is the Founder and President of a local non-profit organization, Be More Caring. Josh has a combined total of 16 years ministry experience leading youth and has led church staff for 7 years. He is currently the Executive Director at Epic Church in Baltimore, MD. Before joining Epic Church, he was the Operations Director at Lighthouse Church in Glen Burnie, MD where he helped grow the church from 150 to 2,000.



# **ELEVATE**

## **8:30 - 9:00 — PREPARE — GRAND HALL**

**CHOOSE** your classes  
**USE MAP** to find locations  
**WRITE** your name on your name tag and **JOIN** with others to review morning questions on the back

## **9:00 - 9:30 — ENJOY — GRAND HALL**

Mike Ferrante  
**GOD VIEWS** with Curt Cloninger

## **9:30 — FIND YOUR CLASS\***

9:40 - 10:25 — session 1  
10:35 - 11:20 — session 2  
11:30 - 12:15 — session 3

Observe the **SIGNS**  
Ask a **DREAM TEAM** (daisy-yellow t-shirts) volunteer

## **12:25 - 1:15 — LUNCH**

Pick up in outside tent  
Move to Grand Hall or Fireside Room  
Dispose of trash in Grand Hall receptacles  
**JOIN** with others to review afternoon questions on the back of your name tag

## **1:25 - 2:15 — FINISH STRONG — GRAND HALL**

**GOD VIEWS II** with Curt Cloninger  
**DRAWING** — 4 IPADS TO BE GIVEN AWAY\*\*

\*ANSWER KEYS FOR ALL OUTLINES TO BE ONLINE BY WEDNESDAY, MAY 9

\*\*MUST BE PRESENT TO WIN

# CAMP MEETING 2018

EMPOWERED



DELMARVA-DC

## June 24 - 27

**RAYMOND E. CROWLEY WORSHIP CENTER**  
Eastern Shore Campground, 14192 Cokesbury Road  
Georgetown, DE 19947

### SUNDAY EVENING

6:00 PM - Dr. J. David Stephens

### MONDAY-WEDNESDAY EVENINGS

7:00 PM - Dr. Billy Wilson  
*Empowered*

### MORNING SERVICES

9:45 AM / 10:45 AM - Monday-Wednesday

9:45 AM - Pastor Michael McDermott  
*Bible Study*

10:45 AM - Pastor James R. Izzard, Jr.  
*Facilitator: Interpretation/Reflection*

### WEDNESDAY YOUTH

5:15 PM - Youth Pre-service

6:15 PM - Feed Delmarva-DC Food Drive

6:30 PM - Pizza

### SPECIAL SERVICES

ORDINATION SERVICE - Sunday PM

MEMORIAL SERVICE - Monday PM

DOUBLE HONOR RETIREE RECOGNITION - Tuesday PM

SERVICE AWARDS - Wednesday Luncheon (Jimmy's Grille)

SUNDAY PM



**Dr. J. David Stephens**  
2nd Assistant General Overseer  
Cleveland, TN

MONDAY-WEDNESDAY PM



**Dr. Billy Wilson**  
President, Oral Roberts University  
Tulsa, OK

MONDAY-WEDNESDAY AM



**Pastor Michael McDermott**  
Life Source International Church  
Baltimore, MD

MONDAY-WEDNESDAY AM



**Pastor James R. Izzard, Jr.**  
Life Builders Church of God  
Forestville, MD



(410) 531-5351  
[www.cogdelmarvadc.com](http://www.cogdelmarvadc.com)

## LEADING LEADERS

Lynn Hancock – Pastoral Leadership

### Exodus 18:17-27

17. SO MOSES' FATHER-IN-LAW SAID TO HIM, "THE THING THAT YOU DO IS NOT GOOD. 18. BOTH YOU AND THESE PEOPLE WHO ARE WITH YOU WILL SURELY WEAR YOURSELVES OUT. FOR THIS THING IS TOO MUCH FOR YOU; YOU ARE NOT ABLE TO PERFORM IT BY YOURSELF. 19. LISTEN NOW TO MY VOICE; I WILL GIVE YOU COUNSEL, AND GOD WILL BE WITH YOU: STAND BEFORE GOD FOR THE PEOPLE, SO THAT YOU MAY BRING THE DIFFICULTIES TO GOD. 20. AND YOU SHALL TEACH THEM THE STATUTES AND THE LAWS, AND SHOW THEM THE WAY IN WHICH THEY MUST WALK AND THE WORK THEY MUST DO. 21. MOREOVER YOU SHALL SELECT FROM ALL THE PEOPLE ABLE MEN, SUCH AS FEAR GOD, MEN OF TRUTH, HATING COVETOUSNESS; AND PLACE SUCH OVER THEM TO BE RULERS OF THOUSANDS, RULERS OF HUNDREDS, RULERS OF FIFTIES, AND RULERS OF TENS. 22. AND LET THEM JUDGE THE PEOPLE AT ALL TIMES. THEN IT WILL BE THAT EVERY GREAT MATTER THEY SHALL BRING TO YOU, BUT EVERY SMALL MATTER THEY THEMSELVES SHALL JUDGE. SO IT WILL BE EASIER FOR YOU, FOR THEY WILL BEAR THE BURDEN WITH YOU. 23. IF YOU DO THIS THING, AND GOD SO COMMANDS YOU, THEN YOU WILL BE ABLE TO ENDURE AND ALL THIS PEOPLE WILL ALSO GO TO THEIR PLACE IN PEACE."

#### SEVEN CHANGES MOSES MADE TO BECOME A BETTER LEADER: (Exodus 18)

1. He became a man of \_\_\_\_\_ (v. 19)  
"STAND BEFORE GOD FOR THE PEOPLE, SO THAT YOU MAY BRING THE DIFFICULTIES TO GOD."
2. He committed himself to \_\_\_\_\_ (v. 20)  
"AND YOU MUST TEACH THEM THE STATUTES AND THE LAWS AND SHOW THEM THE WAY IN WHICH THEY MUST WALK."
3. He laid out the \_\_\_\_\_ (v. 20)  
"TEACH THEM THE STATUTES AND THE LAWS AND SHOW THEM THE WAY."
4. He developed a \_\_\_\_\_ (v. 20)  
"TEACH THEM THE STATUTES AND THE LAWS AND SHOW THEM THE WAY IN WHICH THEY MUST WALK AND THE WORK THEY MUST DO."
5. He \_\_\_\_\_ and trained the leaders (v. 21)  
"YOU SHALL SELECT FROM ALL THE PEOPLE ABLE MEN, SUCH AS FEAR GOD, MEN OF TRUTH, HATING COVETOUSNESS; AND PLACE SUCH OVER THEM TO BE RULERS OF THOUSANDS, RULERS OF HUNDREDS, RULERS OF FIFTIES, AND RULERS OF TENS."
6. He released them to \_\_\_\_\_ based on their gifts (v. 22)  
"LET THEM JUDGE THE PEOPLE...EVERY SMALL MATTER."
7. He only did what \_\_\_\_\_ could not do (v. 22)  
"EVERY GREAT MATTER THEY SHALL BRING TO YOU".

#### The results of leading correctly: (V.23)

"IF YOU DO THIS THING, AND GOD SO COMMANDS YOU, THEN YOU WILL BE ABLE TO ENDURE AND ALL THIS PEOPLE WILL ALSO GO TO THEIR PLACE IN PEACE."

## FROM MINISTER TO LEADER

### MINISTER

1. Serves people.
2. Directly meets the needs of people.
3. Draws fulfillment from doing the work.
4. Plays defense to survive.
5. Reacts to needs that arise from moment to moment.
6. Focuses on immediate needs.
7. Shepherds others.

### LEADER

1. Serves people.
2. Empowers others to directly meet the needs of people.
3. Draws fulfillment from equipping others to do the work.
4. Plays offense to make progress.
5. Creates opportunities to mentor others.
6. Focuses on long-term vision.
7. Shepherds and equips others.

### **Why Leaders (Pastors) Fail to Develop People:**

1. They realize that equipping people is \_\_\_\_\_.
2. They are \_\_\_\_\_ or have a poor self-image.
3. They feel they are the only one that is \_\_\_\_\_ to do it.
4. They don't \_\_\_\_\_ others.
5. They have bad \_\_\_\_\_ and an \_\_\_\_\_ perspective.
6. They have a low belief in \_\_\_\_\_.
7. They don't know \_\_\_\_\_ to train others.
8. It is easier to lead \_\_\_\_\_ than \_\_\_\_\_.

ELEVATE

Question: Do you find it difficult to equip other people and delegate tasks? Why?

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Question: In what areas could you release control and equip someone to lead?

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## How Do We Select People to Whom We Can Delegate Work? Lynn Hancock – Pastoral Leadership

### ACTS 6:1-4

***“NOW IN THOSE DAYS, WHEN THE NUMBER OF THE DISCIPLES WAS MULTIPLYING, THERE AROSE A COMPLAINT AGAINST THE HEBREWS BY THE HELLENISTS, BECAUSE THEIR WIDOWS WERE NEGLECTED IN THE DAILY DISTRIBUTION. 2. THEN THE TWELVE SUMMONED THE MULTITUDE OF THE DISCIPLES AND SAID, “IT IS NOT DESIRABLE THAT WE SHOULD LEAVE THE WORD OF GOD AND SERVE TABLES. 3. THEREFORE, BRETHREN, SEEK OUT FROM AMONG YOU SEVEN MEN OF GOOD REPUTATION, FULL OF THE HOLY SPIRIT AND WISDOM, WHOM WE MAY APPOINT OVER THIS BUSINESS; 4. BUT WE WILL GIVE OURSELVES CONTINUALLY TO PRAYER AND TO MINISTRY OF THE WORD.”***

**The apostles had specific qualifications in mind for the leaders they wanted; they chose men who were . . .**

1. Known from their sphere of influence -- “seek out from among you”
2. Fellow believers -- “Brothers and sisters”
3. People who could serve on a team -- “seven men”
4. Trusted among people -- “of good reputation”
5. Empowered for the task -- “full of the Spirit”
6. Competent and intelligent -- “full of wisdom”
7. Responsible -- “whom we can appoint to this duty”

### How Do We Develop Others While We Delegate the Ministry?

1. Know yourself.
2. Know the person you wish to develop.
3. Clearly define the assignments.
4. Teach the “why” behind the assignment.
5. Discuss their growth process as you go.
6. Spend relational time with them.
7. Allow them to watch you minister.
8. Give them the resources and authority they need.
9. Hold them accountable for their ministry.
10. Give them the freedom to fail.
11. Debrief and affirm regularly.

**JESUS MODELED LEADERSHIP**  
Lynn Hancock – Pastoral Leadership

**LUKE 9:1-2**

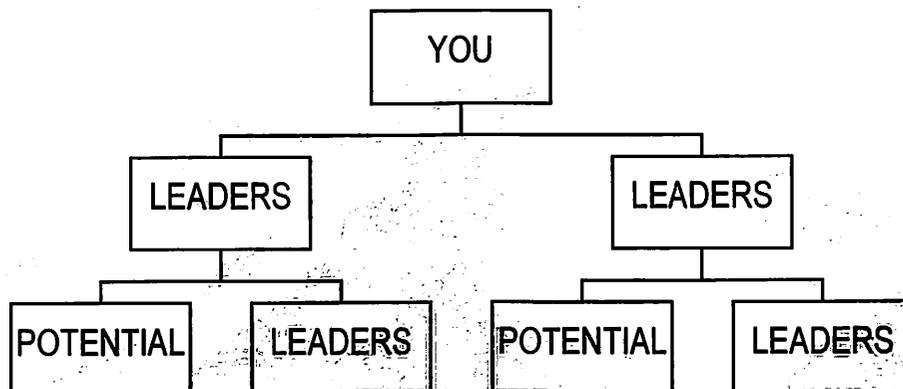
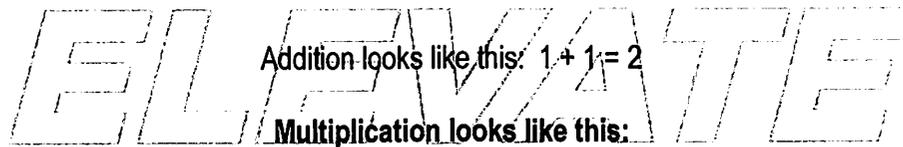
**“Then He called His twelve disciples together and gave them power and authority over all demons, and to cure diseases. He sent them to preach the kingdom of God and to heal the sick.”**

**The Development Process:**

1. I do it while you watch.
2. We do it together.
3. You do it while I watch.
4. We evaluate.
5. You do it while others watch.

**The Truth about Developing People  
Moving from Addition to Multiplication**

Nearly every lasting movement in history endured because the first group of leaders reproduced their leadership and values into a second generation of leaders. It became a movement because it was about multiplication and not addition.



**Distinctions between a leader of leaders and a leader of followers:**

1. \_\_\_\_\_
  - a. Leaders who develop Followers: \_\_\_\_\_
  - b. Leaders who develop Leaders: \_\_\_\_\_
  
2. \_\_\_\_\_
  - a. Leaders who develop Followers...Focus on the: \_\_\_\_\_
  - b. Leaders who develop Leaders...Focus on the: \_\_\_\_\_
  
3. \_\_\_\_\_
  - a. Leaders who develop Followers...Devote effort to those with the most: \_\_\_\_\_
  - b. Leaders who develop Leaders...Devote effort to those with the most: \_\_\_\_\_
  
4. \_\_\_\_\_
  - a. Leaders who develop Followers...Are \_\_\_\_\_ leaders.
  - b. Leaders who develop Leaders... Are \_\_\_\_\_ leaders.
  
5. \_\_\_\_\_
  - a. Leaders who develop Followers lift up: \_\_\_\_\_
  - b. Leaders who develop Leaders lift up: \_\_\_\_\_
  
6. \_\_\_\_\_
  - a. Leaders who develop Followers... \_\_\_\_\_ time with people.
  - b. Leaders who develop Leaders... \_\_\_\_\_ time in people.
  
7. \_\_\_\_\_
  - a. Leaders who develop Followers...ask for \_\_\_\_\_ commitment.
  - b. Leaders who develop Leaders... ask for \_\_\_\_\_ commitment.
  
8. \_\_\_\_\_
  - a. Leaders who develop Followers...lead everyone the \_\_\_\_\_
  - b. Leaders who develop Leaders ... lead everyone \_\_\_\_\_
  
9. \_\_\_\_\_
  - a. Leaders who develop Followers...impact \_\_\_\_\_ generation.
  - b. Leaders who develop Leaders...impact \_\_\_\_\_ generation.

"Some leaders want to make followers. I want to make leaders. Not only do I want to make leaders, but leaders of leaders. And then, leaders of leaders of leaders." Dale Galloway

ASSESSMENT: Am I spending my time developing followers or leaders? How am I cultivating a leadership environment?

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APPLICATION: Who am I developing at this time? Who can I begin to develop? What is my plan for that person?

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*ELEVATE*



**TRANSITIONAL WORSHIP:**

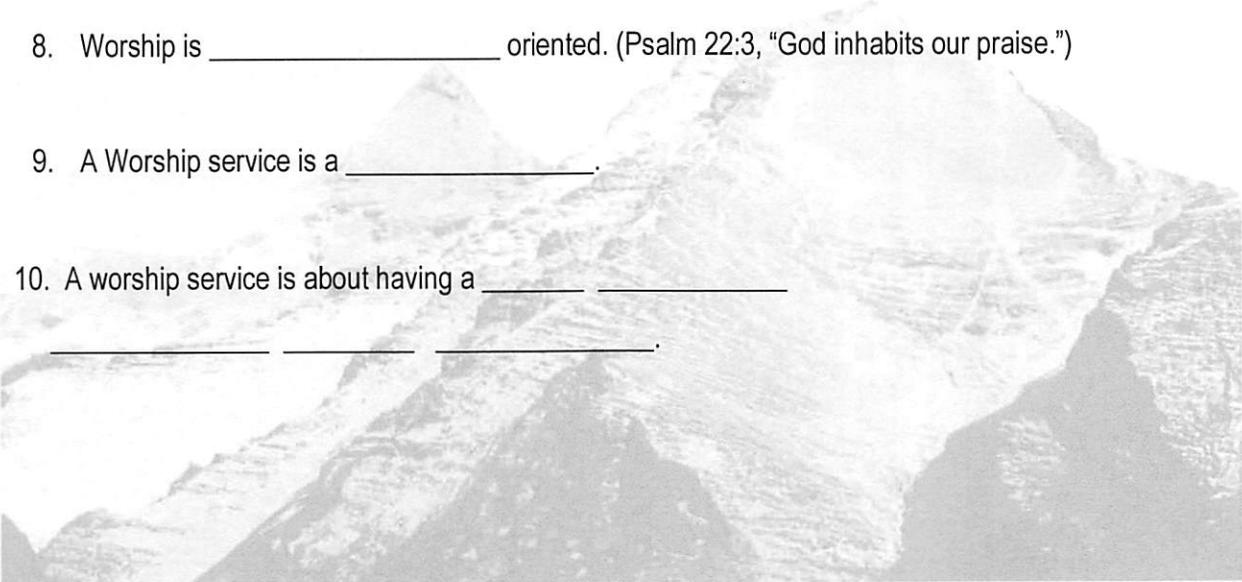
**“WHAT WORSHIP IS AND WHAT WORSHIP IS NOT”**

Lynn Hancock – Pastoral Leadership

PSALM 103:1, “BLESS THE LORD, O MY SOUL; AND ALL THAT IS WITHIN ME BLESS HIS HOLY NAME!”

1. Worship should be more than just \_\_\_\_\_ of the service.
2. Worship begins with \_\_\_\_\_.
3. Worship must come \_\_\_\_\_.
4. “All that is within me” \_\_\_\_\_.
5. Worship can be simply defined as \_\_\_\_\_.
6. The focus of worship is \_\_\_\_\_.
7. Worship is NOT \_\_\_\_\_ oriented.
8. Worship is \_\_\_\_\_ oriented. (Psalm 22:3, “God inhabits our praise.”)
9. A Worship service is a \_\_\_\_\_.
10. A worship service is about having a \_\_\_\_\_.

ELEVATE



EXODUS 30:34-36, "AND THE LORD SPOKE TO MOSES: 'TAKE SWEET SPICES, STACTE, AND ONYCHA AND ALBANUM, AND PURE FRANKINCENSE WITH THESE SWEET SPICES; THERE SHALL BE EQUAL AMOUNTS OF EACH. 35. YOU SHALL MAKE OF THESE AN INCENSE, A COMPOUND ACCORDING TO THE ART OF THE PERFUMER, SALTED, PURE, AND HOLY. 36. AND YOU SHALL BEAT SOME OF IT VERY FINE, AND PUT SOME OF IT BEFORE THE TESTIMONY IN THE TABERNACLE OF MEETING WHERE I WILL MEET WITH YOU. IT SHALL BE MOST HOLY TO YOU.'" (NKJV)

Worship allows people the opportunity to \_\_\_\_\_ and prepares their hearts to \_\_\_\_\_ and \_\_\_\_\_ from God.

### "CHANGING STYLES WITHOUT LOSING PEOPLE"

Styles of music mean \_\_\_\_\_ to God. (Ps. 50)

Styles of music should be a part of \_\_\_\_\_.

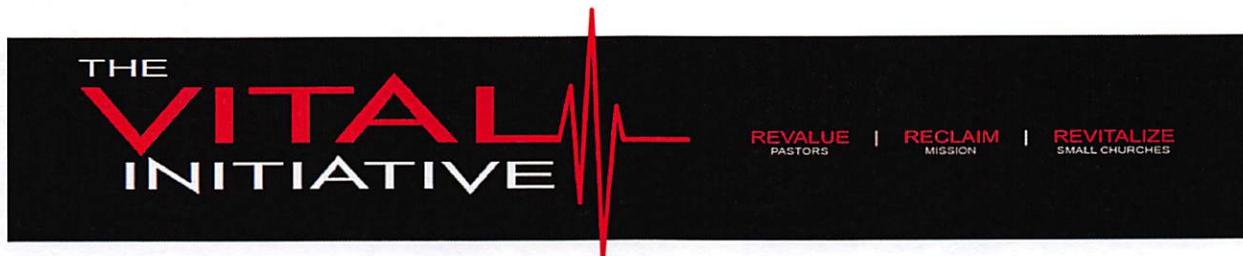
What style of music \_\_\_\_\_ people in, so they can \_\_\_\_\_ God?

- WHERE ARE YOU NOW?
  
  
- WHERE DO YOU WANT TO GO?
  
  
- HOW DO YOU MAKE THE CHANGE?

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The \_\_\_\_\_ is the real leader of the worship service.



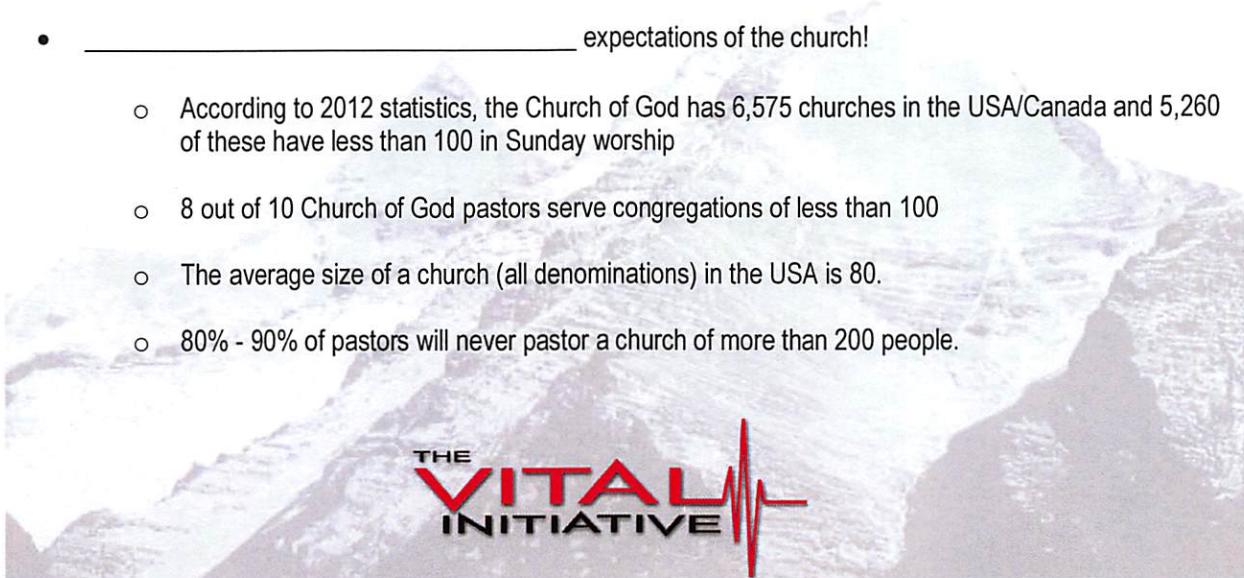


Michael Nations  
Founding Director

### I KNOW GOD CALLED ME! WHAT HAPPENED?

2 Corinthians 6: 1-10

- I did not \_\_\_\_\_ it would be this \_\_\_\_\_!
  - 1,500 pastors leave the ministry each month due to moral failure, spiritual burnout, or contention in their churches (18,000 per year)
  - 50% of pastor's marriages will end in divorce.
  - 80% of pastors feel unqualified and discouraged in their role as pastor
  - 70% of pastors constantly fight depression
  - 50% of pastors are so discouraged that they would leave the ministry if they could, but have no other way of making a living
  - 60% to 80% of those who enter the ministry will not still be in the ministry 10 years later
  
- \_\_\_\_\_ expectations of the church!
  - According to 2012 statistics, the Church of God has 6,575 churches in the USA/Canada and 5,260 of these have less than 100 in Sunday worship
  - 8 out of 10 Church of God pastors serve congregations of less than 100
  - The average size of a church (all denominations) in the USA is 80.
  - 80% - 90% of pastors will never pastor a church of more than 200 people.



WHY?

- We live in a different day: more like the 1st century than the \_\_\_\_\_ century!
  
- \_\_\_\_\_ CHANGE
  - Continuous and incremental
  - plotted on a graph looks like stair steps
  - The next step is fairly predictable
  - 1980's – early 1990's
  
- \_\_\_\_\_ CHANGE
  - plotted on a graph paper it is chaotic
  - not predictable
  - frequently a surprise
  - abrupt and dramatic
  - we are not ready for it
  - early 1990's – NOW

ELEVATE

***“Abrupt and disruptive change brings ambiguity and uncertainty and questions relating to management of the uncertainty, and uncertainty causes a discomfort, insecurity, and feeling of powerlessness.”***

(Benson, 2016)



1. Rise of the \_\_\_\_\_
  - a. Those born between \_\_\_\_\_ and \_\_\_\_\_
  - b. \_\_\_\_\_ live births
  - c. 48% can be called \_\_\_\_\_ in beliefs and worldview
  - d. Desire \_\_\_\_\_ connections
  
2. Rise of the \_\_\_\_\_
  - a. \_\_\_\_\_ of the population in the next 20 -30 years
  - b. \_\_\_\_\_ attend church, it is not \_\_\_\_\_ to their lives
  - c. They are not \_\_\_\_\_ at us, they just \_\_\_\_\_ us
  
3. Christians will be seen as the \_\_\_\_\_
  - a. Christians will be the \_\_\_\_\_ in cultural conversations
  - b. \_\_\_\_\_ we engage is just as important as \_\_\_\_\_ we engage
  
4. Church attendance \_\_\_\_\_
  - a. About \_\_\_\_\_ of the USA population attends church
  - b. The most committed people will attend church \_\_\_\_\_ often

ELEVATE



**NOT THE SIZE, BUT THE EYES OF THE CHURCH MATTERS**  
Michael Nations – Pastoral Leadership

- What if the size of churches are not a \_\_\_\_\_ to be fixed, but a

\_\_\_\_\_

to reach the world for Jesus?

**TRENDS**

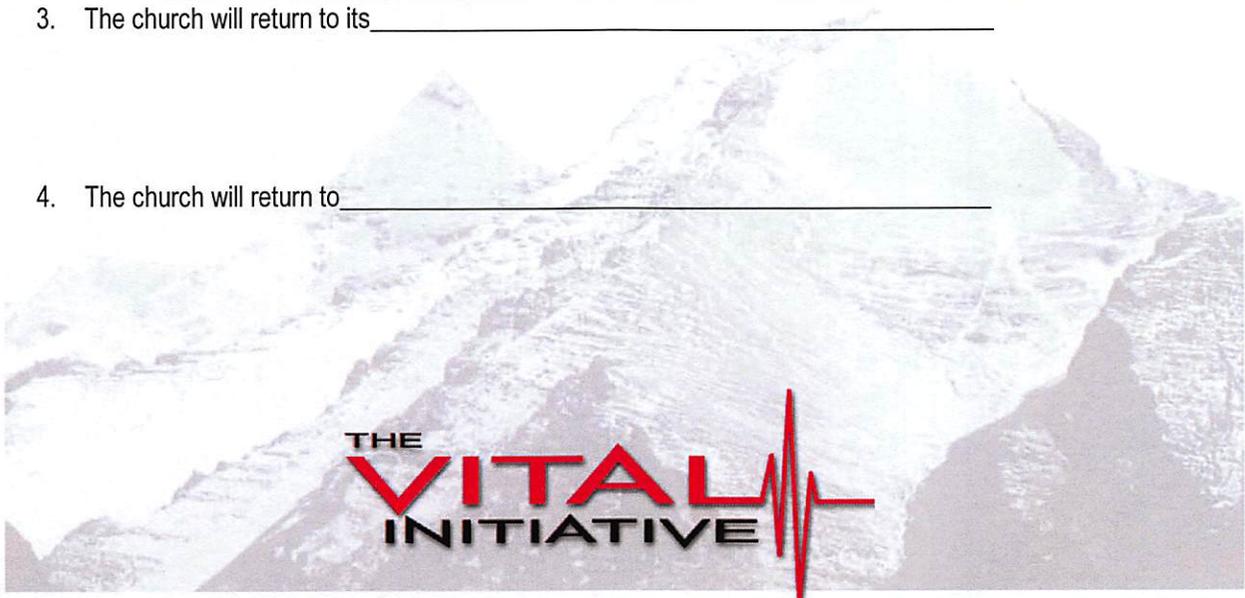
1. The places where we gather will become \_\_\_\_\_

2. The church will be launched into \_\_\_\_\_

**ELEVATE**

3. The church will return to its \_\_\_\_\_

4. The church will return to \_\_\_\_\_



## CREATING SYNERGY

1. \_\_\_\_\_

- We have to see differently! You are vitally important to what God is doing in the earth!
- It is not the size of the church, but the eyes of the church that matters
- God has called you to join Him in His redemptive work

2. \_\_\_\_\_

- Too much concern with safety and security, combined with comfort and convenience, has lulled us out of our true calling and purpose. The comfortable do not impact their world
- We must embrace the mysterious, uncontrollable, risky, unpredictable, nature of God
- Distinctive, countercultural lives recognizing that we are sojourners not settlers

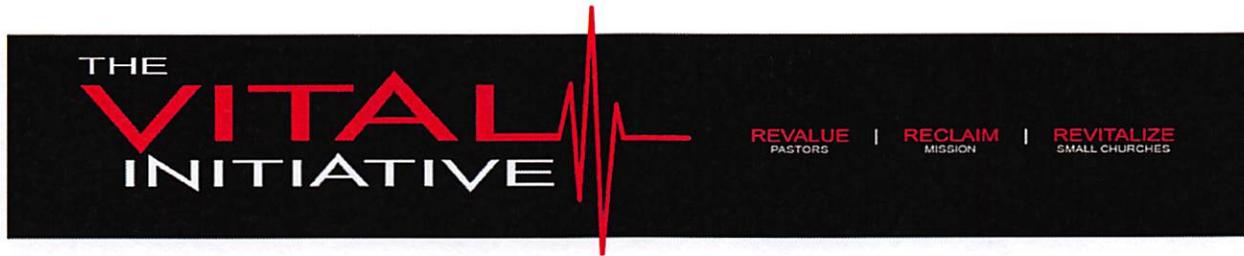
3. \_\_\_\_\_

- Only dynamic interaction with the Holy Spirit will provide answers for our dilemma
- Creativity & Generative
- Work so risky, mission so bold, success so unimaginable that the church will utterly fail unless the Holy Spirit empowers us

4. \_\_\_\_\_

- The interaction of elements that when combined produce a total effect that is greater than the sum of the individual elements
- We are colleagues not competitors – Together we can do more!
- Movement mentality





Our Mission

is to help the Church of God

**REALIZE** and **UTILIZE**  
the  
**PLACE** and **POWER**

of small churches  
in 21st century Kingdom work.

**ELEVATE**





## SHIFT: The Foundation For A Lift

Pastor Johnny H. Moore

### PERSONAL EVALUATION:

- Do you believe it is God's Will for your Church to grow? \_\_\_\_\_
- Do you want your Church to grow? \_\_\_\_\_
- Do you believe that you could help your Church to grow? \_\_\_\_\_
- Are you willing to do your part to help your Church to grow? \_\_\_\_\_

### INTRODUCTION:

God is about to SHIFT gears in the Church! Some people will embrace this SHIFT, while others will resist it. Some churches will embrace it, while others will hold to the patterns of the past.

Recently, The Lord gave me a dream concerning this SHIFT. When I awoke, God immediately spoke to me and said...

***"I am bringing a shift to My Church. This Shift will lift My Church to a new place and a new level. It will open the door to a great harvest that has only been seen in your heart. You will soon see it with your eye. Prepare the people for the Harvest that I am sending, for it is soon to come. Then you will know that I, the Lord, have spoken and done it, declares the Lord."*** (July 27, 2013)

This prophecy is for any church and any pastor who has a desire to reach their community. This is the heart of God! He cares about your town and your community and He is looking for pastors and churches that will embrace His heart and do whatever it takes to reap the harvest in your town. If you want to be that church, then stop right now and say to the Lord, "I receive this prophecy for my life and my church. Bring it to pass in my life, in my church, in my town, Oh God!"

What is it going to take to "Give Your Church A Lift" to a new level? It's going to take a **SHIFT**.

- Shift: \_\_\_\_\_

A SHIFT can be a powerful thing. One small SHIFT in the ocean floor can trigger a tsunami that can wipe out an entire nation. The 2004 Indian Ocean tsunami was among the deadliest natural disasters in human history with over 230,000 people killed in 14 countries bordering the Indian Ocean. One SHIFT of a gear in a race car can unleash a whole new level of power and increased MPH. A SHIFT at the right time can be the difference between winning and losing the race. In the same way, when God initiates a DIVINE SHIFT, it can lift a church to a whole new level of effectiveness. This SHIFT can cause a congregation to come into its own, to discover its purpose and experience a new level of power. The Church can then lock-in to the daily journey of fulfilling its God-given mission.

### Biblical Foundation for the SHIFT

#### Ezekiel 37:1-14

*The hand of the Lord was upon me, and He brought me out by the Spirit of the Lord and set me down in the middle of the valley; and it was full of bones. He caused me to pass among them round about, and behold, there were very many on the surface of the valley; and lo, they were very dry. He said to me, "Son of man, can these bones live?" And I answered, "O Lord God, You know." Again He said to me, "Prophecy over these bones and say to them, 'O dry bones, hear the word of the Lord.' Thus says the Lord God to these bones, 'Behold, I will cause breath to enter you that you may come to life. I will put sinews on you, make flesh grow back on you, cover you with skin and put breath in you that you may come alive; and you will know that I am the Lord.'" So I prophesied as I was commanded; and as I prophesied, there was a noise, and behold, a rattling; and the bones came together, bone to its bone. And I looked, and behold, sinews were on them, and flesh grew and skin covered them; but there was no breath in them. Then He said to me, "Prophecy to the breath, prophesy, son of man, and say to the breath, 'Thus says the Lord God, "Come from the four winds, O breath, and breathe on these slain, that they come to life." So I prophesied as He commanded me, and the breath came into them, and they came to life and stood on their feet, an exceedingly great army. Then He said to me, "Son of man, these bones are the whole house of Israel; behold, they say, 'Our bones are dried up and our hope has perished. We are completely cut off.' Therefore prophesy and say to them, 'Thus says the Lord God, "Behold, I will open your graves and cause you to come up out of your graves, My people; and I will bring you into the land of Israel. Then you will know that I am the Lord, when I have opened your graves and caused you to come up out of your graves, My people. I will put My Spirit within you and you will come to life, and I will place you on your own land. Then you will know that I, the Lord, have spoken and done it," declares the Lord.*

*Ephesians 2:4-7, But God, being rich in mercy, because of His great love with which He loved us, even when we were dead in our transgressions, made us alive together with Christ (by grace you have been saved), and raised us up with Him, and seated us with Him in the heavenly places in Christ Jesus, so that in the ages to come He might show the surpassing riches of His grace in kindness toward us in Christ Jesus.*

#### • Scripture Comparisons:

- Ezekiel: "Son of man, can these bones live?"
- Paul: "We were dead in our transgressions..."
- Ezekiel: "Behold, I will cause breath to enter you that you may come to life."
- Paul: "...Made us alive together with Christ."
- Ezekiel: "...They came to life and stood on their feet."
- Paul: "...Raised us up with Him."
- Ezekiel: "...An exceedingly great army."
- Paul: "...Seated us with Him in the heavenly places in Christ Jesus."

*Ephesians 2:4-6, But God, being rich in mercy, because of His great love with which He loved us, even when we were dead in our transgressions, made us alive together with Christ (by grace you have been saved), and raised us up with Him, and seated us with Him in the heavenly places in Christ Jesus.*

• Seated: \_\_\_\_\_

• Paul is implying, by the use of this word, that God has a \_\_\_\_\_  
\_\_\_\_\_ for us; that He \_\_\_\_\_ us up and  
\_\_\_\_\_ us in!

God has a place of effectiveness for each of us and when He brings a DIVINE SHIFT in our lives, He lifts us up and "seats" us in that place. It's like shifting gears into overdrive. You move to a level that you have never entered before. It doesn't mean that all your problems go away. The roads are still bumpy and dangerous, no matter what kind of car you drive. But it does mean that you can now function at a level and at a pace that you have never functioned at before. You are locked-in. You have found your groove. You have shifted gears. Ministry is meaningful. Ministry is profitable. You still deal with the enemy, but now, he's chasing you, not you chasing him. He's trying to stop you, not you trying to stop him. Instead of playing defense, your offense is now on the field. You are now able to score and win! You are seated in the place God intended you to be! You have had a DIVINE SHIFT, and are now experiencing the lift!

• When the \_\_\_\_\_ shifts, things \_\_\_\_\_; when  
\_\_\_\_\_ creates a shift, things \_\_\_\_\_.

• God uses \_\_\_\_\_ and \_\_\_\_\_ to create a DIVINE SHIFT.

This same SHIFT can happen with a church. In Ezekiel, it happened with an entire nation. God has promised that He is bringing a SHIFT to His Church and when churches experience this SHIFT, they are lifted to a whole new place of purpose and power. Towns and cities can be affected in a positive way by a church that has encountered a DIVINE SHIFT. People, that in times past have appeared unreachable, will be reached. Problems that have seemed like impossibilities become possible. The whole atmosphere of your church becomes contagious. It's the same thing that happened with the Church in Acts 2 when 3,000 people were saved. The Church shifted and became an unstoppable force. It's time for a DIVINE SHIFT to occur in the Church once again. Can it happen? Of course, it can!

### Five Areas Where A S.H.I.F.T. Must Occur

S. \_\_\_\_\_

A DIVINE SHIFT always starts with God. God wants to bring a SHIFT to His Church. It's His idea. He said it, and He will do it. Notice that it was God that spoke to Ezekiel and promised that the bones would live again... Again He said to me, "Prophesy over these bones and say to them, 'O dry bones, hear the word of the Lord.' Thus says the Lord God to these bones, 'Behold, I will cause breath to enter you that you may come to life'" (Ezekiel 37:4-5). God said, "I will cause it to happen."

- To experience a DIVINE SHIFT in our Church, the place to begin is with our \_\_\_\_\_
- If the DIVINE SHIFT begins with the Spiritual Life of the congregation, then it is a given that \_\_\_\_\_ are a must.
- Spiritual Disciplines must become a \_\_\_\_\_ for us.

My long time friend and mentor, Dr. Wayne Lee, says in his book, The Church Life Model, that "Healthy congregations have a balanced, vital, and dynamic spiritual life that gives thrust to the church's mission. Relationship with God, knowing and experiencing Him, certainly serves as the central human motivation of the Christian life and also for participation in the church." It is impossible to experience this on a consistent basis without a commitment to Spiritual Disciplines. Dr. Lee continues by pointing out that "congregations that promote spiritual life observances and activities experience bursts of spiritual life and release a continuous flow of spiritual reality within the church."

• Three Areas of Focus:

1. \_\_\_\_\_: The quality of a person's spiritual life can always be traced back to their private devotions. If 40% of any congregation would spend 15-30 minutes in private devotions, 5 out of 7 days a week, the outward results would be astounding. This is a Spiritual discipline that must be modeled and performed by every leader in the congregation.

Action Steps For Devotional Life:

- 1) Develop a \_\_\_\_\_ plan for your congregation.
- 2) Require a \_\_\_\_\_ - \_\_\_\_\_ commitment from your leaders to follow this plan.
- 3) Hold each other \_\_\_\_\_.

2. \_\_\_\_\_: I know this sounds trite, but the Spiritual Discipline of prayer must be practiced privately and publicly. Research shows that it takes 10 hours of prayer a week per 100 people to lift a church. For example, if a church averages 100 people on Sunday and you want to grow that church to 200, it will require increasing the amount of passionate prayer specifically for the church. To move to 200, the church needs 20 people to make a commitment to pray passionately for the church at least one hour per week.

Action Steps For Prayer Life:

- 1) Establish a \_\_\_\_\_ Prayer Ministry.
- 2) Every ministry of the church must \_\_\_\_\_ in \_\_\_\_\_ prayer for that specific ministry.
- 3) Schedule specific times for \_\_\_\_\_ for the Church.

3. \_\_\_\_\_: The Spiritual Discipline of Worship must become a priority for a church to experience a DIVINE SHIFT. Dr. Lee writes that "Healthy congregations have dynamic worship services in which most of the active members participate." Every congregant should be challenged to make a commitment to attend Sunday Morning Worship 90% of the time—that equals 47 out of 52 weeks. If worship is a priority, it will be demonstrated by your attendance in the Sunday Morning Worship Service.

Action Steps For Worship Life:

- 1) Provide a \_\_\_\_\_ and \_\_\_\_\_ Worship Service.
- 2) Strive for \_\_\_\_\_ in every area.
- 3) Preach series that provide \_\_\_\_\_ and \_\_\_\_\_.
- 4) Provide \_\_\_\_\_ on people that are absent.

H. \_\_\_\_\_

This area could be the “difference maker” in your Church. Believe it or not, “Hospitality” is a “Bible” word and there are numerous places in the Word of God where the word is used, implied, encouraged, and expected.

Romans 12:10-13, *Be devoted to one another in brotherly love; give preference to one another in honor; not lagging behind in diligence, fervent in spirit, serving the Lord; rejoicing in hope, persevering in tribulation, devoted to prayer, contributing to the needs of the saints, practicing hospitality.*

1 Peter 4:9, *Be hospitable to one another without complaint.*

Hebrews 13:1-2, *Let love of the brethren continue. Do not neglect to show hospitality to strangers, for by this some have entertained angels without knowing it.*

Timothy 3:2, *An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach...*

- \_\_\_\_\_ (Webster): The friendly reception and treatment of Strangers and Guests; the quality or disposition of receiving and treating guests and strangers in a warm, friendly, and generous way.
- \_\_\_\_\_ (Greek): To entertain strangers; to treat like a friend; to act fond; to be friendly.
- Four Reasons Churches Are Not Hospitable:

1. They are \_\_\_\_\_.

2. They are more interested in “\_\_\_\_\_” a blessing than in

“\_\_\_\_\_” a blessing.

3. They see ministry as “a \_\_\_\_\_ to \_\_\_\_\_” rather than “a \_\_\_\_\_ to \_\_\_\_\_”

4. They are \_\_\_\_\_ down with their own \_\_\_\_\_.

As Pastors and leaders, we all deal with legitimate problems of our own. But, we must learn to trust God to minister to us and meet our needs while we are caring for and being hospitable to others. When we grow to a place where we can push our own needs to the side in order to love, to care for, and minister to others, it is then that true hospitality can begin to flow from our lives. This is a test of Spiritual Maturity. If you can be hospitable to others while you, yourself are in need, then a SHIFT is about to happen in your life!

- Three Areas of Focus:

1. \_\_\_\_\_: Every service at your church should be viewed as a Special Day! Whatever you do to connect with people on big days, you should do every Sunday!

2. \_\_\_\_\_: Every person that comes to your church is special. People are God's most prized possession. People are what Jesus died for. The only thing you can take with you to Heaven is people. If people matter to God, they should matter to us. God is holding us accountable for how we treat those He sends to us. If we take care of the guests that come, they will keep coming. If not, the flow will cease.

3. \_\_\_\_\_: Every situation people face is unique and should be handled by compassionate people who have been trained to deal with special situations. Most God-given opportunities don't come wrapped in foil paper and a red bow. Most of them arrive wrapped in difficulty, trouble, frustration, and sometimes even pain. Being hospitable is about glorifying God in all of those situations.

Action Steps For Hospitality:

1. Create \_\_\_\_\_ teams to \_\_\_\_\_ people in the Church
2. Develop \_\_\_\_\_ to \_\_\_\_\_ first, second, and third-time guests.
3. Continue \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_ team members.
4. Regularly \_\_\_\_\_ and \_\_\_\_\_ the process.

I.

God would have never given us the Great Commission to go into all the world and preach the gospel if He never intended for that to really happen. However, no Pastor can fulfill this calling by himself, no matter how gifted he may be. God is holding all of us accountable to fulfill the Mission He has given us. But we have to understand that none of us can do it alone. God never intended for us to do it alone. But, we can do it together.

Pastor Wayne Cordeiro, in his book, *Doing Church As A Team*, says, "May we learn God's design for His people and begin to respect and appreciate each other's giftings. There are few things more beautiful to God than seeing His people serving and working together in a unified rhythm. It's like a symphony to His ears. That's how we were created to function. God has designed us to need each other! For us to reach our communities, much less the world, we will need every ministry doing its part and every member of the congregation excitedly doing church as a team." This is called "Interdependence."

- \_\_\_\_\_: A relationship in which each member is mutually dependent on the others.
  - Being Interdependent is not the same as being \_\_\_\_\_.
- \_\_\_\_\_: Freedom from the control, influence, support, aid, or the like of others.

Romans 12:4-5, *For just as we have many members in one body and all the members do not have the same function, so we, who are many, are one body in Christ, and individually members one of another.*

1 Corinthians 12:14-21, *For the body is not one member, but many. If the foot says, "Because I am not a hand, I am not a part of the body," it is not for this reason any the less a part of the body. And if the ear says, "Because I am not an eye, I am not a part of the body," it is not for this reason any the less a part of the body. If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? But now God has placed the members, each one of them, in the body, just as He desired. If they were all one member, where would the*

body be? But now there are many members, but one body. And the eye cannot say to the hand, "I have no need of you"; or again the head to the feet, "I have no need of you."

1 Corinthians 12:25-26, ...So that there may be no division in the body, but that the members may have the same care for one another. And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.

Ephesians 4:16 ...From whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love.

If the Church is going to make the SHIFT to a new level, and experience the level of effectiveness that God intends for it to function in, then it must rid itself of an independent spirit and embrace the power of interdependence. There are no limits to what the Church can accomplish for God if it will understand and embrace interdependence.

- Four Areas of Focus:

1. See Everybody As \_\_\_\_\_: Everybody has something to offer to the kingdom of God. God has a purpose and a plan for everyone in His Kingdom. Everyone is important to the plan of God!
2. Accept The Fact That God Has Gifted Everyone To \_\_\_\_\_: Everyone in God's Kingdom has been given specific gifts from God to serve in some capacity. No one has every gift. But, everybody has some God-Given gifts, including you!
3. Rally Around A Common \_\_\_\_\_: Interdependence is not about "doing your own thing." It's about coming together to accomplish something much bigger than what you could ever do on your own.
4. Get \_\_\_\_\_ And Go To \_\_\_\_\_: Everyone has to do their part; everyone has to carry part of the load. No one has to carry it all, but everyone is expected by God to do their part.

- Action Steps For Interdependence:

1. Work with the people that you \_\_\_\_\_; Trust God to send the people that you \_\_\_\_\_.
2. Everyone must take \_\_\_\_\_ of the Church's \_\_\_\_\_.
3. Understand that every ministry is \_\_\_\_\_ upon another.
4. Connect every person to the process of \_\_\_\_\_.

F. \_\_\_\_\_

God has always had an external point of view. Most Churches have an internal point of view. The words of Jesus are very clear and His Words echo the very heart of God:

Matthew 28:19, *Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit.*

Mark 16:15-16, *And He said to them, "Go into all the world and preach the gospel to all creation. He who has believed and has been baptized shall be saved; but he who has disbelieved shall be condemned."*

Acts 1:8 *But you will receive power when the Holy Spirit has come upon you; and you shall be My witnesses both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth.*

Dr. Wayne Lee says, "A pastor and a church will not be judged by what's in the barn, but instead by what's left in the field!" As pastors and leaders, you have got to start thinking bigger than your church and your building. You have got to begin thinking about your town. You must begin pastoring your town and your county, not just the people that sit in your church every week. God wants to bring multiplication to your church throughout your entire town and county. It's time to expand your borders!

Isaiah 54:2-3 *Enlarge the place of your tent; stretch out the curtains of your dwellings, spare not; lengthen your cords and strengthen your pegs. For you will spread abroad to the right and to the left. And your descendants will possess nations and will resettle the desolate cities.*

• Three Areas of Focus:

1. Open the Eyes Of Our Heart To See A \_\_\_\_\_ World: Do you know the population of your town and your county? How many churches are in your town? How many of people drive more than 10 miles to get to your church? 15 miles? 20, 25, 30 miles, or more than 30? The town you live in is a part of God's plan too. God is counting on you to make a difference in your town!
2. Utilize Every \_\_\_\_\_ We Have At Our Disposal: The greatest tool that any church has is its people. Some people know that God's hand is on their life, and they feel a desire to be doing some kind of ministry. What you need is a pastor to equip you, and a church that trains you to do ministry and then releases you into the body to use your gifts and do meaningful ministry. Another tool we have are our facilities and property. We must use them to build the Kingdom, not as a museum.
3. Take The Ministry Of The Church To The \_\_\_\_\_: The Gospel was always meant for the streets. In the New Testament, miracles, signs and wonders took place in the streets more than they did in the Temple.

• Action Steps To Focus-Out:

1. Challenge everybody to \_\_\_\_\_ somebody to Church every \_\_\_\_\_.
2. Schedule four \_\_\_\_\_ at the Church per year.
3. Implement a \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_ day outreach plan
4. \_\_\_\_\_ and \_\_\_\_\_ the church in the community.
5. Commit to reaching your "\_\_\_\_\_."

T. \_\_\_\_\_

This is not only a biblical word, it is also the spiritual process whereby men, women, boys and girls are changed into the persons God intended them to be. It's what happens when a sinner becomes a saint, the children of darkness become the children of light, and a dead-end road becomes the birthplace of your destiny.

1 Corinthians 15:51 (NLT), *But let me reveal to you a wonderful secret, we will not all die, but we will all be transformed!*

Romans 12:2 *And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.*

2 Corinthians 3:18, *But we all, with unveiled face, beholding as in a mirror the glory of the Lord, are being transformed into the same image from glory to glory, just as from the Lord, the Spirit.*

- \_\_\_\_\_: To change in form, appearance or structure; metamorphose.
- \_\_\_\_\_: To change into a different physical form by supernatural means.
  - Transformation is the process whereby the \_\_\_\_\_ becomes the \_\_\_\_\_.

A Church "Transformation" is the process of a DIVINE SHIFT causing all of the pieces to come together in their proper place resulting in new life, renewed purpose, new vision, and fresh passion and power to accomplish the perfect will of God, thus lifting the church to a new level of effectiveness. It is the fulfilling of God's promise to the Church: "I am bringing a shift to My Church. This shift will lift My Church to a new place and a new level. It will open the door to a great harvest that has only been seen in your heart. You will soon see it with your eye. Prepare the people for the Harvest that I am sending, for it is soon to come. Then you will know that I, the Lord, have spoken and done it," declares the Lord.

• Four Areas of Focus:

1. Live From The \_\_\_\_\_ Out: Draw your identity from the God who lives on the inside of you. Living any other way produces people and churches that are unhappy all the time—they feel guarded, victimized and paralyzed. But, living from the inside out, you will find solutions to problems, lasting happiness, and real success. **Live from the inside out!**
2. Love From The \_\_\_\_\_ In: Transformation is not all about you and me. People on the outside need a Church too. Transformation is about loving from the outside in—loving and caring about those who may not be like us, may not talk like us, may not act like us. It's about being friendly and loving and kind to others.
3. Labor From The \_\_\_\_\_ Out: We have to lock arms with one another and do ministry together. Transformation is about realizing that God expects the Church to be the Church and do ministry—and He expects us to do ministry together. Why? Because we can do more together than we can ever do alone. We don't have to see eye to eye about everything—we just have to be focused on the same mission and vision—we have to be going in the same direction. Our hearts have to want the same things—we have to labor from the inside out.
4. Lift From The \_\_\_\_\_ In: Every church is affected by the winds and storms of life. Truthfully, most of the time they affect us negatively. However, the problems we face should cause us to lift, not cause us to fall. We should face every obstacle knowing that we have the solution to every problem we face because God lives in us. Face every day focused on solutions, not problems. Look for the solution in every problem.

• Action Steps To Transformation:

1. Rethink our \_\_\_\_\_ of operation.
2. Realign our \_\_\_\_\_ with our mission.
3. Refocus our attention back on the \_\_\_\_\_.
4. Refuse to be satisfied with anything less than \_\_\_\_\_.

CONCLUSION:

These five components, when implemented, will create a SHIFT that will become the foundation for the needed LIFT in the Church. We cannot continue with "church as usual." We must begin the process. The people of our towns and communities need the Church to be strong. They are counting on us. The Church must return to the center of our communities once again. God has promised that the harvest is coming. Will we be ready for it? If so, then we must have a DIVINE SHIFT. That SHIFT starts with us—and it must start now!

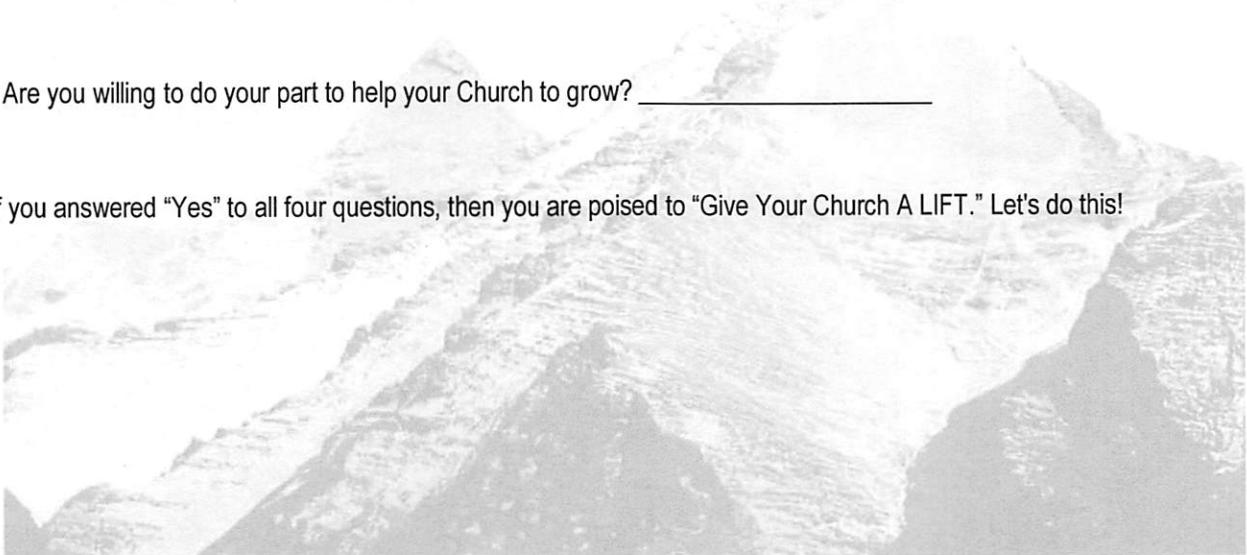
• Do you believe it is God's Will for your Church to grow? \_\_\_\_\_

• Do you want your Church to grow? \_\_\_\_\_

• Do you believe that you could help your Church to grow? \_\_\_\_\_

• Are you willing to do your part to help your Church to grow? \_\_\_\_\_

If you answered "Yes" to all four questions, then you are poised to "Give Your Church A LIFT." Let's do this!





“Making Transitions and Living to Tell About It”  
Pastor Johnny H. Moore

INTRODUCTION:

Over two-thirds of this nation's churches are experiencing flat or declining growth rates. Something has to change. But, bound by tradition, most churches often resist the very change they need to thrive. As Pastors, we are faced with a challenge: Revitalize our church and create a renewed mission that will give our church a foundation for growth and a fresh move of God that will energize our congregation and restore the joy of our salvation. Many Pastors have embraced this challenge, and many have not lived to tell about it. Is it possible to transition an established church that has declined and is no longer the lighthouse that it used to be? Or, should we just call U-Haul and move on to greener pastures? Truthfully, sometimes U-Haul would be the easier path! But for those who feel that God has called you to the place you are, and those who are committed to stay, and see the journey through, it is possible to make transitions, and live to tell about it. Have you ever heard this? “If you keep doing what you've always done, you will keep getting what you've always got.” This sounds like a statement, but we will see later that it is really a question.

- God's call for transformation is \_\_\_\_\_ and \_\_\_\_\_.

Romans 12:2

*“And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.”*

Romans 12:2, MSG

*“Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what He wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.”*

- God initiates \_\_\_\_\_ transformation as we enter into a relationship with Him.
- The call for \_\_\_\_\_ transformation is just as \_\_\_\_\_ and \_\_\_\_\_.

Why do today's churches need to be "transformed"? Is something wrong if a church takes care of its members and maintains stable attendance while holding fast to its prized traditions? In the book, *Leading Congregational Change*, the authors give a good answer to this question: "Traditions and rituals have a great value, and effective care ministries are always needed. But Christ established His church to proclaim and demonstrate salvation to the world. The call of the Great Commission is just as relevant and urgent today as it was when Jesus gave it to His disciples. Our assertion is that a healthy church will have a holistic understanding of the Gospel and that it will be reaching people for Christ at the same time that it is discipling and ministering to its members."

- Organizations tend to lose focus on their \_\_\_\_\_ and become \_\_\_\_\_ over time.
- There has to be conscious \_\_\_\_\_ to \_\_\_\_\_.
- Without making this decision, they will \_\_\_\_\_ down a path to \_\_\_\_\_.
- The \_\_\_\_\_ of feeling a clear call from God but \_\_\_\_\_ the task of transformation can be overwhelming.
- Transformation has a very real \_\_\_\_\_, but so does \_\_\_\_\_ to change.

Here's the Question: "If you keep doing what you've always done, you will keep getting what you've always got. Can you live with that?"

### Five Transitions Every Church Must Make

1. From \_\_\_\_\_  
Every church is driven by something. Most of the time it's driven by tradition—what it has always done. Even when new things are started the tendency of the church is to eventually fall back to the way it's always been. Anytime a church attempts something new, it seems there is a built-in default mode that kicks the church back into the same patterns and methods that it has used in the past.

- Every church should be driven by a \_\_\_\_\_
- Without a clearly \_\_\_\_\_ Mission, the church will remain \_\_\_\_\_
- This Mission should be expressed in a \_\_\_\_\_

Family Worship Center's Mission Statement:

***"Family Worship Center is a community of Spirit-filled believers committed to God's purpose of changing lives by worshipping God, leading others to Jesus, building unified teams to reach and care for all in every stage of life."***

- The Mission Statement serves as a \_\_\_\_\_ and a \_\_\_\_\_ to move the church forward
- A lack of movement results is \_\_\_\_\_, and eventually \_\_\_\_\_

2. From \_\_\_\_\_

Jesus didn't die for programs—and neither should you! He died for people. Programs should serve as tools to connect with people. When a program ceases to be effective in reaching and connecting with people, it's time to let the program go. The answer for a plateaued or declining church is usually not another program.

- Start with \_\_\_\_\_ first, not with a \_\_\_\_\_
- A program that \_\_\_\_\_ for one church may not \_\_\_\_\_ for yours
- People must always be the \_\_\_\_\_.

When looking for ways to transition your church forward, do not start with a list of programs. Start by looking at your people. Ask yourself, "Where are the people? What do they need to move forward? What issues are they dealing with?" God can speak to you and give you guidance and direction that is specifically for your church and/or your community. Never...yes, I said NEVER, do anything just because every other church in your denomination or your town is doing it. Once you know where God is leading, then search out materials, methods and tools to assist you in making the transition.

3. From \_\_\_\_\_

The Great Commission is not about making converts; it's all about making disciples. Jesus set the example for us with his own disciples. His first words to them were, "Follow me, and I will make you fishers of men" (Matthew 4:19). Discipleship is the calling of the church. We are commanded to evangelize for the purpose of making disciples. However, a person has not been completely evangelized until some type of discipleship has begun.

- Making \_\_\_\_\_ is the primary \_\_\_\_\_ of every Pastor

Ephesians 4:11-16

*"And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ; until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ. As a result, we are no longer to be children, tossed here and there by waves and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming; but speaking the truth in love, we are to grow up in all aspects into Him who is the head, even Christ, from whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love."*

- Every church must have a process of \_\_\_\_\_ that connects people to a process of \_\_\_\_\_

4. From \_\_\_\_\_

There is no doubt that prayer is vital to the overall growth of a church. However, prayer alone will not grow a church. Prayer will never excuse us from going into the highways and the hedges and bringing new people in. Jesus tells us to go.

Mark 16:15-16

"And He said to them, "Go into all the world and preach the gospel to all creation. He who has believed and has been baptized shall be saved; but he who has disbelieved shall be condemned."

Luke 14:23

"And the master said to the slave, 'Go out into the highways and along the hedges, and compel them to come in, so that my house may be filled.'"

Acts 1:8

"...but you will receive power when the Holy Spirit has come upon you...and you shall be My witnesses both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth."

- There is a \_\_\_\_\_ waiting just outside our doors.
- We must find ways to keep people \_\_\_\_\_ in the door.

One of the best ways to keep people coming in the door is to take the Gospel to the streets. The church must turn their eyes once again to the street. The Gospel, and the ministry that goes with it, was always intended to be taken to the streets. But most churches have chosen to keep it inside the House of God. If people can somehow find their way in, then maybe they will hear about Jesus and get saved. Even though ministry should take place in the House of God, it should not be limited only to that venue. When ministry happens in the streets, it draws people into the House.

5. From \_\_\_\_\_

Churches are great at having Church. We have done it so long that we do not need a service outline, or an Order of Service. We could have church blind-folded. We must teach and train our people that Church should continue when we leave the building, not just happen when we come in. We should be the Church at the office, at school, at the grocery store, at the ball game, at the gym, at the restaurant, and anywhere else we go.

- Our church should have, and be, an \_\_\_\_\_ in the community
- When the community is in \_\_\_\_\_, they should think about our \_\_\_\_\_ for an answer
- Our community should be \_\_\_\_\_ because our \_\_\_\_\_ is here

John 4:39-42

"From that city many of the Samaritans believed in Him because of the word of the woman who testified, "He told me all the things that I have done." So when the Samaritans came to Jesus, they were asking Him to stay with them; and He stayed there two days. Many more believed because of His word; and they were saying to the woman, "It is no longer because of what you said that we believe, for we have heard for ourselves and know that this One is indeed the Savior of the world."

We all know that these five transitions need to happen for our churches to be effective and for us as Pastors to be obedient to God's call on our lives. However, this is easier said than done! Transitioning a Church can be a very stressful and complicated endeavor. That's why very few Pastors do it. Most churches select a Pastor that is like them, because most churches like things the way they are, and don't want to change. Have you ever heard of a church looking for a new pastor that said, "We want a pastor that will change us?" Sometimes when Pastors go to Conferences, Retreats, or Seminars, and have a fresh encounter with God, they will hear comments when they return like, "Pastor, you have changed". Truthfully, our job as Pastors requires not only that we change, but that we lead the churches we Pastor into change, as well. This is a tough job! It requires the Call of God, the Anointing of the Holy Spirit, and a well thought-out and Prayed-through process. Here is a Five Step process that can help in making these necessary transitions.

## The Transitioning Process

### 1. Preach \_\_\_\_\_ Sermon Series

One of the greatest tools for change Pastors have been given is the Art of Preaching. The need for effective preaching has never been greater. People are searching for meaning, looking for hope and good news, and believe it or not, most really want to hear a word from God. It is possible that no one has a greater potential to bring hope, healing, and light to your community than you.

- Your preaching can \_\_\_\_\_ lives, change the \_\_\_\_\_ and \_\_\_\_\_ your church
- Effective preaching begins with your \_\_\_\_\_ that what you do when you preach is \_\_\_\_\_
- You must believe that God can use you and your preaching as a vehicle for \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_ transformation

#### 1 Corinthians 1:18-21

*"For the word of the cross is foolishness to those who are perishing, but to us who are being saved it is the power of God. For it is written, 'I will destroy the wisdom of the wise, And the cleverness of the clever I will set aside.' Where is the wise man? Where is the scribe? Where is the debater of this age? Has not God made foolish the wisdom of the world? For since in the wisdom of God the world through its wisdom did not come to know God, God was well-pleased through the foolishness of the message preached to save those who believe."*

- What is the purpose of my preaching? \_\_\_\_\_

To correctly answer that question, I must first answer this question:

- What is the purpose of my Church? \_\_\_\_\_

Family Worship Center's Mission Statement:

***"Family Worship Center is a community of Spirit-filled believers committed to God's purpose of changing lives by worshipping God, leading others to Jesus, building unified teams to reach and care for all in every stage of life."***

- Our Mission is made up of Four Specific Parts:

- (1) \_\_\_\_\_
- (2) \_\_\_\_\_
- (3) \_\_\_\_\_
- (4) \_\_\_\_\_

I constantly share with our leaders and our people that everything we do as a church should somehow tie back in to our Mission Statement. Every ministry, every program, every service should be designed to help us accomplish the purpose that is outlined in our Mission Statement. My preaching should be no different than any other ministry. If the purpose of FWC is "...to worship God, lead others to Jesus, build unified teams to reach and care for all in every stage of life", then everything I preach should reflect that.

• Preaching Facts:

- You cannot \_\_\_\_\_ the church in an area that you do not \_\_\_\_\_ about
- You must quit preaching \_\_\_\_\_ and begin preaching with \_\_\_\_\_
- You should provide a \_\_\_\_\_ or an \_\_\_\_\_ to keep the congregation focused
- Preach \_\_\_\_\_ major sermon series (4-6 weeks) that focus on one of the four parts of the Church's \_\_\_\_\_
- Preach \_\_\_\_\_ minor sermon series (3-4 weeks) that focus on \_\_\_\_\_ or \_\_\_\_\_ needs that touch one of the four parts of the Church's mission

*Do not underestimate the power of the Preached Word. When God speaks to you about an area where transitions need to occur, He is giving you preaching instructions for your next series. Dr. Wayne Lee, in his book, The Church Life Model, says, "Preaching the gospel is about Christ's power changing lives. The proclamation of the Word in relevant language, content, and style brings vital spiritual nourishment and life to the body of Christ so she can grow, mature, and accomplish the vision and mission of God."*

2. Develop A \_\_\_\_\_ That Supports The \_\_\_\_\_

Anything that grows must have some type of structure to support and guide its growth. It matters not whether it is a tomato plant, a grape vine, a Fortune-500 Corporation, or a Local Church. The purpose of this structure is not to hinder or control the growth, even though this happens regularly in most churches. The purpose of structure is to empower the church to grow and expand. Again, just like Preaching, the structure is to assist the church in accomplishing its mission.

Nehemiah 2:18

*"I told them how the hand of my God had been favorable to me and also about the king's words which he had spoken to me. Then they said, 'Let us arise and build.' So they put their hands to the good work."*

(Note: Family Worship Center's structure was developed from Nehemiah's Model. For more on this model, see *the Rebuilding Your Wall, and Structuring Your Church For Growth* resources, by Johnny H. Moore)

- Sometimes a simple \_\_\_\_\_ in your \_\_\_\_\_ structure can cause a LIFT
- Most of the time a \_\_\_\_\_ structure has to be \_\_\_\_\_ in order to line up the \_\_\_\_\_ with the Mission
- Every \_\_\_\_\_ in the church should be placed into the structure based upon its \_\_\_\_\_

• Family Worship Center's Structure:

- 1) \_\_\_\_\_
  - § Pastor's Prayer Partners
  - § Prayer Connection
  - § CD/DVD/MP3 Ministry
  - § Music Ministries
  - § Multi-Media Ministries
  - § Audio/Lights Ministries
  - § Altar Workers Team

- 2) \_\_\_\_\_ - \_\_\_\_\_
- § Valets For Christ
  - § Hospitality Team (Greeters & Welcome Center Team)
  - § FWC Café
  - § Ushers Ministry Team
  - § Guest Follow-Up Team
  - § Elder Ministry Teams
  - § H.E.L.P. Ministry
  - § Operation Compassion
  - § Pastor Appreciation Team
  - § MenBuilders
  - § Women's Discipleship
  - § Celebrate Recovery

- 3) \_\_\_\_\_ - \_\_\_\_\_
- § Recreation/Sports Ministries
  - § Security Team
  - § The Pastor's Corner Bookstore
  - § Life Connection's Groups
  - § Dunamis Youth Ministries
  - § FWC Kids
  - § Wee Kids
  - § Me Kids
  - § Family Night Life Connection's Groups
  - § Girls Club
  - § Boys Club

- 4) \_\_\_\_\_ - \_\_\_\_\_
- § TV Broadcast
  - § Internet Ministries & Website
  - § Church Bulletin
  - § The Pastor's Minute
  - § Church Sign
  - § This Weekend @ FWC

*Every church is different—it has its own DNA—but, the structure and the systems are the same. Each church will have to create a customized plan of action that fits its own particular personality and situation. You can actually take The Church Life Model framework and place it over your existing model and then fill in the blanks. All of the above systems exist in every church, but some may be stronger or weaker than others. No matter how functional or dysfunctional they are in, gather the bits and pieces and give them a home in the area you think they would be most effective. They can always be shifted if later you feel they would be more effective somewhere else.*

*– Adapted from The Church Life Model, by Wayne H. Lee and Sherry B. Lee*

3. Teach The \_\_\_\_\_

Teaching is vitally important to the growth and development of your church. Yet, most Pastors would rather preach than teach. Teaching creates more work, study and preparation for the teacher. But, teaching also creates disciples. The majority of Jesus' ministry was spent in teaching.

- (6) Involve \_\_\_\_\_ as team players
- (7) Celebrate publicly the \_\_\_\_\_ of your teams
- (8) Teach \_\_\_\_\_ and train \_\_\_\_\_
- (9) Provide \_\_\_\_\_ for every team
- (10) Never do ministry \_\_\_\_\_ again

CONCLUSION:

You can make transitions and live to tell about it! God wants to LIFT your church to greater heights than it has ever been before, and he has chosen you to lead this transition. But, not only has He chosen you, He has anointed you to do it. Even if you are experiencing turbulence at the moment, it is just God shifting things in preparation for a LIFT. Don't be afraid to lead the charge. There are those waiting in the wings for a fresh move of God. You are not alone! This is your time! This is your day! Make your move...and God will make His!

*ELEVATE*

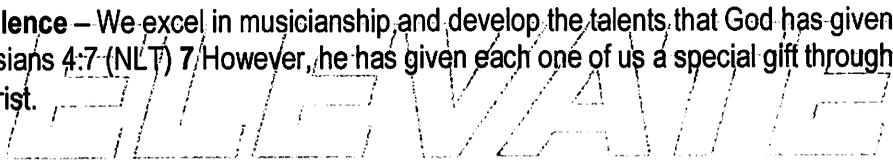


Music & Arts  
CJ Blount

Session 1 – Culture

Core Values – Because culture is important . . .

- **Heart** – We are passionate about the presence of God and live a life that reflects the love of Christ. Psalm 24:3-4 (NIV) **3** Who may ascend the mountain of the LORD? Who may stand in his holy place? **4** The one who has clean hands and a pure heart, who does not trust in an idol or swear by a false god.
  
- **Community** – We grow relationally with the team and have a genuine love for people. Philippians 2:3-4 (NIV) **3** Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, **4** not looking to your own interests but each of you to the interests of the others.
  
- **Excellence** – We excel in musicianship and develop the talents that God has given us. Ephesians 4:7 (NLT) **7** However, he has given each one of us a special gift through the generosity of Christ.
  
- **Attitude** – We endeavor to have the mind of Christ, and approach life with an attitude of humility and an atmosphere of fun. Philippians 2:5 (NLT) **5** You must have the same attitude that Christ Jesus had.



Music & Arts  
CJ Blount

Session 2 – Development

Recruit: ***“We do not just recruit, we help people discover their purpose”***

- Church
  - Be intentional about building relationships with musicians in your church
  - Growth Track – A consistent entry point to serve on the team
  - Monthly auditions – The more opportunities to join, the more you can build your team
  - Youth – Invest in the future by including the younger
  
- Community
  - Be intentional about building relationships with musicians outside your church (coffee shops, etc.)
  - University/College life – (music department, campus ministries etc.)
  
- Technology
  - Use tracks as a way to supplement your band and fill in the gaps
    - Ableton
    - Multitracks.com (Playback)
  - Note: Talk about the other worship presentation: Basics of Worship Production later today

Orientation

- Core Values
  - Teach Core Values and communicate them often
  - Love God, Love People, Pursue Excellence and Choose Joy
  
- Interview
  - Conversational in nature
  - Connection Card – Contact info and Second Ministry Choice
  - Background Check – To protect the potential Dream Teamer and protect the church

- Next Step
  - Explain audition process
  - Give them the resources to be successful (charts, iTunes, Spotify, etc.)
  - Brief explanation of development process

### Audition

- Monthly Auditions
  - First Thursday of every month
  - Eliminate pressure in every possible way
- Sing and/or play instrument with simple accompaniment
  - Before audition, review song
  - If able, use mp3 or multitrack accompaniment
- Respond immediately
  - PCO email if accepted, personal phone call if not. Give example
    - Note: We will talk about *Planning Center* later in this presentation
  - Always give next steps

### Develop

- Weekly development rehearsals
  - Learn songs for the upcoming Sunday
  - Each person gets coached
  - Honest, honoring and consistent feedback
- Implement new team members as they achieve musical and core value standards

ELEVATE

Music & Arts  
CJ Blount

Session 3 – Experience

Service Planning

- Set Lists
  - At Highlands, we do a 3-song set. (Invite, Engage, Reflect)
  - Plan 6 weeks ahead - stay flexible
  - Submit your set lists to your Senior Pastor – God's blessing flows through spiritual authority
  - Songs are themed to message when possible. (example: Baptism – Christ Is Enough "I Have Decided")
  - Always plan for the "moment"
- New Songs.
  - We introduce 2 songs a month and no more than one song in one week
  - Take 1 month to introduce new songs and follow pattern: 2 weeks on – 1 week off – 1 week on
  - Singability? Congregational or Devotional? Are the songs vertical or horizontal?
- Special Elements.
  - Testimony Video
  - Video Scripture element worked into song
  - Special Occasions – Easter, Christmas etc

Resources

- Planning Center Online – Primary point of contact with the team
  - Set lists posted to PCO with enough time to prepare for rehearsals
  - Recorded vocal/instrument parts posted to PCO
- Clean and accurate chord charts. We create our charts to reflect how we will perform the song
  - PraiseCharts.com // SongSelect.com
  - Template is on GrowLeader.com

Rehearsals

- Weekly weekend rehearsals.
  - Focus on community – registered as small groups
  - Last 01:15. 1 hour for rehearsal, 15 minutes for huddle (prayer/encouragement)
  - Rehearsals are where we refine transitions and moments and develop new songs

Service Routine

- Sound check
  - 01:15 minutes long
    - 15-minute track check
    - 55-minute band/vocal check (Production team participating)
    - 05-minute production check (Video/Speaker mic etc.)
- General Preservice Meeting
  - 30 minutes before service start
  - Includes the Pastor, production, audio, worship, and all other key roles
- Worship Team Meeting
  - 15 minutes before service start
  - Final communication on flow and then prayer for service
- Post Service Meeting
  - Review previous service and make tweaks

# 1st Impressions: The Window

Josh & Lauren Fletcher

Using social media to attract guests through promotional and value-adding strategies

## Why Social Media

- \_\_\_\_\_ of Americans own a phone . . . \_\_\_\_\_ own a smartphone
- 81% of all Americans are on Facebook
- It reaches all demographics
- Facebook accounts for \_\_\_\_\_ of all internet use per day, with 40 minutes on average a person spends on the site
- Cheap advertising whether organic or paid
- High targeting ads.
- It has \_\_\_\_\_ results.

## Post Type

Website  
Twitter  
Instagram  
Facebook

“Create a VACUUM where guests buy into your VISION”

V - \_\_\_\_\_  
A - \_\_\_\_\_  
C - \_\_\_\_\_

## Post Tips

- Find your \_\_\_\_\_
- \_\_\_\_\_ & \_\_\_\_\_ is more powerful than likes
- All \_\_\_\_\_ should be the same in all social media channels
- Photos With Faces Get \_\_\_\_\_ More Likes
- Instagram Photos Generate \_\_\_\_\_ More Engagement Than Videos
- Posts With a Location Get \_\_\_\_\_ More Engagement

- Show people what's behind the curtain
  - Twitter: \_\_\_\_\_
  - Instagram: \_\_\_\_\_
  - Facebook: \_\_\_\_\_
- Invest in \_\_\_\_\_

- Facebook live

- Keep your personal Facebook \_\_\_\_\_

**“We want people to know Jesus but not see our personal lives. The problem is they know Jesus because they see our personal lives.”**

- Sermon series - People love to be a part of a journey.

## Creating a System

Creating a social media calendar

Analytics

Ambassadors

**ELEVATE**



# 1st Impressions: The Front Door

## Josh & Lauren Fletcher

Creating a guest experience that defuses misconceptions and raises the anticipation level of the worship experience.

### Culture

Developing a culture of \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_.

9 Keys to a Successful Guest Experience:

- (1) \_\_\_\_\_
- (2) \_\_\_\_\_
- (3) \_\_\_\_\_
- (4) \_\_\_\_\_
- (5) \_\_\_\_\_
- (6) \_\_\_\_\_
- (7) \_\_\_\_\_
- (8) \_\_\_\_\_
- (9) \_\_\_\_\_



### Busting Barriers

- Church \_\_\_\_\_ can innocently make a guest feel less than or incompatible to the church community
- \_\_\_\_\_ the front door and stand \_\_\_\_\_
- Get rid of the \_\_\_\_\_ in your hands
- Keep conversations with \_\_\_\_\_ for after service
- Get rid of the \_\_\_\_\_ in your hands and put them on a table \_\_\_\_\_ people to their \_\_\_\_\_
- Engage in conversation with a guest \_\_\_\_\_ on their phone

## Strategy for Communication

F - \_\_\_\_\_

I - \_\_\_\_\_

S - \_\_\_\_\_

H - \_\_\_\_\_

Families with Children:

People by themselves:

Question you never ask a guest:

## How to Create a System

From the entrance to the exit:

**ELEVATE**



# 1st Impressions: The Stairs

## Josh & Lauren Fletcher

Developing systems that make guests stick and take next steps

### Culture

- Vision pulls the culture
- Values fuel the vision
- People left to \_\_\_\_\_ will make it about \_\_\_\_\_
- Every person has \_\_\_\_\_

### The Steps

D -

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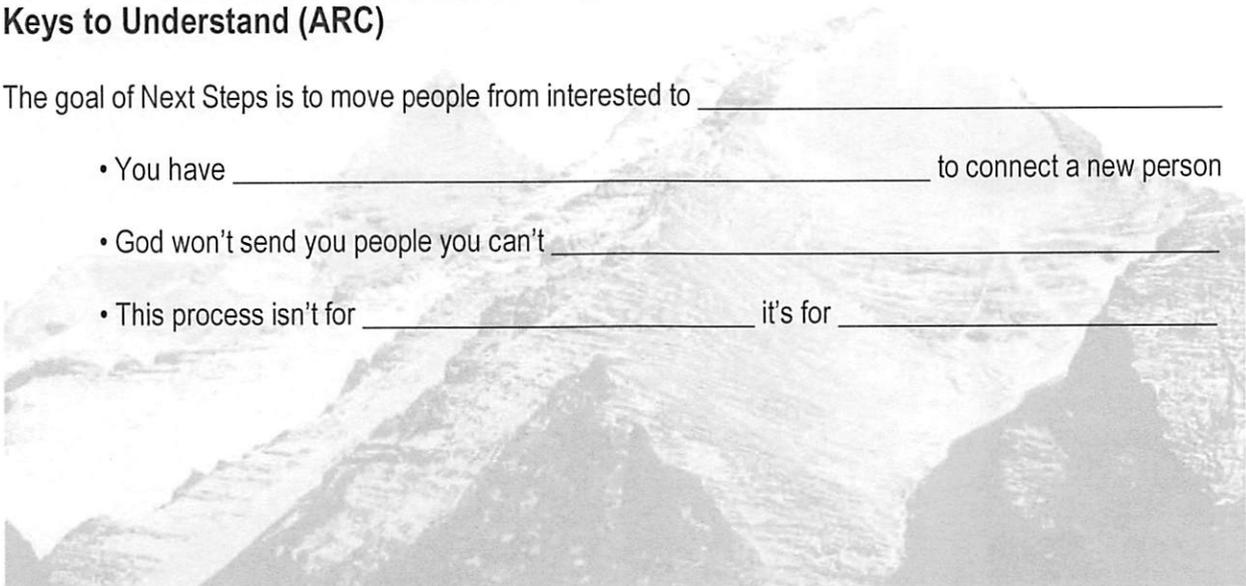
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# ELEVATE

### Keys to Understand (ARC)

The goal of Next Steps is to move people from interested to \_\_\_\_\_

- You have \_\_\_\_\_ to connect a new person
- God won't send you people you can't \_\_\_\_\_
- This process isn't for \_\_\_\_\_ it's for \_\_\_\_\_



1. Critical questions to ask yourself when developing your process

- Have I created or copied a \_\_\_\_\_ and \_\_\_\_\_ system?
- Are these Next Steps
  - \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_  
for a newcomer?

2. The steps taken through the process • Next Steps 1.0 (DNA)

- The Goal:
  - » “Who is the \_\_\_\_\_ and why did he plant this church?”
  - » \_\_\_\_\_ is this church going? (Vision)
  - » \_\_\_\_\_ are you planning to get there. (Structure and Strategy)
  - » \_\_\_\_\_ do you believe and can I \_\_\_\_\_

**(Beliefs and Culture)**

• **Next Steps 2.0 (Discipleship)**

◦ The Goal:

» Define what discipleship truly is – a \_\_\_\_\_ process

» Create a Culture of \_\_\_\_\_

• **Next Steps 3.0 (Discovery)**

◦ The Goal:

» Help them understand who they were made \_\_\_\_\_ so they will know what they were made \_\_\_\_\_

» Get them \_\_\_\_\_ with \_\_\_\_\_

• **Next Steps 4.0 (Dream Team)**

◦ The Goal:

» Train them in their area of ministry

» Connect them relationally with the leaders of the ministry and other people.  
(People want to serve where their friends serve)

## Tips for Starting (or Improving the Process)

- Once you start the process... \_\_\_\_\_ the process
- Promote that Sundays' Class on that Sunday. Only one
- Build \_\_\_\_\_ and \_\_\_\_\_ around the lifechanging benefits of your classes
- Remove potential \_\_\_\_\_ and \_\_\_\_\_.

# ELEVATE



# KidMin-ovation

You CAN Be Creative!!

Matt Temple – Children Ministries



# Creativity

The key to KidMin-ovation

Lie: Creativity is a \_\_\_\_\_ that only a few people possess.

Truth: Everyone has some level of \_\_\_\_\_!

## Creativity Killers

*You must avoid these at all costs!!*



1. \_\_\_\_\_

pro·cras·ti·na·tion  
prəˌkrastəˈnāSHən,prō-/  
noun

- the action of delaying or postponing something.

\_\_\_\_\_ will kill your ability to be creative like procrastination.

Something to think about...  
An ounce of preparation is worth a pound of cure.

-Some smart dude (probably my dad)

## Ask yourself...

What are some reasons a lot of Kids-min leaders don't prepare well?

Which are good reasons, and which are excuses?

How can you tell?

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What are the benefits of the preparation phase?

Are these benefits worth the effort? Why or why not?

What changes do you need to make in your planning and preparation that will enhance your ability to be creative?

When will you make this happen?

2. \_\_\_\_\_

du·pli·cate

'd(y)oʊplə, kāt/

verb

- make or be an exact copy of.

Something to think about...

- Duplication is \_\_\_\_\_.
- Duplication is \_\_\_\_\_.
- Duplication \_\_\_\_\_ produces lasting \_\_\_\_\_.

Ask yourself...

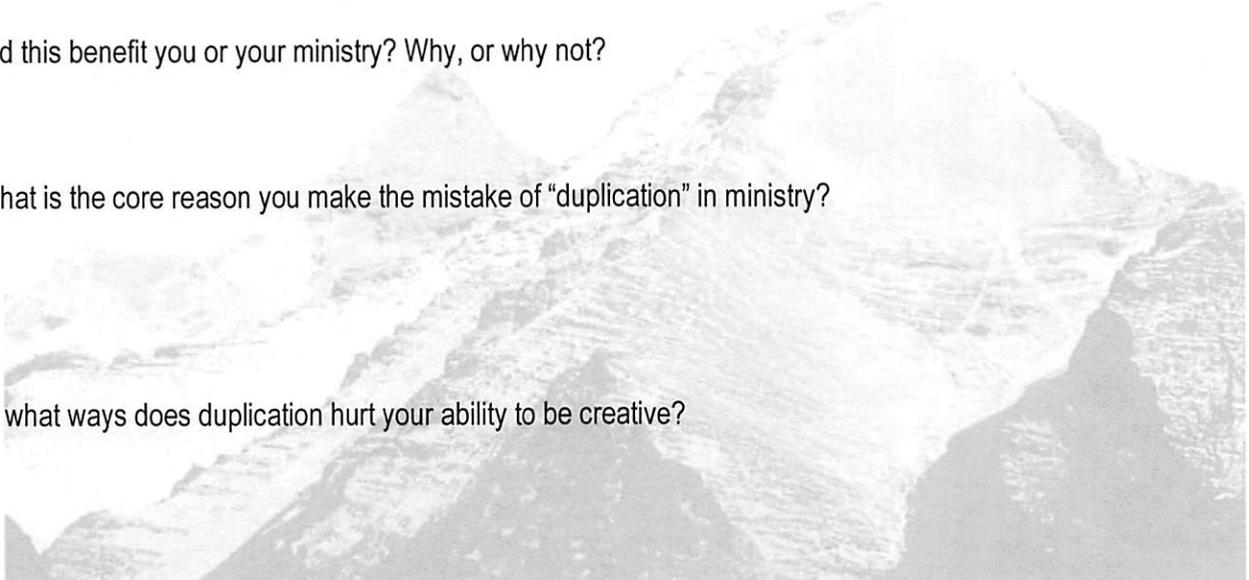
Have you ever fallen into the trap of merely duplicating what someone else has done in ministry?

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Did this benefit you or your ministry? Why, or why not?

What is the core reason you make the mistake of "duplication" in ministry?

In what ways does duplication hurt your ability to be creative?



3. \_\_\_\_\_

dis·qual·i·fi·ca·tion  
dis ,kwäləfi 'kāSHən/  
noun

- The action of disqualifying or the state of being disqualified.

Something to think about...

You were born to be an \_\_\_\_\_!

Ask yourself...

Was there a time in your life when you were much more creative than you are now?

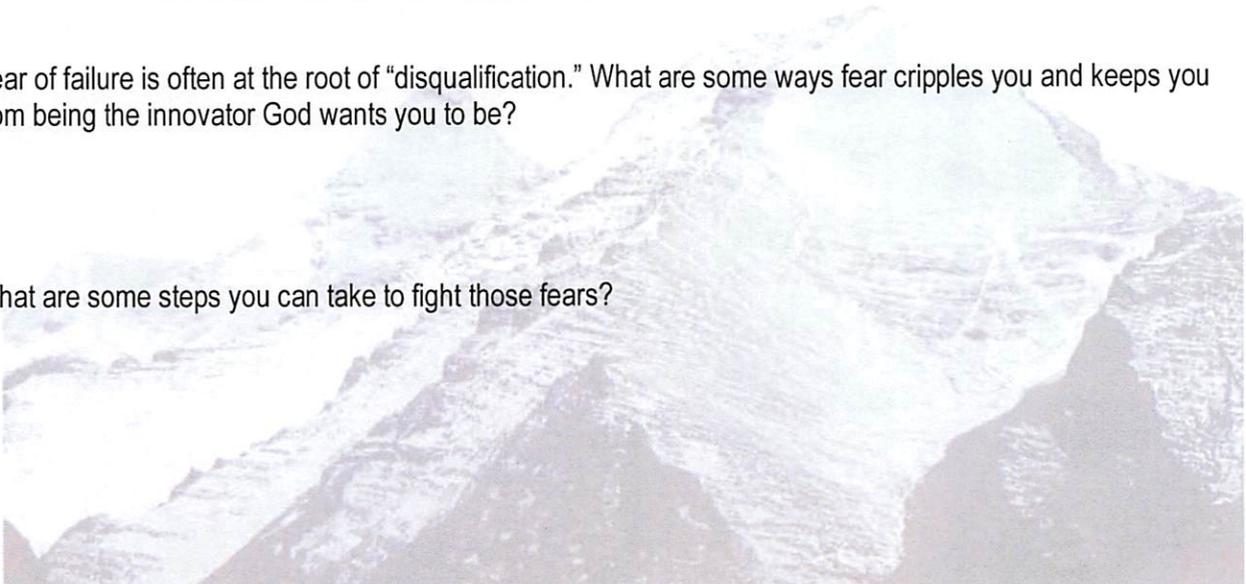
What changed?

How did it affect you?

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Fear of failure is often at the root of "disqualification." What are some ways fear cripples you and keeps you from being the innovator God wants you to be?

What are some steps you can take to fight those fears?



# Becoming a KidMin-ovator



1. Question \_\_\_\_\_

2. Look \_\_\_\_\_

3. Avoid \_\_\_\_\_

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4. Don't avoid \_\_\_\_\_

5. Don't fear \_\_\_\_\_

6. Look for \_\_\_\_\_



7. Cherish good \_\_\_\_\_

8. Get good \_\_\_\_\_

9. Find a \_\_\_\_\_

10. Remember the \_\_\_\_\_

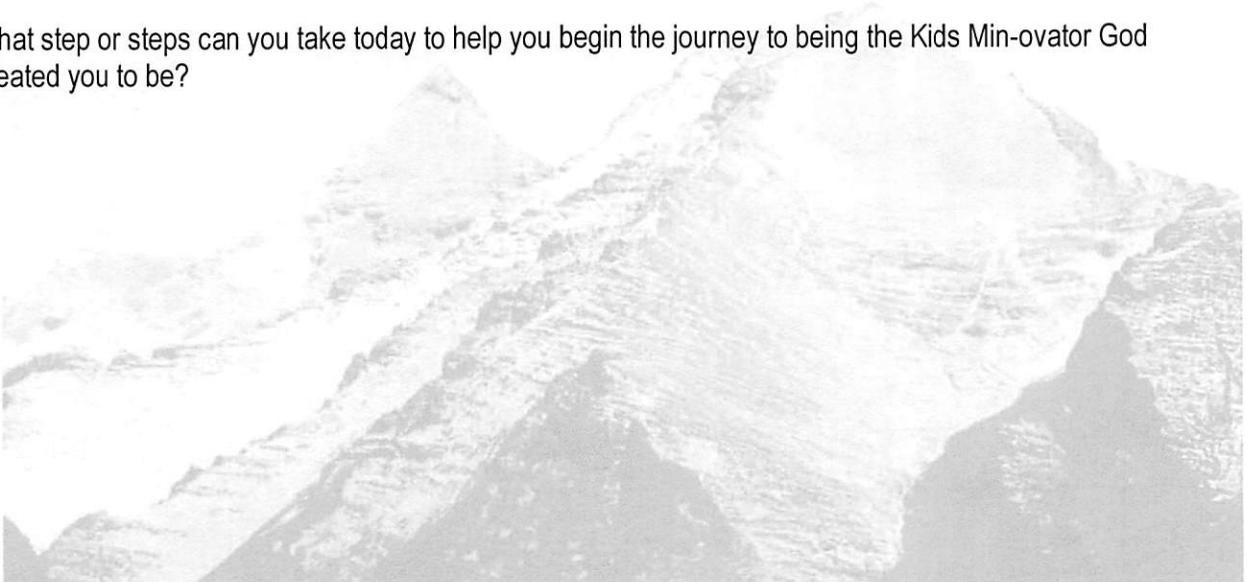
## Ask yourself...

Which of the characteristics of a Kids Min-ovator do you identify with most?

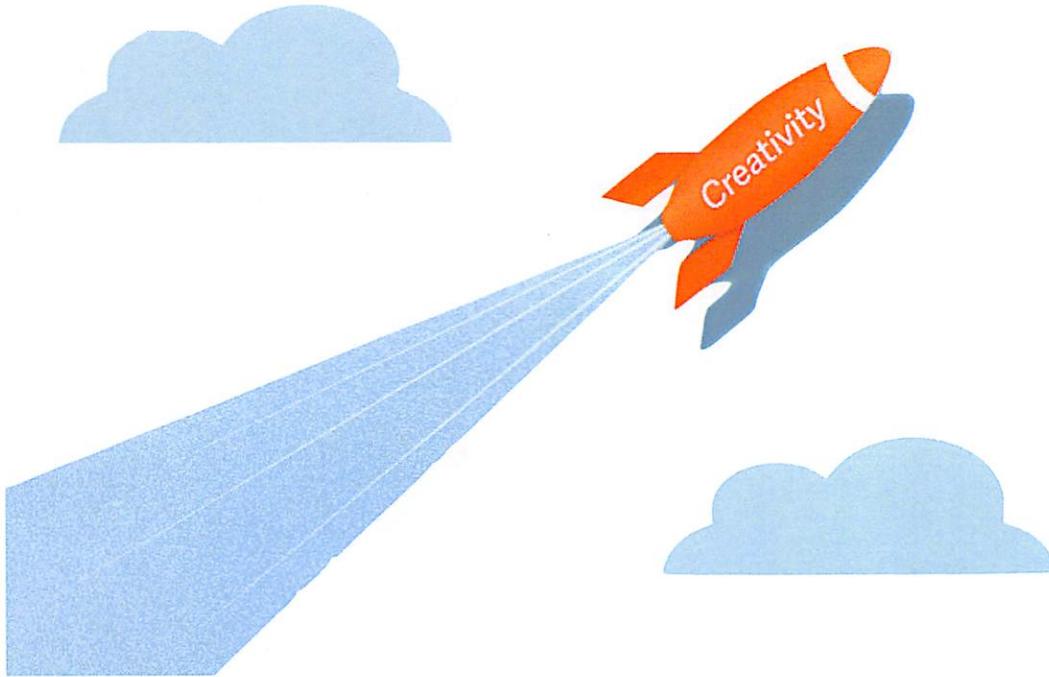
Which characteristics scare you the most?

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What step or steps can you take today to help you begin the journey to being the Kids Min-ovator God created you to be?



## Five Ways to boost your creativity



1. Start \_\_\_\_\_

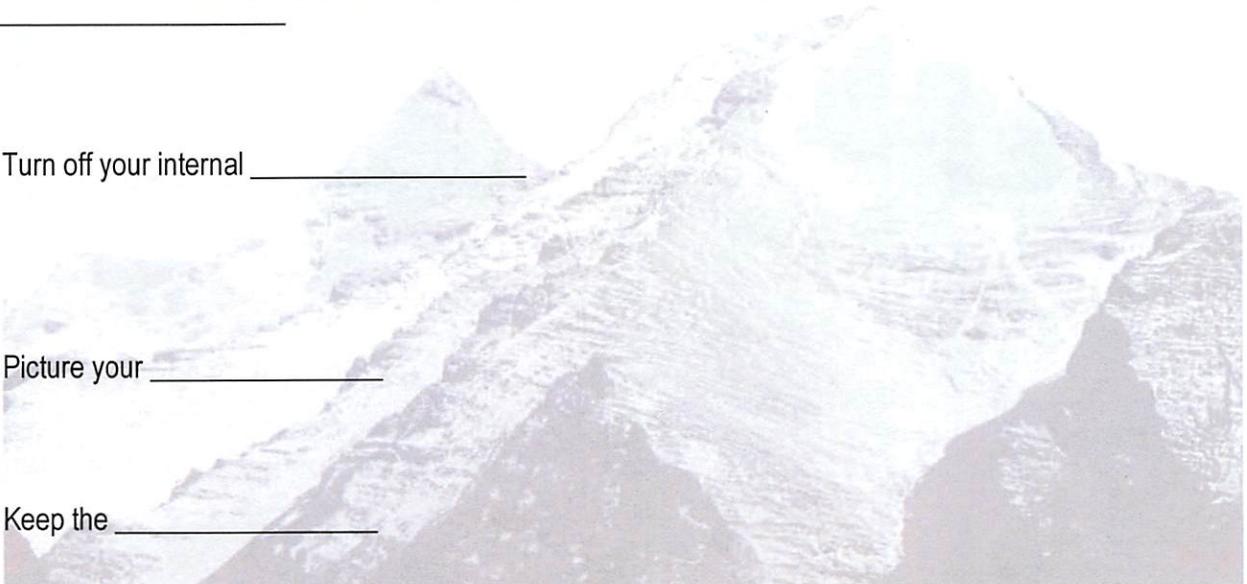
*ELEVATE*

2. \_\_\_\_\_

3. Turn off your internal \_\_\_\_\_

4. Picture your \_\_\_\_\_

5. Keep the \_\_\_\_\_



## Ask yourself...

Do you plan creative thinking time into your weekly schedule? Why, or why not?

Do you find it difficult to “turn off your inner editor?” If so, why do you think this is a struggle?

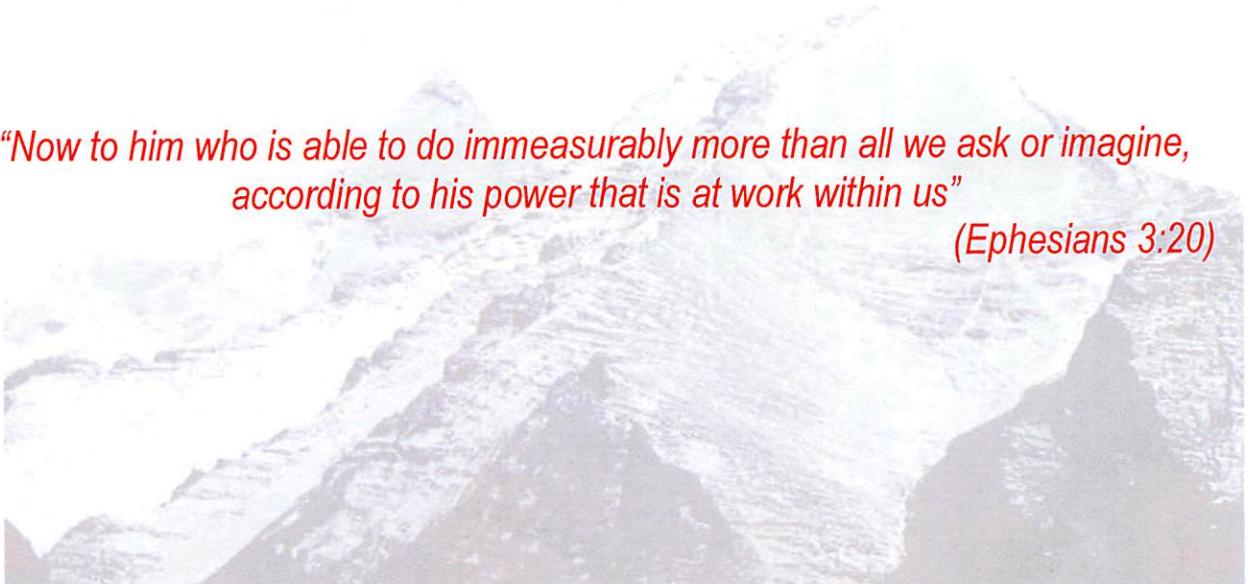
How can you change that?

Imagine your audience. Write down some characteristics of the average person in your audience.

How you can better communicate with them?

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*“Now to him who is able to do immeasurably more than all we ask or imagine,  
according to his power that is at work within us”  
(Ephesians 3:20)*



# Safety

**It's No Longer Optional!!**

Matt Temple – Children Ministries



# Building a Safety & Security Policy

## What and How

\_\_\_\_\_ are a good starting place.

A basic policy must answer the following questions:

- Who is allowed to be with a child?
- How many adults should be present in a classroom?
- How and when should children go to the bathroom?
- Who and how will diapers be changed?
- How old do student leaders need to be and how are they trained?
- How do you handle children who come to church sick, and what are the measures you will use to determine when they are a threat to the health of other children?
- How will you handle a stranger who is lingering in the children's area?
- What topics are off limits for discussion with a child?
- At what age is it no longer appropriate for a child to sit on an adult's lap?
- Is it ever appropriate for a volunteer to have contact with a child outside of church, and what needs to be considered?
- What things should a staff member or volunteer be aware of regarding posts on social media?
- Which doors, if any, are locked during children's programming?
- Are there any aspects of the configuration of your children's ministry space that require specific policies be in place?
- Which volunteers get background checks and how often will they need to be renewed?
- What is the process of orienting volunteers to safety and security policies of the children's ministry?
- Who can a child be dismissed to?
- At what age can children leave the class without a parent picking them up?
- What are the emergency procedures if a child is lost?
- If a child is presenting a danger to other children, what procedures should be followed?
- How can a teacher be aware of allergies in order to prevent introducing foods or other items that can create an allergic reaction?
- What should volunteers do when a child is injured?
- How are accusations or suspicion of abuse to be handled?
- How and how often are toys and furniture in children's ministry areas cleaned and sanitized?

Craft some guidelines specific to each area/age of ministry.

Have your policies/guidelines reviewed and approved by church leadership.

Add training dates to your church's master calendar.

Review your Safety & Security Policy annually.

ELEVATING



# What's the Big Deal?

## Why



1. To protect \_\_\_\_\_ and preserve \_\_\_\_\_.
2. To protect \_\_\_\_\_ and preserve \_\_\_\_\_.
3. To protect \_\_\_\_\_ and preserve \_\_\_\_\_.

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### Something to think about...

ALL children's ministry volunteers should be held to the same consistent standards.

-Abraham Lincoln

### Ask yourself...

In our ministry environment, where and how could something bad happen?

What could we put in place to prevent it?

# Check in System & Database

Who



Regardless of the size of your church, you will need a plan for the following:

- Gathering information on \_\_\_\_\_
- Ensuring that only \_\_\_\_\_ can pick up their children
- Contacting a parent in case of \_\_\_\_\_ (or difficult/needy child)
- Documenting the \_\_\_\_\_ in your care in case of emergency or evacuation

Consider developing a \_\_\_\_\_ or \_\_\_\_\_ team.

# Facilities and Equipment

## Where

1. Don't be afraid of \_\_\_\_\_!
2. Faulty equipment is not failure... \_\_\_\_\_ or \_\_\_\_\_ it is!
3. Regularly (weekly) collect \_\_\_\_\_ forms.
4. Perform regular (weekly) \_\_\_\_\_ checks.
5. Take your time initiating \_\_\_\_\_.
6. Consider developing a "security" team for the Church as a whole.
  - Lock unused spaces at the beginning of services
  - Patrol parking lots during services
  - Patrol hallways during services
  - Clear evacuation plans for each room
  - ID badges/lanyards for volunteers while "on duty"

# Weekly Classroom Feedback Form

Class/room # _____
Teacher/leader: _____

## What worked well this week?

How was check-in? (circle one)

1. Perfect.
2. We had some hiccups (list on the back of this form).
3. A parent might be upset. We need to talk.

How was the lesson? (circle all that apply)

1. Easy peasy. Kids were engaged and actively learning.
2. It was difficult to keep the kids' attention, but once they engaged, many of them were participating and learning.
3. The kids didn't seem to get it.
4. I think it was over their heads.
5. I think it was below their learning/experience level.

How was the craft/activity? (circle all that apply)

1. It was a perfect complement to the lesson, and the kids loved it.
2. The kids liked it, but didn't connect the activity to the lesson.
3. It connected well, but the kids didn't engage well.
4. It was over their heads.
5. It was too young for this age group.

Equipment or supplies that need attention, repairs, or replenishing?

1. DVD player/TV/sound equipment
2. Goldfish/graham crackers
3. Diapers/wipes
4. Cabinet doors
5. Crayons/glue/craft supplies
6. Other: \_\_\_\_\_

What else could make next week even better than this week?

# The Calling...

I am a minister. I minister to the largest mission field in the world.

I minister to children.

My calling is sure. My challenge is big. My vision is clear. My desire is strong. My influence is eternal. My impact is critical. My values are solid. My faith is tough. My mission is urgent. My purpose is unmistakable. My direction is forward. My heart is genuine. My strength is supernatural. My reward is promised. And my God is real.

In a world of cynicism, I offer hope. In a world of confusion, I offer truth. In a world of immorality, I offer values. In a world of neglect, I offer attention. In a world of abuse, I offer safety. In a world of ridicule, I offer affirmation. In a world of division, I offer reconciliation. In a world of bitterness, I offer forgiveness. In a world of sin, I offer salvation. In a world of hate, I offer God's love.

I refuse to be dismayed, disengaged, disgruntled, discouraged or distracted. Neither will I look back, stand back, fall back, go back or sit back. I do not need applause, flattery, adulation, prestige, stature or veneration. I do not have time for business as usual, mediocre standards, small thinking, outdated methods, normal expectations, average results, ordinary ideas, petty disputes or low vision. I will not give up, give in, bail out, lie down, turn over, quit or surrender.

I will pray when things look bad. I will pray when things look good. I will move forward when others stand still. I will trust God when obstacles arise. I will work when the task is overwhelming. I will get up when I fall down.

My calling is to reach boys and girls for God. It is too serious to be taken lightly, too urgent to be postponed, too vital to be ignored, too relevant to be overlooked, too significant to be trivialized, too eternal to be fleeting and too passionate to be quenched.

I know my mission. I know my challenge. I also know my limitations, my weaknesses, my fears and my problems. And I know my God. Let others get the praise. Let the church get the blessing. Let God get the glory.

I am a minister. I minister to children.

This is who I am. This is what I do.

# Welcome Generation Alpha “Screenagers”

Beth Sirbaugh – Children Ministries

## 1. WHO ARE THEY?

Children born from 2010-2025

## 2. PARENTS OF GEN ALPHA

## 3. GEN ALPHA CULTURE

## 4. HOW WILL WE COMMUNICATE OUR MESSAGE?

## 5. FOSTERING REAL RELATIONSHIPS IN A WORLD OF VIRTUAL/ENHANCED REALITY

# Reaching GenZ

Caleb L. Crooms

- I. How GenZ wants to be Contacted/Reached (Vision Critical):
  - a. \_\_\_\_\_: Ys 43%; Zs 33%
  - b. \_\_\_\_\_: Ys - 29%; Zs - 34%
  - c. Online \_\_\_\_\_: Ys - 16%; Zs - 28%
  - d. Regular \_\_\_\_\_: Ys - 16%; Zs - 13%
  - e. Outdoor \_\_\_\_\_: Ys - 9%; Zs - 14%
  
- II. Favorite Website:
  - a. Ys - \_\_\_\_\_ .com; Zs - \_\_\_\_\_ .com (70% watch 2+ hrs daily)
  
- III. They are Entrepreneurial & \_\_\_\_\_ Savvy
  - a. Work Motto:
    - i. GenX: Balance Work with \_\_\_\_\_ Time
    - ii. GenY: Never Confuse Your Career with Your \_\_\_\_\_
    - iii. GenZ: We are the "\_\_\_\_\_ On" Generation
  
- IV. Traditional Marketing doesn't \_\_\_\_\_ for GenZ
  - a. They respond to edgy and visual marketing tactics
  - b. Short social media videos work well (make videos of \_\_\_\_\_ or less)
  - c. They are go-getters, activists, and dream big; \_\_\_\_\_% of high school students want to start a business someday
  - d. \_\_\_\_\_% of Millennials (GenX) want to change the world
  - e. \_\_\_\_\_% of GenZ want to change the world
  
- V. They Co-Create \_\_\_\_\_
  - a. They don't simply consume entertainment, they help \_\_\_\_\_ and shape it
  - b. \_\_\_\_\_% of GenZ say finding themselves creatively is important
  - c. \_\_\_\_\_% enjoy creating and sharing content on social media
  - d. Over \_\_\_\_\_% post original video content weekly
  
- VI. Engage and Understand GenZ
  - a. They put \_\_\_\_\_ in the same category as air & water
    - i. Google has always existed to them and they take WiFi for granted
    - ii. \_\_\_\_\_% go online daily
    - iii. Pornography is readily available to them and in large quantity
  - b. They embrace \_\_\_\_\_ diversity as biracial and minority populations are growing Multiculturalism is who they are and this informs their attitudes on \_\_\_\_\_ issues
  - c. They are racially \_\_\_\_\_
  - d. They are aware of a troubled \_\_\_\_\_
  - e. GenZ are open to \_\_\_\_\_
    - i. Although only 4 out of 10 attend weekly church services, 78% of older GenZ's say they believe in God (survey by Northeastern Univ.)
    - ii. They are hungry for something...

- VII. They are " \_\_\_\_\_ "
- i. \_\_\_\_\_ % use screen media 4+ hrs a day
- II. They are extremely \_\_\_\_\_
- i. 1 in every \_\_\_\_\_ teens say they are not heterosexual
  - ii. 33% say gender is how a person \_\_\_\_\_, not their birth sex. Some don't even know how to answer this question if asked.
  - iii. 29% say they know someone who has changed their \_\_\_\_\_
  - iv. Are we as the church ready to address these issues?
- III. They are \_\_\_\_\_-Driven
- i. Think vocational discipleship with them!
  - ii. GenZ is very pragmatic
  - iii. They want to know, "Who am I in the world? What is my role?" Are we prepared to answer this?
- IV. Their context is \_\_\_\_\_-Christian
- i. 66% identify as Christian but only \_\_\_\_\_ % have a Biblical Worldview!

Walk into their lives and \_\_\_\_\_ their questions

V. Conclusion

- a. Romans 12:1-2 "Do not conform to the pattern of this world, but be transformed by the renewing of your mind that you may prove what is the good and acceptable and perfect will of God"

**ELEVATE**



## “Disciple Making Culture”

Creating a Student Ministry Culture that focuses on

Making Disciples and Reaching the Lost

Caleb L. Crooms – Youth Ministries

\*There is not a one-size-fits-all \_\_\_\_\_ to creating a ministry culture that focuses on making disciples and reaching the lost.

\*It is our responsibility to acquire the skill set necessary for teaching that produces learning/discipleship!  
Proverbs 12:24 says, “Work hard, and become a \_\_\_\_\_.”

### Signs of Good, Effective Leadership:

Uses time \_\_\_\_\_

Develops subordinates

Has integrity

Is \_\_\_\_\_

Learns from mistakes

Establishes standards

Sets \_\_\_\_\_ and priorities

Keeps on going

Stays morally pure and clean

Is a \_\_\_\_\_-motivator

### Signs of Poor Leadership:

Doesn't understand \_\_\_\_\_

Fights \_\_\_\_\_-; afraid of innovation

Lacks imagination

Passes the buck

Lacks team spirit

Loses emotional \_\_\_\_\_

Becomes defensive

Refuses to take \_\_\_\_\_

- I. What are we Doing? – Making Disciples – “Discipulus” The Root of Discipline
- a. \_\_\_\_\_ (learning)
  - b. Apprentices (skill training)
  - c. Scholars (philosophical inquiry)
  - d. Followers (synonym for \_\_\_\_\_)
  - e. “Disciples”- bound to a master
- II. What DISCIPLESHIP is NOT. . .
- a. Manipulation
  - b. Punishment
- III. What DISCIPLESHIP is...
- a. Thorough Instruction is Conveyed = Communication is the \_\_\_\_\_!
    - i. Good \_\_\_\_\_
      - 1. This is the foundation for every educational, leadership or discipleship activity. It should then come as no surprise then that communication is the hinge upon which effective discipleship swings.
      - 2. Communication consists of more than \_\_\_\_\_ a message; it is ensuring the message was received and \_\_\_\_\_.
    - b. An Opportunity to Respond is Provided
      - i. Once our students have received and understood our instruction, we must give them \_\_\_\_\_ to choose to respond. This is a challenge for you if you expect and demand unquestioning obedience from a student.
        - 1. Allow students to stop, consider, reflect, and then \_\_\_\_\_ their decision.
          - a. “Authority” (ownership) promotes “responsibility” which in turn generates “\_\_\_\_\_.”
        - ii. Three primary influences upon choice in a person's life.

1. Perception of \_\_\_\_\_ i.e., that which one perceives to be \_\_\_\_\_. Our behavior is determined by our perception of reality, which is formed primarily in experiences.
2. \_\_\_\_\_ System i.e., that which one holds in highest esteem. Our choices are determined by what is of value and importance to us, which is formed primarily in relationships.
3. The \_\_\_\_\_ i.e., the element of the soul that brings together reality (intellect), values (emotions), and all sensory input to sort out and make a choice.

a. It is not the truth of the matter at issue; rather, it's the student's \_\_\_\_\_ that something is \_\_\_\_\_.

c. Consequence is Received

i. God is Consistent! So You be \_\_\_\_\_!

1. Reinforcement
2. Parable of the Sower (Matt. 13:1-23)

IV. Creating a balanced approach for discipleship and reaching the lost

a. Lead from \_\_\_\_\_, not manipulation!

b. Three Significant Lessons to Learn:

i. The motivating factors of \_\_\_\_\_ and \_\_\_\_\_.

1. Don't just tell students \_\_\_\_\_ is important. Give them the experience

ii. Rely on the \_\_\_\_\_ to inspire (2 Pet. 2:21), convict (Jn. 16:8), indwell (1 Jn 2:20, 27), and illuminate you and your students (2 Cor. 4:6).

iii. Finally, the importance of \_\_\_\_\_ is another significant lesson we must learn. If I fail to \_\_\_\_\_, I fail to challenge myself to be better in my communication, discipleship planning, teaching approaches, etc. This demands that I evaluate the environment, narrow the focus of my lesson, polish my delivery, involve the students, keep the lesson short and to the point while utilizing an appropriate teaching approach. Because our goal is life change, we should not be intimidated or unwilling to change the way we approach and employ our discipleship methods.

# Creating Ministry Teams

Scott Matthews – Youth Ministries

Build, Train, and Maintain your Team for Ministry.

Why build a team?

You Need a Blueprint

Start with the END in mind. It takes VISION to see what does not yet exist, but if you have no vision (if you can't see the end product), other people will simply build theirs in it's place.

- You can only do, what you can do.
- The integrity of a structure is only as good as it's foundation.

*"You wouldn't build a house without a blueprint. What make you think you can build anything great without the right plans?" – Daniel Gray*

Building	Training	Maintaining
<p>The draft... Who?</p> <p>Discipleship happens during training, but you must put an effective team together first.</p> <p>Finding the right people, with the right heart.</p>	<p>Reality check! You can only "multiply" YOU.</p> <p>You cannot make a bunch of Francis Chans, because, well, you're not Francis Chan. You are you.</p> <p>Unless, you are Francis Chan, and for some reason you're reading my syllabus.</p>	<p>There have been countless hours, finances, and prayers invested into leaders who simply leave.</p> <p>Seeing the fruits of your labor at work... Not walking out the door.</p>

Putting Your Team Together:

- Building
- Training
- Maintaining

# Race Matters

Research Presented from Racial Equity Institute by Billy Humphrey  
 “A Ground Water Approach Presentation”  
 www.racialequityinstitute.org

## A Groundwater Approach: The Case for a Structural Approach

Racial disparity persists in every system across the country, without exception

System	Term	Description
Child Welfare	Disproportionality	Refers to the proportion of ethnic or racial groups of children in child welfare compared to those groups in the general population.
Health	Health Disparity	Healthcare disparities refer to differences in access to or availability of facilities and services. Health status disparities refer to the variation in rates of disease occurrence and disabilities between socioeconomic and/or geographically defined population groups.
Juvenile Justice	Disproportionate Minority Contact (DMC)	Refers to the disproportionate number of minority youth who come into contact with the juvenile justice system.
Education (Achievement)	Achievement Gap	When one group of students (such as, students grouped by race/ethnicity, gender) outperforms another group and the difference in average scores for the two groups is statistically significant.
Education (Special Ed)	Disproportionate Representation	Refers to the “overrepresentation” and “underrepresentation” of a particular demographic group in special education programs relative to the presence of this group in the overall student population.
Economic Development	Historically Underutilized Businesses	Businesses that are disadvantaged and are deemed in need of assistance to compete successfully in the marketplace.

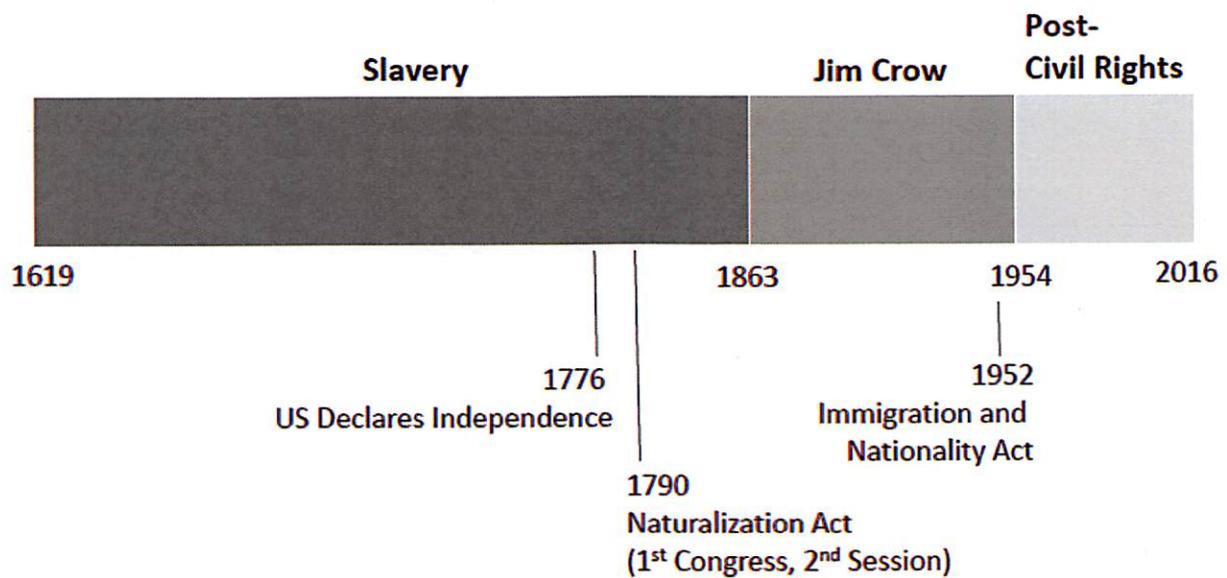
A “Groundwater Approach” is based on several key observations about racial inequity

- 1) Racial inequity looks the same across systems
- 2) Socio-economic difference does not explain the racial inequity

- 3) Systems contribute significantly to disparities
- 4) The system-level disparities cannot be explained by a few 'bad apples' or ill-intentioned gatekeepers
- 5) Poor outcomes are concentrated in certain geographic communities; usually poor communities and communities of color

## Origins: Some Thoughts on How We Got Here

Overview of Race and US History

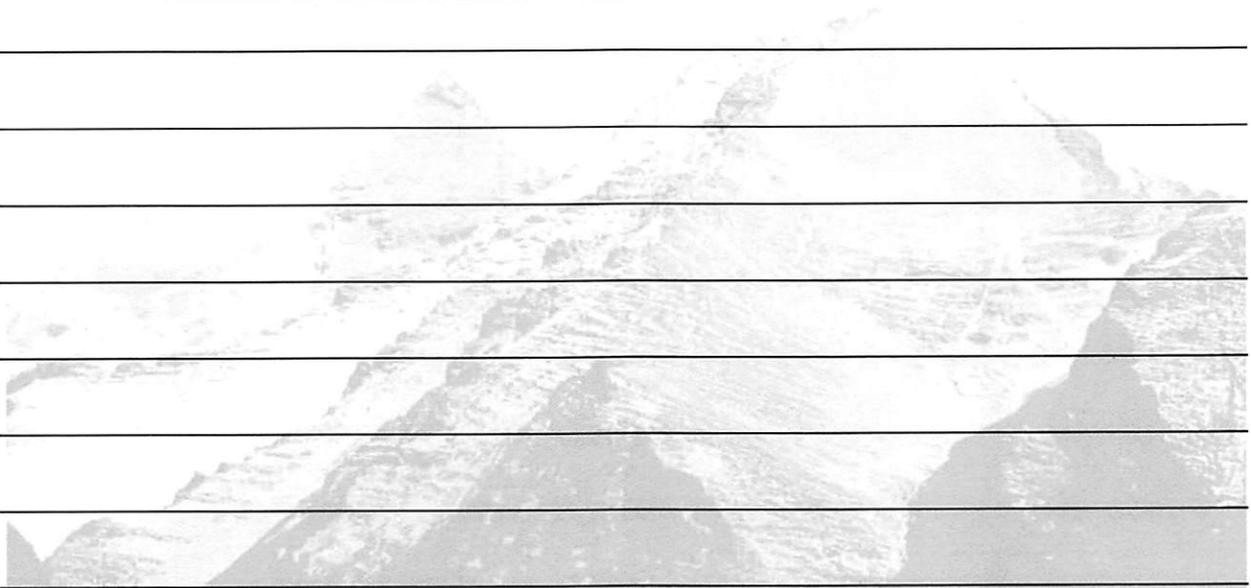


## The Monopoly Game of US History



**Homelessness**  
Josh Handschuh, Be More Caring

ELEVATE

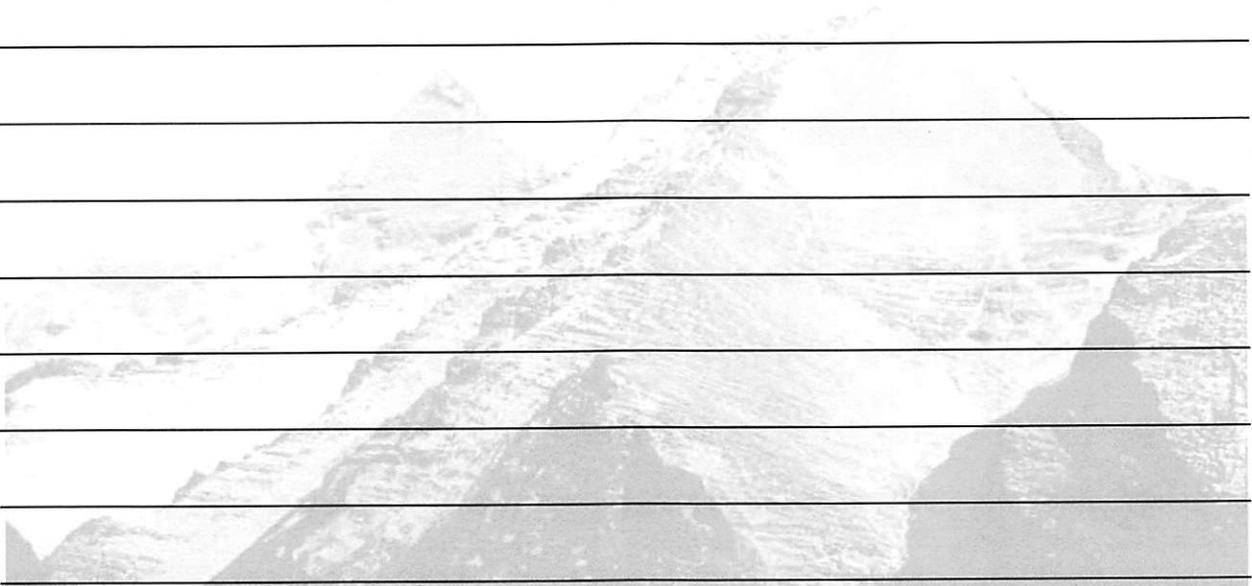


ELEVATE



**INTRODUCTION TO GRANT-WRITING**  
Lillie Hughes, United Way of Central Maryland

ELEVATE



ELEVATE



## Housing Allowance IRS Statements

William Addison, CPA

A licensed, commissioned, or ordained minister may be able to exclude from income the fair rental value of a home (a parsonage) or a housing allowance provided as compensation for ministerial services performed as an employee. A minister who is furnished a parsonage may exclude from income the fair rental value of the parsonage, including utilities. However, the amount excluded can't be more than reasonable compensation for the minister's services.

A minister who receives a housing allowance may exclude the allowance from gross income to the extent it's used to pay expenses in providing a home. Generally, those expenses include rent, mortgage interest, utilities, repairs, and other expenses directly relating to providing a home. The amount excluded can't be more than the reasonable compensation for the minister's services.

### Ministers' Compensation & Housing Allowance

Question: I'm a minister and receive a salary plus a housing allowance. Is the housing allowance considered income and where do I report it?

Answer:

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A minister's housing allowance (sometimes called a parsonage allowance or a rental allowance) is excludable from gross income for income tax purposes but not for self-employment tax purposes.

If you receive as part of your salary (for services as a minister) an amount officially designated (in advance of payment) as a housing allowance, and the amount isn't more than reasonable pay for your services, you can exclude from gross income the lesser of the following amounts:

- the amount officially designated (in advance of payment) as a housing allowance;
- the amount actually used to provide or rent a home; or
- the fair market rental value of the home (including furnishings, utilities, garage, etc.).

The payments officially designated as a housing allowance must be used in the year received.

Include any amount of the allowance that you can't exclude as wages on line 7 of Form 1040, U.S. Individual Income Tax Return.

## Five Current Issues in Ten Minutes

William Addison, CPA

- **Offer in Compromise**
  - A process to reduce federal tax liability
    - IRS new program "Fresh Start"
    - Requires application and financial statements
  
- **Compilation vs. Audit**
  - Many banks require a compilation for loan application
  
- **Obtaining CPA (Certified Public Accountant) Services**
  - Evaluate ability of the CPA to provide services
    - Successfully represent churches before the IRS
    - Perform audits or compilations on churches
  
- **Letters from the Internal Revenue Service**
  
- **Failure of a minister to compute and pay Social Security tax**
  - Use IRS form Schedule SE to compute liability

Objective!

Protect the Church  
Internal Controls

## Contribution Filing Requirements for the Church

William Addison, CPA

### Written Acknowledgment

#### Requirement

A donor cannot claim a tax deduction for any single contribution of \$250 or more unless the donor obtains a contemporaneous, written acknowledgment of the contribution from the recipient organization. An organization that does not acknowledge a contribution incurs no penalty; but, without a written acknowledgment, the donor cannot claim the tax deduction. Although it's a donor's responsibility to obtain a written acknowledgment, an organization can assist a donor by providing a timely, written statement containing:

1. The name of organization
2. The amount of cash contribution
3. A description (but not the value) of non-cash contribution
4. A statement that no goods or services were provided by the organization in return for the contribution, if that was the case
5. A description and good faith estimate of the value of goods or services, if any, that an organization provided in return for the contribution
6. A statement that goods or services, if any, that an organization provided in return for the contribution consisted entirely of intangible religious benefits (described later in this publication), if that was the case. It isn't necessary to include either the donor's Social Security number or tax identification number on the acknowledgment.

A separate acknowledgment may be provided for each single contribution of \$250 or more, or one acknowledgment, such as an annual summary, may be used to substantiate several single contributions of \$250 or more. There are no IRS forms for the acknowledgment. Letters, postcards or computer-generated forms with the above information are acceptable. An organization can provide either a paper copy of the acknowledgment to the donor, or an organization can provide the acknowledgment electronically, such as via an email addressed to the donor. A donor shouldn't attach the acknowledgment to his or her individual income tax return, but must retain it to substantiate the contribution. Separate contributions of less than \$250 will not be aggregated. An example of this could be weekly offerings to a donor's church of less than \$250 even though the donor's annual total contributions are \$250 or more.

## **Goods and Services**

The acknowledgment must describe goods or services an organization provides in exchange for a contribution of \$250 or more. It must also provide a good faith estimate of the value of the goods or services because a donor must generally reduce the amount of the contribution deduction by the fair market value of the goods and services provided by the organization. Goods or services include cash, property, services, benefits or privileges

## **Form 8282: Who Must File**

Original and successor donee organizations must file Form 8282 if they sell, exchange, consume, or otherwise dispose of (with or without consideration) charitable deduction property (or any portion) within 3 years after the date the original donee received the property. See Charitable deduction property above. Send Form 8282 to the Department of Treasury, Internal Revenue Service Center, Ogden, UT 84201-0027.

## **Form 8283: Who Must File**

You must file Form 8283 if the amount of your deduction for all noncash gifts is more than \$500. For this purpose, "amount of your deduction" means your deduction before



## **Contributions of Motor Vehicles, Boats, and Airplanes 1098-C**

You received Form 1098-C because you donated a motor vehicle, boat, or airplane ("donated vehicle") to the charity shown on the front of this form. Generally, the charity must furnish this form to you no later than 30 days after the date it sold the donated vehicle (if box 4a is checked), or 30 days after the date of the contribution.

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## Security and Safety

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# Why Do You Need a Safety and Security Ministry?

Bernard Jones

### 1. Why Does a Church Need Security?

Proverbs 22:3 the MSG version reads this way: ***“A prudent person sees trouble coming and ducks; a simpleton walks in blindly and is clobbered.”***

- God uses PEOPLE to accomplish His tasks
- Variety of giftings in the local church
- Safety and security is a MINISTRY
- Mission: To meet people’s needs in a safe environment with love and humility

### 2. Establishing a Safety and Security Ministry

a. Implementing a security team is the most important part of any church’s safety plans

i. Identify a member in your congregation that has experience in law enforcement or security work

ii. Security Coordinator

iii. Draft a policy handbook

iv. Build a team

1. Director/Coordinator

2. Team Supervisors

3. Team Members

v. Team Selection

vi. Require background checks

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b. Train and Equip Your Team (Progress over Perfection)

i. Training is paramount

ii. Initial training

1. Security patrol procedures
2. Fire drills
3. Emergency evacuations drills
4. Lockdown drills
5. Shelter in place drills
6. Medical emergency response
7. Violent incident/active shooter response
8. Report writing
9. Radio procedures
10. Disruptive incidents/persons
11. Missing children
12. Access control
13. Cash controls

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iii. Equipment needs

iv. Firearms



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## Security and Safety

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# How Your Church Should Prepare for an Active Shooter

Bernard Jones

### 1. What is an Active Shooter

- An active shooter is an individual actively engaged in \_\_\_\_\_  
or \_\_\_\_\_ in a confined or populated area
- Active shooter situations are \_\_\_\_\_ and evolve \_\_\_\_\_
- Because active shooter situations are often over within 10 – 15 minutes, because law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation

### 2. Hostage Barricade versus Active Shooter

- A hostage crisis develops when one or more terrorists or criminals hold people against their will and try to hold off the authorities by force threatening to kill the hostages if provoked or attacked
- Typically, hostage-takers will issue \_\_\_\_\_ to the forces surrounding them
- In a planned hostage crisis, there is often a list of \_\_\_\_\_ or \_\_\_\_\_ demands
- In cases where the hostage situation was improvised as a desperate attempt to avoid capture, the demands usually revolve around exchanging the lives of hostages for transport to safety
- In a hostage situation the primary purpose is NOT \_\_\_\_\_
- In cases where the hostage situation was improvised as a desperate attempt to avoid capture, the demands usually revolve around exchanging the lives of hostages for transport to safety

### 3. What Does All This Mean For Us?

- Houses of worship are not immune
- Unpredictable and evolve quickly

### 4. Discernment

5. Prevention and Planning

- Prevention requires \_\_\_\_\_
- Good planning includes \_\_\_\_\_
  - What does this look like?
- Are there warning signs?

6. How Should We Respond

- No single response fits all active shooter situations, making sure each individual knows his or her options for response and what that response should be will assist in reacting decisively and it will save valuable time
  - There is no single answer to what to do, but a \_\_\_\_\_ mindset can increase the odds of surviving
  - During an active shooter situation, the natural human reaction, even for those who are highly trained, is to be startled, to feel fear and anxiety; and even experience initial disbelief and denial
  - Training provides the means to regain \_\_\_\_\_, recall at least some of what was learned and commit to action
- How Should We Respond
  - It is common for people confronted with a threat to first deny the possible danger than respond
  - World Trade Center report
  - Virginia Tech study results
  - In the event of an active shooter you have to \_\_\_\_\_ and \_\_\_\_\_
    - RUN
    - HIDE
    - FIGHT

## **El Poder del Llamado** *Salmos 139:15-16*

Javier Gomez – Hispanic Ministries

I. ¿Qué es la Misión?

II. ¿Para qué conocer tu misión?

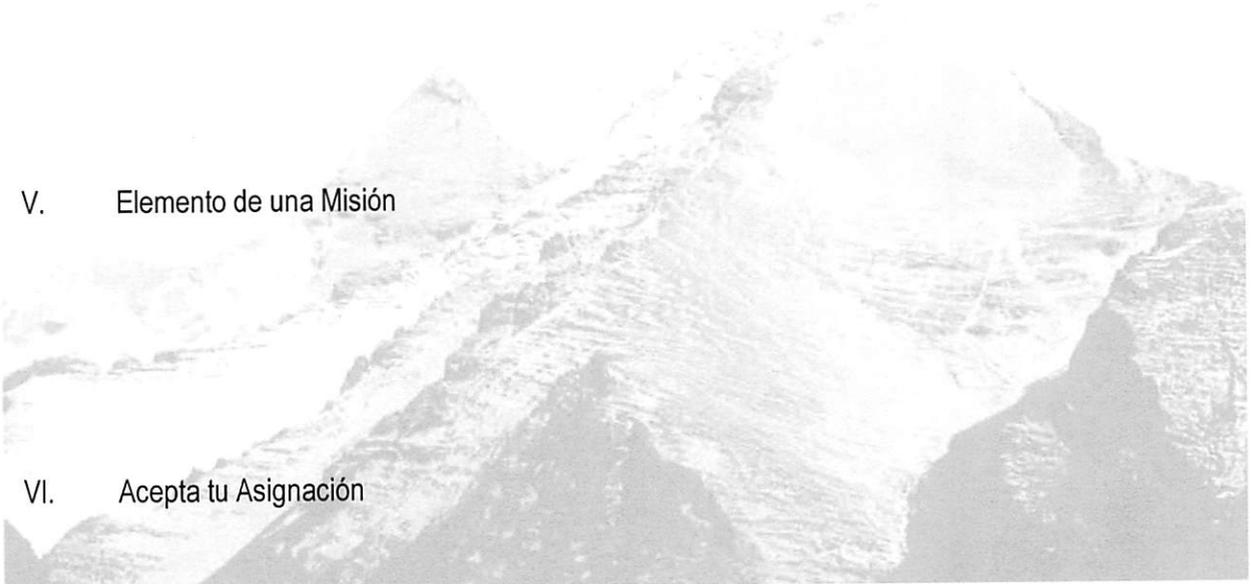
III. Lenguaje Generativo

IV. Comencemos a caminar hacia nuestra Misión

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V. Elemento de una Misión

VI. Acepta tu Asignación



## El Poder de una Visión Parte I *Habacuc 2:2*

Javier Gomez – Hispanic Ministries

I. ¿Qué es la Visión?

II. Como Observas y Distingues

III. 7 Distinciones para alcanzar éxito en la vida

A. Aprendizaje

B. Responsabilidad

C. Resiliencia

D. Compromiso

E. Disciplina

F. Perseverancia

G. Oración

IV. Elegir Vs. Decidir

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## **El Poder de una Visión Parte II** *Habacuc 2:2*

Javier Gomez – Hispanic Ministries

I. El Poder de la Visión

II. Beneficios de una visión

III. 8 atributos para llevar a cabo tu visión

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## El Líder Hacia un Nuevo Nivel

Javier Gomez – Hispanic Ministries

I. ¿Qué es Unción?

II. El Llamamiento

III. Tiempos y Procesos

IV. Proceso

A. Gilgal

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B. Betel

C. Jericó

V. Claves para poder crecer en la Unción



## Planning & Advancing Your Ministry

Kea Henderson – Women's Ministries

### I. Leading Women to the Heart of God

- Main purpose is to draw women to the heart of God

### II. Connecting and Encouraging Your Women

- Empowering women to use and identify the gifts God has placed in them.
- Fellowship (Small groups; face-to-face interaction to develop trust)

### III. Transitioning and Advancing Your Women's Ministry

- Events (Teas; Retreats; Revivals; Onsite Conferences; Workshops, etc.)
- Missions (Local & World)
- Develop & Launch Your Women's Board

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## Bridging the Gap Between Generation

Janet & Lori Lockemy – Women's Ministries

Isaiah 58:11-12

\_\_\_\_\_ Pieces  
Your \_\_\_\_\_ Story.

### 1. Having the \_\_\_\_\_ of love

- Above all, love each other \_\_\_\_\_, because love covers over a multitude of sins. 1Peter 4:8
- God has \_\_\_\_\_  
John 15:16

### 2. Choose to do a " \_\_\_\_\_ Detox."

Ephesians 4:22-24

- So get rid of your \_\_\_\_\_, which made you live as you used to - the old self that was being destroyed by its deceitful desires. Your hearts and minds must be made \_\_\_\_\_ new, and you must put on the new self, which is created in God's \_\_\_\_\_ and reveals itself in the true life that is upright and holy.
- \_\_\_\_\_ the women God puts in my circle of influence

### 3. \_\_\_\_\_ is not about you, It's about the \_\_\_\_\_ person

- Caring is an \_\_\_\_\_ word
- The \_\_\_\_\_ of caring for someone is worth it

### Conclusion

You'll use the old rubble of \_\_\_\_\_ to build anew,  
rebuild the foundations from out of your \_\_\_\_\_.

You'll be known as those who can \_\_\_\_\_ anything, \_\_\_\_\_ old ruins,  
\_\_\_\_\_ and renovate, make the community \_\_\_\_\_ again.

## **Customizing Your Women's Ministry Panel Discussion**

### **GOAL(S)**

Why It Helps to Have One...(or more)

Marsha Rice

### **BIBLE STUDIES**

What They've Done for My Women

Janice Lowery/National Church of God

### **SMALL GROUP RETREATS**

Can They Work for Your Women?

Joan Bowman/Heritage Community Church of God

### **MENTORING**

Let's Hear It for Titus 2

Lorinda Roberts

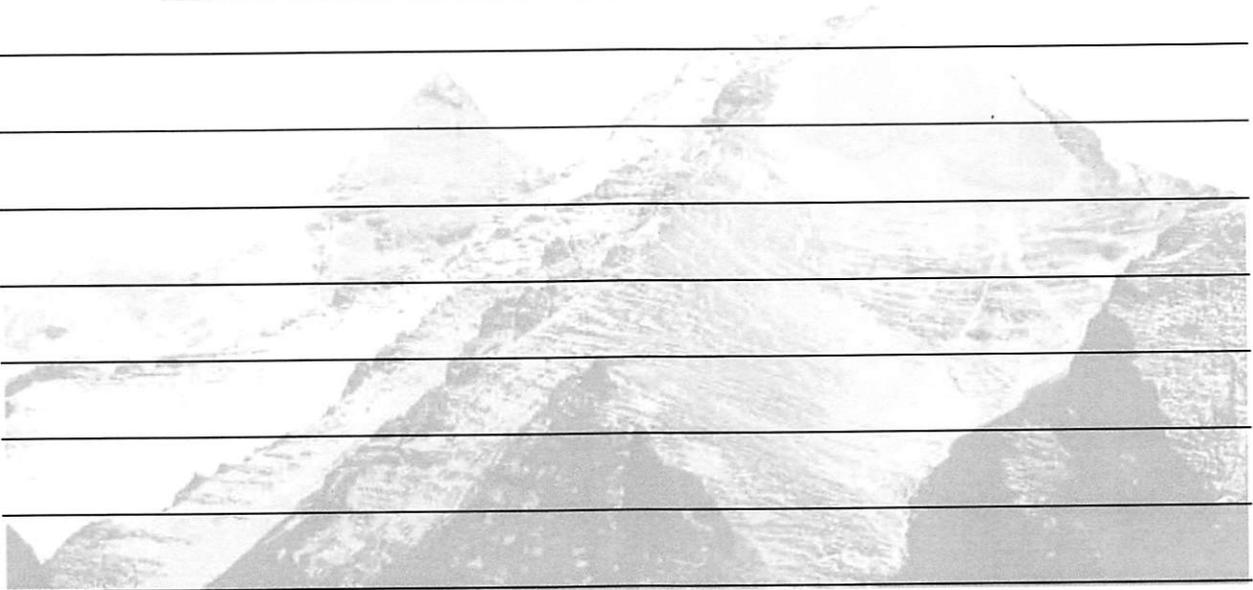
### **PRESSING IN**

Daily Help for the Long Run

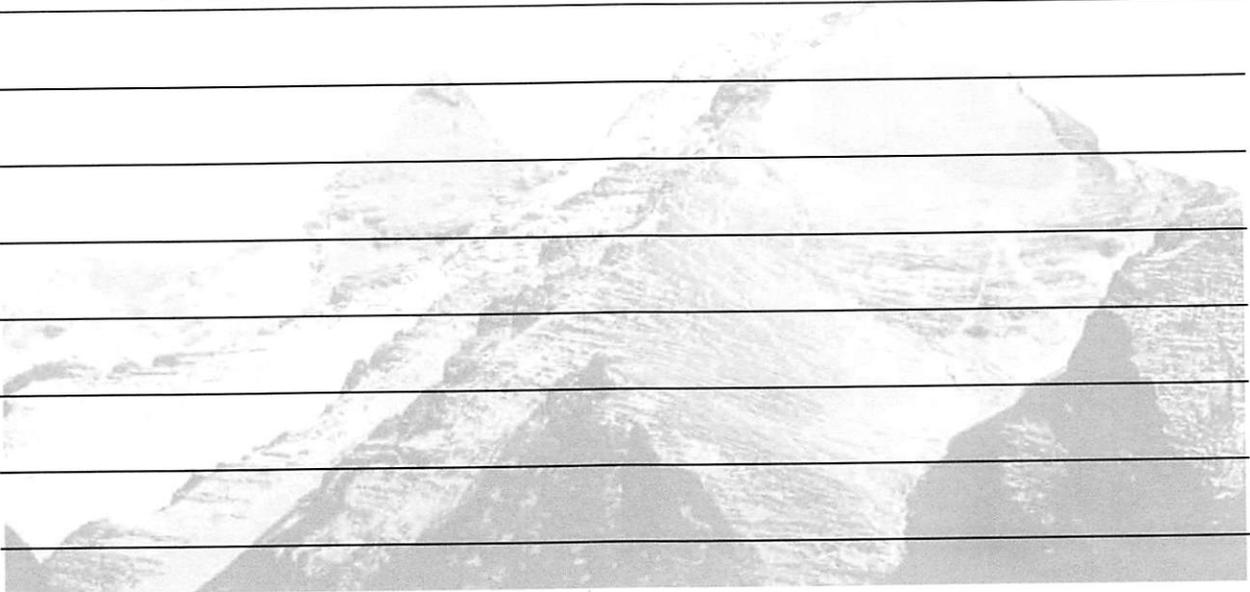
Cindy Cooper/National Hispanic Church of God

**Essentials of Church Planting**  
Mike McDermott

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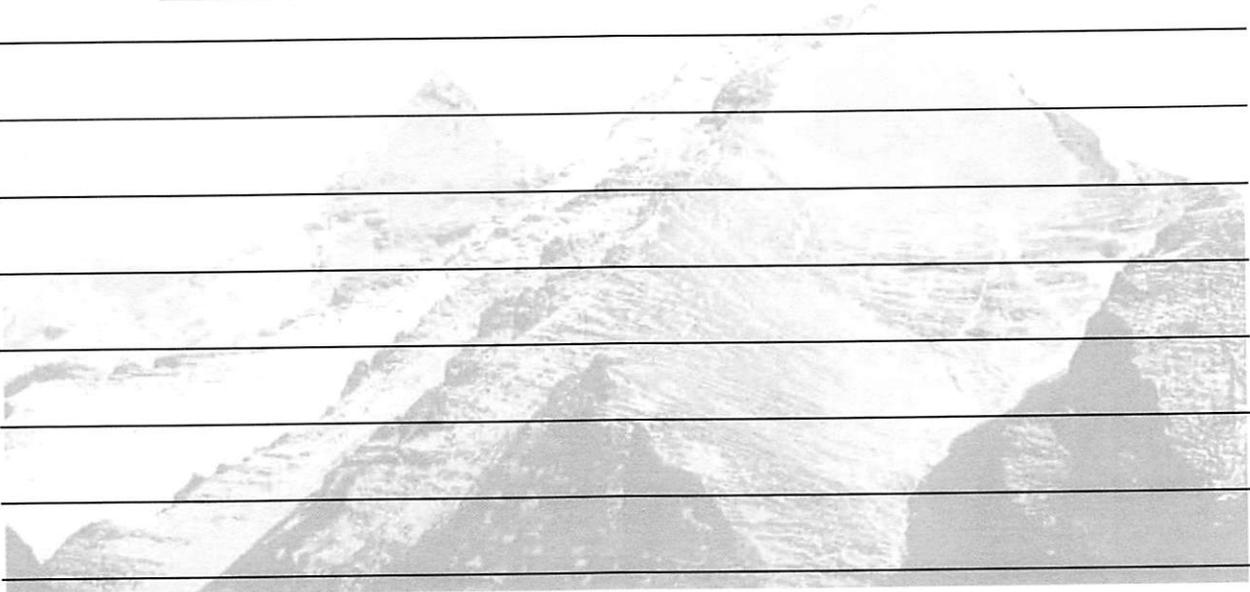


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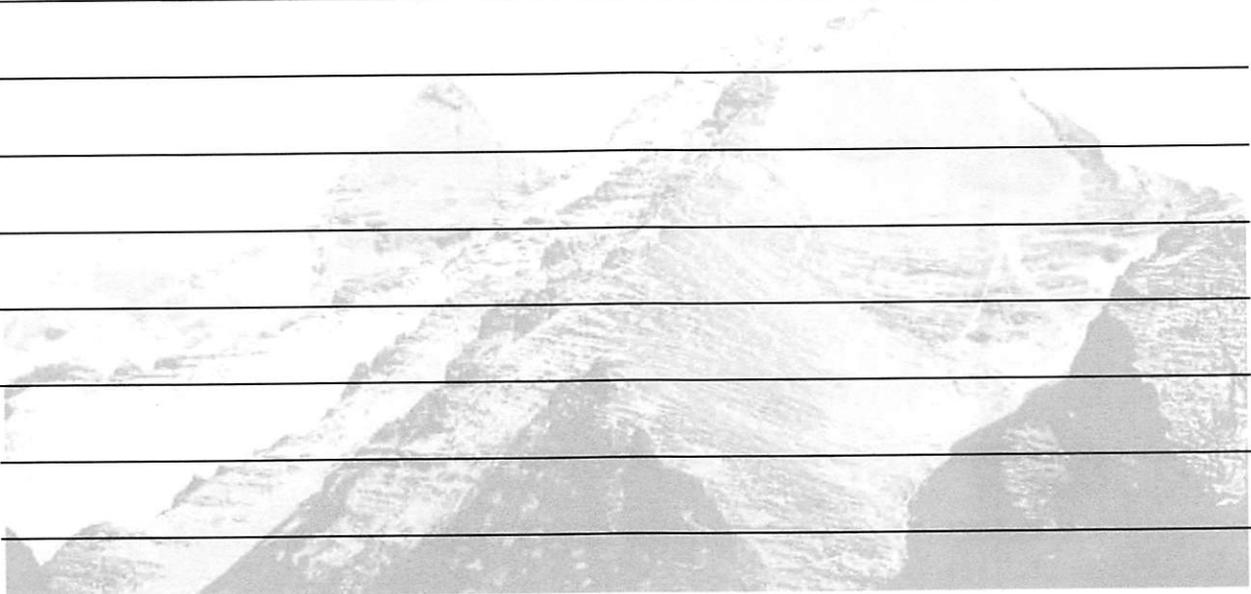


**Church Planting: Implementation/Launch**  
Chris Lockemy

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