

**Developing
a
Plan of Action
For Ministry**

by

Duane L. Anderson

Developing
a
Plan of Action
For Ministry
(for churches and ministry agencies)

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Developing a “Plan of Action” for Ministry (for churches and ministry agencies)

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 - 1. Do we qualify people or do we disqualify people?
(this is one of the most important questions in the entire process)
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 - 1. Focus on Biblical principles
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I. What kind of a leadership team do we want to become and develop?

A. A Jewish leadership team in a Jewish world

A Jewish leadership team in a Jewish world described

Acts 21:20-25

And when they heard it, they glorified the Lord. And they said to him, "You see, brother, how many myriads of Jews there are who have believed, and they are all zealous for the law; but they have been informed about you that you teach all the Jews who are among the Gentiles to forsake Moses, saying that they ought not to circumcise their children nor to walk according to the customs. What then? The assembly must certainly meet, for they will hear that you have come. Therefore do what we tell you: We have four men who have taken a vow. Take them and be purified with them, and pay their expenses so that they may shave their heads, and that all may know that those things of which they were informed concerning you are nothing, but that you yourself also walk orderly and keep the law. But concerning the Gentiles who believe, we have written and decided that they should observe no such thing, except that they should keep themselves from things offered to idols, from blood, from things strangled, and from sexual immorality.

The choices will produce either good or bad consequences

The leaders know the people are all zealous for the law
The leaders know the people believe false rumors
The leaders know the people are critical of others
The leaders are peacekeepers rather than peacemakers
The leaders understand Gentile freedom

Lessons for Leadership

We will be most effective if we understand the people
We need to understand that people believe rumors
We need to understand that many people see negatively
We need to accept the responsibility to make peace
We need to understand other ministry contexts

B. A Jewish leadership team in a Gentile world

A Jewish leadership team in a Gentile world described

Acts 13:2-3; I Corinthians 9:19-23

As they ministered to the Lord and fasted, the Holy Spirit said, "Now separate to Me Barnabas and Saul for the work to which I have called them." Then, having fasted and prayed, and laid hands on them, they sent them away...For though I am free from all men, I have made myself a servant to all, that I might win the more; and to the Jews I became as a Jew, that I might win Jews; to those who are under the law, as under the law, that I might win those who are under the law; to those who are without law, as without law (not being without law toward God, but under law toward Christ), that I might win those who are without law; to the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some. Now this I do for the gospel's sake, that I may be partaker of it with you.

The choices will produce either good or bad consequences

The leaders seek the will of God through prayer and fasting
The leaders respond to the will of God by fasting and praying
The leaders respond by obeying God and doing His will
The leaders understand their freedom in Christ
The leaders choose to become servant leaders
The leaders have a passion for people to know Christ
The leaders take time to understand where people are at in their lives
The leaders adjust their lives to minister to those they are reaching
The leaders make their choices for the Gospel's sake

Lessons for Leadership

We need to be led by the Holy Spirit
We need to seek to do the will of God
We need to understand our freedom in Christ
We need to become servant leaders
We need to have a passion for people to know Christ
We need to be willing to make changes in our lives as leaders

C. A Gentile leadership team in a Gentile world

A Gentile leadership team in a Gentile world described

Acts 14:21-23; Acts 16:1-5

And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, strengthening the souls of the disciples, exhorting them to continue in the faith, and saying, "We must through many tribulations enter the kingdom of God." So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed...Then he came to Derbe and Lystra. And behold, a certain disciple was there, named Timothy, the son of a certain Jewish woman who believed, but his father was Greek. He was well spoken of by the brethren who were at Lystra and Iconium. Paul wanted to have him go on with him. And he took him and circumcised him because of the Jews who were in that region, for they all knew that his father was Greek. And as they went through the cities, they delivered to them the decrees to keep, which were determined by the apostles and elders at Jerusalem. So the churches were strengthened in the faith, and increased in number daily.

The choices will produce either good or bad consequences

The leaders preach the Gospel to the world around them

The leaders make disciples of those who become Christians

The leaders strengthen the Gentile disciples to prepare them for leadership

The leaders help Gentile believers learn to abide in the faith

The leaders prepare the Gentile disciples for tribulation

The leaders appoint new leaders from among the Gentile disciples

The leaders and the new Gentile leaders pray and fast together

The leaders trust the Lord to work through the Gentile leaders

The Gentile leaders carry on when the founding leaders leave

The Gentile leaders continue to develop additional disciples

The Gentile leaders send out developing leaders to minister

The founding leaders return to visit and encourage

The founding leaders add Gentile leaders to the ministry team

The founding leaders see that the churches have been strengthened

The founding leaders see that the churches are increasing in number daily

Key Lesson for Leadership

We need to reproduce ourselves!

D. A Judiazer leadership team in a Gentile world

A Judiazer leadership team in a Gentile world described Galatians 2:4-5; Galatians 2:11-14

And this occurred because of false brethren secretly brought in (who came in by stealth to spy out our liberty which we have in Christ Jesus, that they might bring us into bondage), to whom we did not yield submission even for an hour, that the truth of the gospel might continue with you...Now when Peter had come to Antioch, I withstood him to his face, because he was to be blamed; for before certain men came from James, he would eat with the Gentiles; but when they came, he withdrew and separated himself, fearing those who were of the circumcision. And the rest of the Jews also played the hypocrite with him, so that even Barnabas was carried away with their hypocrisy. But when I saw that they were not straightforward about the truth of the gospel, I said to Peter before them all, "If you, being a Jew, live in the manner of Gentiles and not as the Jews, why do you compel Gentiles to live as Jews?"

The choices will produce either good or bad consequences

A Judiazer leadership team may have some false brethren

A Judiazer leadership team does not like liberty in Christ

A Judiazer leadership team wants to bring people into bondage to the law

A Judiazer leadership team does not deserve submission by others

A Judiazer leadership team can even deceive other strong leaders

A Judiazer leadership team controls by fear

A Judiazer leadership team causes Christians to become hypocrites

A Judiazer leadership team does not present the Gospel in a straightforward manner

A Judiazer leadership team tries to conform people to their rules

Lessons for Leadership

We need to stand for liberty in Christ

We need to be aware we can become legalists ourselves

We need to make sure we are not controlled by fear

We need to make sure we do not become hypocrites

We need to make sure we teach Biblical principles (not our rules)

E. A Pragmatic leadership team in a Gentile world

A pragmatic leadership team in a Gentile world described

Acts 8:9-11; Acts 8:13; Acts 8:18-23

But there was a certain man called Simon, who previously practiced sorcery in the city and astonished the people of Samaria, claiming that he was someone great, to whom they all gave heed, from the least to the greatest, saying, "This man is the great power of God." And they heeded him because he had astonished them with his sorceries for a long time...Then Simon himself also believed; and when he was baptized he continued with Philip, and was amazed, seeing the miracles and signs which were done...And when Simon saw that through the laying on of the apostles' hands the Holy Spirit was given, he offered them money, saying, "Give me this power also, that anyone on whom I lay hands may receive the Holy Spirit." But Peter said to him, "Your money perish with you, because you thought that the gift of God could be purchased with money! You have neither part nor portion in this matter, for your heart is not right in the sight of God. Repent therefore of this your wickedness, and pray God if perhaps the thought of your heart may be forgiven you. For I see that you are poisoned by bitterness and bound by iniquity."

The choices produce either good or bad consequences

- A pragmatic leader claims to be someone great**
- A pragmatic leader wants everyone to follow him**
- A pragmatic leader claims to depend on the power of God**
- A pragmatic leader can be very successful**
- A pragmatic leader does not understand the true power of God**
- A pragmatic leader substitutes money and power for prayer**
- A pragmatic leader often substitutes works for grace**
- A pragmatic leader is not in a right heart relationship with God**
- A pragmatic leader needs to repent of his pragmatic ways**
- A pragmatic leader can become poisoned by bitterness**
- A pragmatic leader can end up in bondage to sin**

Lessons for Leadership

Worldly standards for success are deceptive

Worldly standards may substitute money or power for prayer

Worldly standards focus on success instead of transformation

F. An organization that gives everyone freedom to do what they want

**An organization that gives everyone freedom to do what they want described
(illustrated by Israel when it rejected godly leadership)**

Numbers 13:30-32; 14:29-30; Joshua 14:10; Judges 21:25

Then Caleb quieted the people before Moses, and said, "Let us go up at once and take possession, for we are well able to overcome it." But the men who had gone up with him said, "We are not able to go up against the people, for they are stronger than we." And they gave the children of Israel a bad report of the land which they had spied out, saying, "The land through which we have gone as spies is a land that devours its inhabitants, and all the people whom we saw in it are men of great stature...The carcasses of you who have complained against Me shall fall in this wilderness, all of you who were numbered, according to your entire number, from twenty years old and above. Except for Caleb the son of Jephunneh and Joshua the son of Nun, you shall by no means enter the land which I swore I would make you dwell in... And now, behold, the Lord has kept me alive, as He said, these forty-five years, ever since the Lord spoke this word to Moses while Israel wandered in the wilderness; and now, here I am this day, eighty-five years old...In those days there was no king in Israel; everyone did what was right in his own eyes.

The choices produce either good or bad consequences

Leaders will see the obstacles not the opportunities

Leaders will see and give negative reports

Leaders will magnify the problems

Leaders will minimize or ignore the power of God

The people will wander and get nowhere

The people will do what is right in their own eyes

Lessons for Leadership

We need to see God's opportunities not the world's obstacles

We need to focus on what God can do as we yield ourselves to Him

We need to focus on the power of God rather than our own strength

We need to know and focus on what God has called us to accomplish

We need to focus on what is right in the eyes of God

II. What do we mean when we talk about developing a “Strategic Plan”?

A. The difference between directive and direction

Long Range Planning Directive or Direction

Directive

- 1) authoritative statement of policy or plan to which a course of action must conform
(Policies are usually written in response to previous problems which we are trying to prevent from happening again)
- 2) specific instruction or order
(This is usually an immediate event)

Directives are almost always a response to past problems (reactions)

Direction

- 1) management
- 2) line leading to a place or point
Point A to Point B
(This is always a long term process)
- 3) a point toward which anything faces or moves
- 4) address, as of a letter

Direction is focused on future opportunities (plans of action)

Long Range Planning is never a directive.

Long Range Planning is developing the line that leads to a place or point which we have defined as a desirable outcome. Getting from where we are now (Point A) to where we want to be (Point B) usually with a time frame of 10 to 20 years or more.

A Plan of Action

A Plan of Action is the process that a leadership team develops to help an organization move in an orderly step by step progression from where that organization is now (Point A) to the point which has been defined as the desirable outcome in the future (Point B).

An effective Plan of Action will usually only develop through Strategic Planning.

B. An overview of Strategic Planning

- I. Discovering where we are at right now (Point A)**

What is the world like in which we are ministering today?
What are our strengths? - these are the things we can build on
What are our needs?
What are our present opportunities?
What are the challenges of our present ministry? - these are the present problems that must be corrected to prevent a declining impact in our ministry
- II. Prayerfully seeking what God wants us to become (Seeking God's will for us as an organization - defining Point B)**

What is God's plan for our future?
What do we want to look like and be in the future?
- III. Defining a compelling picture for our future (Focusing on Point B)**

What is God's clear and compelling picture for our future? (What is our vision?)
- IV. Planning how we will get there (Getting from Point A to Point B)**

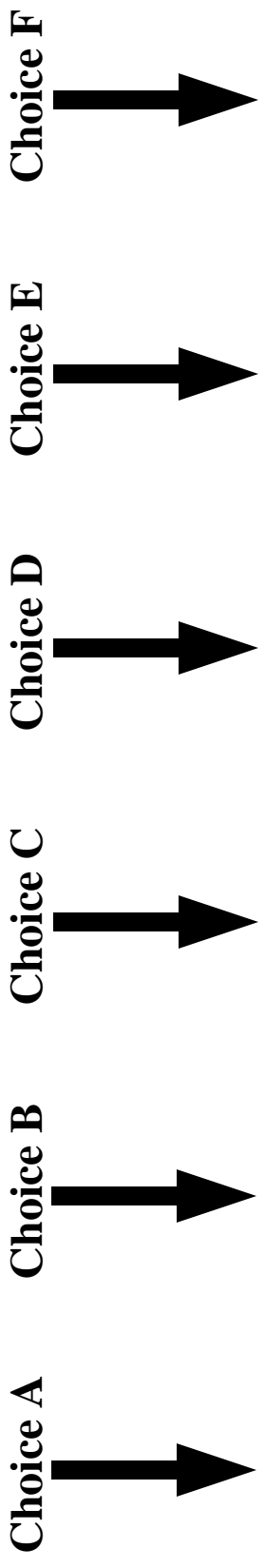
This is the development of a "Plan of Action"
How will we get there?
How will we know if we are on track?
What are our intermediate targets? (objectives)
What will define effectiveness? (standards)
What strategies are necessary to accomplish our objectives and reach our standards?
This is where the real work begins!!!
- V. Developing the resources to get there**

What are the resources we need in order to carry out our plans, meet our objectives, and fulfill our vision?
(Most commonly needed resources)
Prayer
Volunteer Involvement
Finances
- VI. Putting our plan into action (Implementation)**

How well are we accomplishing what we set out to do? (evaluation)
Evaluate progress at regular intervals - at least yearly
Make adjustments as necessary along the way
Be willing to adjust our methodologies when necessary

We Have Choices

In each situation we face, we usually have several choices!



Each Choice has Consequences
Good Choices have Good Consequences
Bad Choices have Bad Consequences

What Will Your Choices Be?

All Scripture is Profitable

II Timothy 3:16-17

All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.

To teach us God's standard



(Doctrine)

**To show us how far we
come short**

(Reproof)

**To show us how to correct
where we come short**

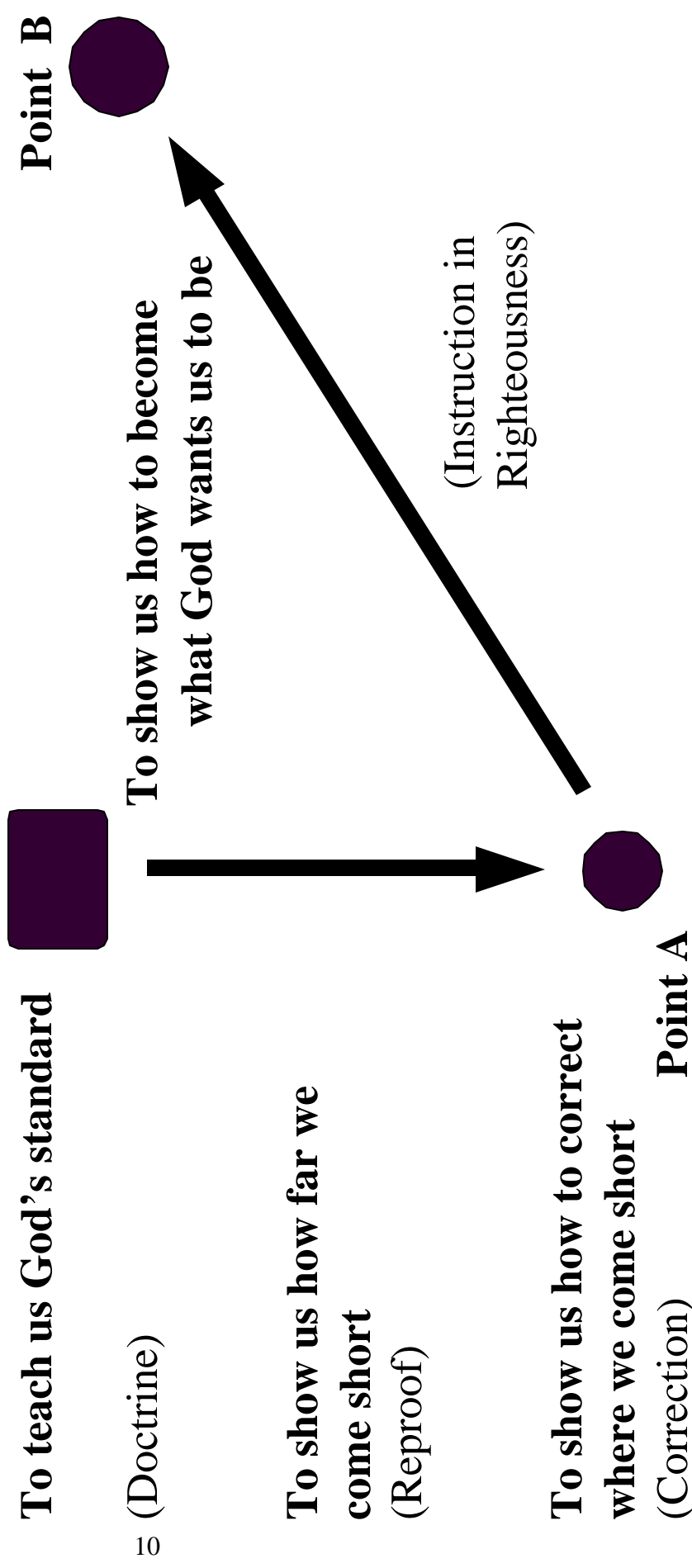
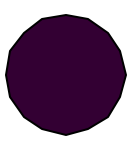
(Correction)

Point A

**To show us how to become
what God wants us to be**

**(Instruction in
Righteousness)**

Point B



III. Discovering where we are at right now (Point A)

Four key questions to answer in order to define Point A

A. What is the world like in which we minister today?

The world is changing at a very rapid rate. We must understand how these changes affect us or we will be trying to reach a world that no longer exists (it may have existed 10, 25 or 50 years ago but things have changed dramatically).

B. What are our strengths?

Many times churches and organizations have never evaluated the strengths that they have developed through their ministry over the years. As a result, they often neglect their strengths that would make it much easier for them to build toward the future. A clear understanding of strengths gives a church or organization a picture of how the Lord has blessed in the past. It also provides the opportunity to strengthen those strengths so that they become even more effective in the future.

C. What are our weaknesses?

Many times churches and organizations focus on their weaknesses or failures and spend much of their time trying to establish blame. Discussing weaknesses and failures will only be effective if they lead the leadership to make the necessary adjustments so that these weaknesses will not continue to happen. Weaknesses show where further training and development are needed.

D. What are the areas we have already targeted for future ministry?

The fact that a church or organization has already developed targets for the future shows that the leaders are working to focus on direction instead of wandering aimlessly. However, one of the major challenges faced is that churches and organizations have developed targets to indicate where they want to go but have never taken the time to develop the intermediate steps needed to reach toward those targets. This is why strategic planning is necessary. Paul had developed some very strategic planning for taking the Gospel to the Gentiles. A study of Acts and the Epistles that Paul wrote show that he had a very definite strategy to fulfill the vision that God had given for him. Paul spent over half of his total recorded ministry in four cities (Antioch, Corinth, Ephesus and Rome). Those were four of the five largest cities in the Roman Empire. From each of those cities Paul helped the leadership teams that he and others developed reach out to the entire surrounding area.

IV. Prayerfully seeking what God wants us to become (Seeking God's will for us as an organization - Point B)

Three key questions to answer to define Point B

A. What is God's plan for our future?

I Corinthians 12:16-18 says, "And if the ear should say, "Because I am not an eye, I am not of the body," is it therefore not of the body? If the whole body were an eye, where would be the hearing? If the whole were hearing, where would be the smelling? But now God has set the members, each one of them, in the body just as He pleased." Ephesians 4:16 says, "From whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love." Every church, Christian organization and individual Christian has been given spiritual gifts, a heart or passion for certain kinds of ministry, a combination of different abilities, a definite personality and different experiences in the past to prepare them for what God has for them in the future. Each church, Christian organization and individual Christian will experience joy in their lives and ministry in direct relationship to the way that they are serving the Lord in the unique way that Christ has prepared them to serve.

B. What do we want to look like and be in the future?

This question will be only be answered as each church, Christian organization or individual spends much time seeking the will of the Lord through prayer. Acts 13:2 says, "As they ministered to the Lord and fasted, the Holy Spirit said, "Now separate to Me Barnabas and Saul for the work to which I have called them." As a leadership team prays together and seeks the will of the Lord together, the Lord will help them develop a unity about what He wants them to become in the future.

C. What are the new areas of ministry that we need to target for the future?

The group of questions on the previous page will help a church or organization review what they feel Christ has already called them to do that they have not yet implemented. This question is designed to help the leadership team pray and see the will of the Lord for those new areas of ministry for which they should begin to prepare and plan. These new areas of ministry will be in agreement with the mission and vision that the Lord has already given the leadership team or will help them realize the need to "Lift up their eyes and look on the fields" so that they can expand their vision to do what Christ has called them to do.

V. Defining a compelling picture for our future

Four key questions to answer to define our vision

A. What is our Mission Statement?

A Mission Statement defines what God has told us in His Word is what every church, Christian organization and individual are to be doing while they are here on this earth.

That includes at a minimum:

Our Great Commission: Matthew 28:19-20 - "Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age." Amen."

Our Great Commandment - Matthew 22:37-40 - Jesus said to him, "'You shall love the Lord your God with all your heart, with all your soul, and with all your mind.' This is the first and great commandment. And the second is like it: 'You shall love your neighbor as yourself.' On these two commandments hang all the Law and the Prophets." and

Our New Commandment - John 13:34-35 "A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another."

B. What are our Core Values?

The core values provide the ethical and moral values that provide the foundation for all that a church or Christian organization does. The more clearly these are defined and clearly explained to all involved in the church or organization on an ongoing basis, the more they will become a part of the thinking that guides all decisions that are made by both the leadership and by all others involved.

C. What is our Vision?

A clear vision statement makes it clear what a church or Christian organization is working to become and gives direction to the leadership and staff. It also makes it clear to others what that church or organization is working to accomplish.

D. What is our Purpose?

A purpose statement says this is why we exist. A clearly defined purpose states what that church or Christian organization is doing and also helps to evaluate every proposal and recommendation to see if they fit its purpose.

VI. Planning how we will get there (Getting from Point A to Point B)

Our strategy must be a Biblical strategy

A strategy helps to develop a clear plan of action so that we are able to act rather than react

We can either be like a fire department or like a wise master builder

A fire department

responds to crisis
tries to stop trouble (put out fires)

A wise master builder

1. Chooses to glorify God - I Corinthians 10:31
2. Chooses a solid foundation - I Corinthians 3:10-11
3. Develops a master plan (strategy) purpose, objectives, goals

The Master Plan of Paul

- a. built a leadership team - Acts 16:1-3, 10; 20:4
 - b. built a nucleus in key cities - Acts 19:18-19
 - c. let the nucleus reach the surrounding areas - Acts 19:10
4. Builds an infrastructure (a leadership team) - Mark 3:13-19, Acts 20:4
 5. Builds vision in the team - Mark 1:38-39; John 4:35; Acts 1:8
 6. Leads the team as together they develop the body - I Thessalonians 1:1
 7. Commissions the team to reproduce themselves in the lives of others - II Timothy 2:2

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”

Paul → Timothy → Faithful Men → Others

**A. Strategic planning starts with the vision and works backward
(This is why it is important to have a clear Vision Statement)**

This is where the real work begins!!!

**Sometimes the Purpose and Vision Statement are combined
and then explained by breaking the Vision into subpoints**

**This will be illustrated using the Purpose Statement of
American Indian Bible Institute and AIBI Resources**

The purpose of the American Indian Bible Institute is: To glorify God by developing a Biblical leadership development team on every reservation and in every urban area.

**A statement of our purpose
A vision of our ministry**

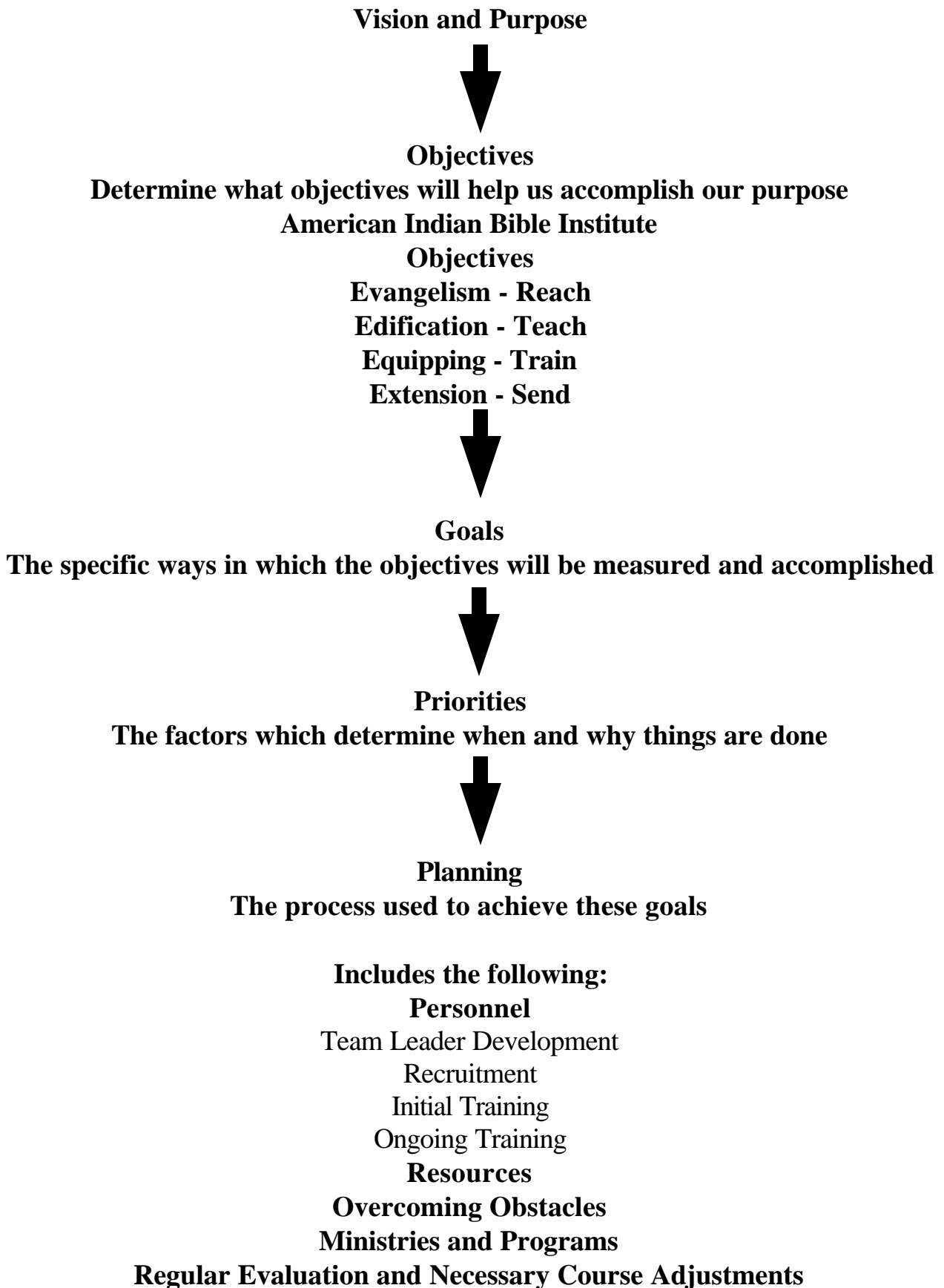
Our purpose: To glorify God - I Corinthians 10:31

Our vision of ministry:

1. to develop a Biblical leadership development team (to make disciples) - Matthew 28:19-20
2. to plant sound Biblical churches (by developing the leadership team which can plant such churches) - Acts 9:31
3. to motivate, equip and involve an increasing number of people as church planting specialists (enough for every reservation and every urban area) - Acts 11:19-22, Acts 20:4
4. to help each church planted or served to become a growing, reproducing body (a healthy, reproducing church must always see beyond itself to see other areas where a similar ministry is needed) - Acts 16:1-5, Acts 19:10

The purpose of AIBI Resources is: To glorify God by helping you and many others to develop a Biblical Leadership Development team that models servant leadership and is equipped to develop servant leaders in every kindred, tongue, people and nation. (Revelation 5:9) This includes: developing a Biblical Leadership Development team of servant leaders in every country, every major city of each country and every region of each country.

B. Strategic planning relates everything to the vision and purpose



**C. Strategic planning develops objectives to reach vision and purpose
(we will illustrate this by: Any City Bible Church)**

Our purpose:

Is to glorify God by making disciples who are growing to maturity and are able to effectively share the Gospel, to minister to one another and to teach the Word of God. I Corinthians 10:31, Matthew 28:19-20, Ephesians 4:11-16

Our Objectives

1. Exaltation (Worship)

Exaltation is recognizing that God is worthy to be praised and deserves the worship and praise of everything that has breath. Psalm 150:6

2. Evangelism (Reach)

Evangelism is the proclamation of the Gospel to non believers, resulting in their conversion to Jesus Christ, identification with Christ by baptism and identification with a local church where they can grow spiritually. Acts 2:38-41

3. Edification (Teach)

Edification is the building up of the believers by promoting the spiritual growth and development of godly character through love, Bible study, fellowship, worship, prayer and ministry to one another so that the body becomes mature. John 13:34-35; Acts 2:42, Ephesians 4:11-16

4. Equipping (Train)

Equipping is the training of the saints by example so that they are equipped to do the work of evangelism, to minister to one another and to teach the Word of God so that the body of Christ may be built up with the result that it grows in the unity of the faith and the knowledge of Christ to spiritual maturity and effective ministry. Ephesians 4:11-16; Exodus 18:19-21

5. Expansion (Send)

Expansion is the planting of new, sound Biblical churches in each identifiable group which cannot be easily reached through the existing Biblical churches because of size of population, distance in miles or differences in ethnic, cultural or language background. Acts 1:8

size of population - Jerusalem

distance - Judea

ethnic or cultural differences - Samaria

language - uttermost part

**D. Strategic planning develops goals
(these are the specific ways that the fulfillment of the
vision and purpose of the organization will be measured)**

Why do we base goals on our vision?

**Vision tells what we are working to become
Goals tell our progress toward what we are working to become**

Some goals are short range goals
usually 6 months to 2 years

Some goals are medium range goals
usually 2 to 5 years

Some goals are long range goals
usually 5 to 20 years

What are measurable goals?

**Vision tells us what we are working to become
Measurable goals give us specific targets along the way**

Churches often measure their success by the number of people they bring in
Effective churches measure their effectiveness by the number of people they reach,
teach, train, and send out to minister in other areas

What are reachable goals?

**They will not be reached in our own strength
John 15:5**

I am the vine, you are the branches. He who abides in Me, and I in him, bears much
fruit; for without Me you can do nothing.

**They can be reached through Christ's strength
Philippians 4:13**

I can do all things through Christ who strengthens me.
**Christ is able to do far more than we can imagine
Ephesians 3:20-21**

Now to Him who is able to do exceedingly abundantly above all that we ask or think,
according to the power that works in us, to Him be glory in the church by Christ Jesus
to all generations, forever and ever. Amen.

**E. Strategic planning develops priorities
(these determine why and when things are done)**

Two of the most important questions that need to be asked are:

1. Why do we do what we do?

Some churches and people do what they do because of tradition
they have always done that particular thing

Some churches and people do what they do because of past problems
they are controlled by the problems of the past

Some churches and people do what they do to maintain peace
they are peacekeepers instead of peacemakers
a peacekeeper gets between people to stop them from fighting
a peacemaker helps people forgive one another and make peace

Some churches do what they do to bring glory to God
I Corinthians 10:31

Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.

2. When do we do what we do?

(an orderly progression was illustrated by the four calls of Christ)

Come and See

John 1:39-46; Matthew 9:9-10; Mark 1:30-33

Christ invited people to build a relationship with Him

effective ministry is built on relationships

Come and Grow

Mark 1:16-20

Christ promised He would show people how to serve

effective ministry only happens when people are shown how to minister

Come and Serve

Mark 3:13-15

Christ promised to give people the opportunity to serve

effective ministry only happens as people are given opportunity for experience

Come and Shepherd

John 21:15-17

Christ promised to give people the opportunity to lead

effective ministry helps people become servant-leaders

F. Strategic planning develops the process to achieve each goal

1. Do we qualify people or disqualify people? (this is one of the most important questions in the entire process)

Three ways people look at Biblical qualifications for spiritual leadership

Some people disqualify people

They look at the Biblical qualifications and say no one qualifies

Some people ignore qualifications

They look at positions to be filled not the qualifications for spiritual leadership

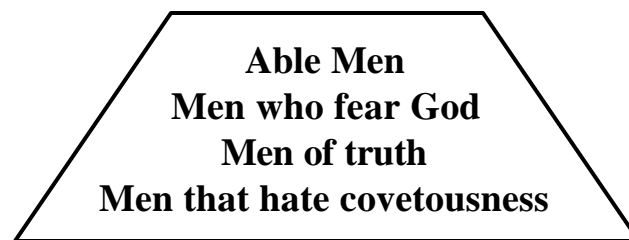
Some people qualify people

They take Biblical qualifications seriously and walk along side people and help them become qualified

Basic qualifications for spiritual leadership in the Old Testament

Exodus 18:19-21

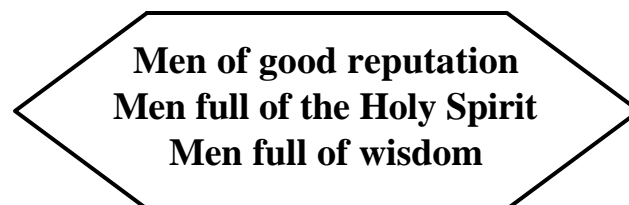
Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. Moreover you shall select 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.



Basic qualifications for spiritual leadership in the New Testament

Acts 6:3

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;



Qualifications for deacons (Acts 6:1-8, I Timothy 3:8-13)

When a man meets the following Scriptural qualifications, he shall be recognized as a deacon appointed by the Holy Spirit:

1. full of the Holy Spirit and wisdom - Acts 6:3
2. of honest report (above reproach) - Acts 6:3, I Timothy 3:2, 10, Titus 1:6-7
consistent, mature Christian living which gives no opportunity for accusation
3. a man of dignity - I Timothy 3:8
a seriousness of mind and character
4. not double-tongued - I Timothy 3:8
must control his tongue especially in the area of gossip
5. not one who drinks - I Timothy 3:3, 8, Titus 1:7
6. not greedy for money or position - I Timothy 3:3, 8, Titus 1:7
7. must show faith at all times with a clear conscience - I Timothy 3:9
must be settled in his commitment to the doctrines of God's Word without any hesitation
8. must allow time to make certain a man meets these qualifications - I Timothy 3:10
9. must have a wife who is respected if married - I Timothy 3:11
10. only one wife - I Timothy 3:2, 12, Titus 1:6
must be a single woman man
11. must be the spiritual leader in the home - I Timothy 3:4-5, 12, Titus 1:6

Section D: Qualifications for elders (I Timothy 3:1-7, Titus 1:5-9)

In addition to the qualifications of a deacon, the following qualifications are added for an elder. When a man meets these Scriptural qualifications, he shall be recognized as an elder appointed by the Holy Spirit:

12. must have a desire to be an elder - I Timothy 3:1
13. temperate - I Timothy 3:2
sober in judgment so as not to be diverted by false teaching
14. prudent (sensible) - I Timothy 3:2, Titus 1:6
a quality of mind which is serious, earnest and sound
15. respectable - I Timothy 3:2
a well organized mind and life
16. hospitable - I Timothy 3:2, Titus 1:8
one who uses his home as a place of ministry
17. able to teach (equip for ministry) - I Timothy 3:2, Titus 1:9
(see the specific ministries of elders)
18. not pugnacious - I Timothy 3:3, Titus 1:7
not quick-tempered which would cause him to strike another
19. gentle - I Timothy 3:3
one who is patient, kind and forbearing
20. uncontentious - I Timothy 3:3
one who is not fighting or insisting on his own way or his rights
21. not a new or immature Christian - I Timothy 3:6
22. respected by everyone including those outside the church - I Timothy 3:7
23. not self-willed - Titus 1:7

24. not quick-tempered - Titus 1:7
not suddenly upset or quick to retaliate
25. a lover of what is good - Titus 1:8
a supporter of everything that is worthwhile to God and His purpose
26. just - Titus 1:8
conduct which meets the approval of God
27. holy - Titus 1:8
one who demonstrates the moral standards of the Word of God
28. self-controlled - Titus 1:9
one who is able to control his sensual desires
29. able to answer false teachers from the Word of God - Titus 1:9

How do we qualify men for spiritual leadership?

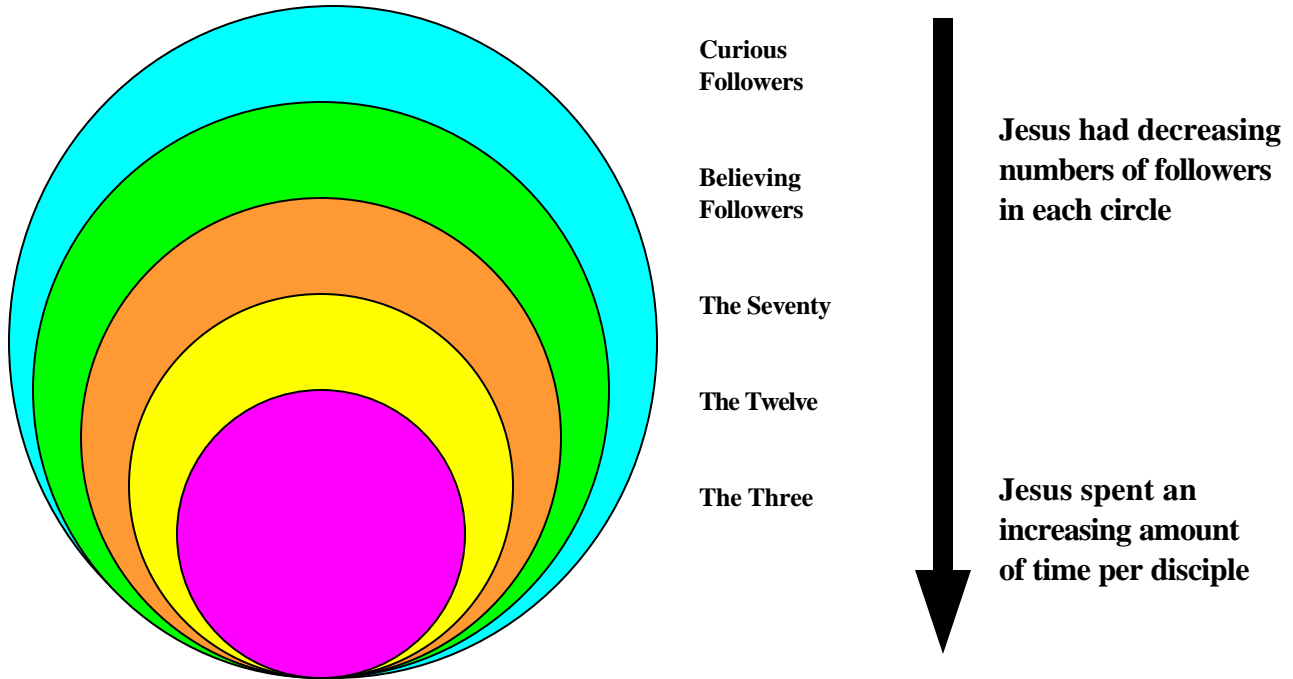
The Biblical plan that Paul gave Titus to qualify men for spiritual leadership Titus 1:5-9

For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you--if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.

This meant that the primary responsibilities of Titus were to:

- Help potential leaders develop a respected life**
 - Help potential leaders develop a healthy marriage**
 - Help potential leaders develop a healthy family relationship**
 - Help potential leaders become Christ centered and not self centered**
 - Help potential leaders deal with former sinful habits**
 - Help potential leaders learn to use their homes for ministry**
 - Help potential leaders develop godly character**
 - Help potential leaders learn to teach the Word of God**
 - Help potential leaders learn to correct those who contradict**

Jesus' Five Levels of Ministry

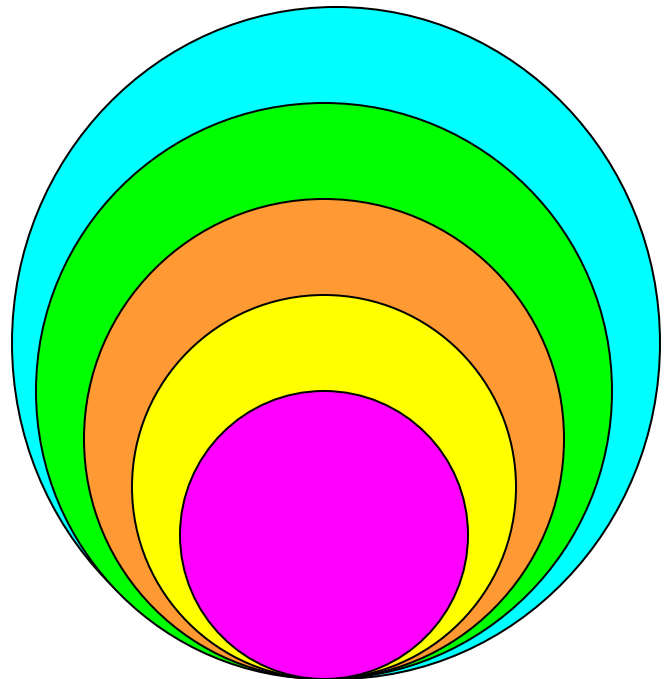


Jesus Showed the Three and the Twelve how to Minister by Taking Them with Him as He Ministered to the Curious Followers and the Believing Followers!

Adapted from a diagram by Paul Segar of Biblical Ministries Worldwide

Summarizing the Five Levels of Ministry of Christ and Applying them Today

Curious Followers	John 3:1-21, John 4:1-42 Uninterested and Interested Unbelievers
Believing Followers	I John 2:12-14, II Timothy 2:2 Spiritual Newborns, Toddlers, and Spiritual Children (some may be struggling because they need spiritual parents)
The Seventy	Spiritual Young Men (these are working and serving and want to learn to serve more effectively)
The Twelve	Spiritual Parents (these are providing care to one or more spiritual children and serve as spiritual leaders)
The Three	Spiritual Timothys (these are beginning to equip Christians or are becoming reproducing leaders)



Leaders Develop Leaders

Leaders can only lead people as far as they have gone

Servant Leaders serve others and help them develop the full potential that God has given them

2. resources needed

Christ will take the resources and multiply their impact

John 6:5-10

Then Jesus lifted up His eyes, and seeing a great multitude coming toward Him, He said to Philip, "Where shall we buy bread, that these may eat?" But this He said to test him, for He Himself knew what He would do. Philip answered Him, "Two hundred denarii worth of bread is not sufficient for them, that every one of them may have a little." One of His disciples, Andrew, Simon Peter's brother, said to Him, "There is a lad here who has five barley loaves and two small fish, but what are they among so many?" Then Jesus said, "Make the people sit down." Now there was much grass in the place. So the men sat down, in number about five thousand.

3. obstacles to overcome

Christ will give us wisdom to lay aside every weight that hinders

Hebrews 12:1

Therefore we also, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us,

Christ will give us wisdom to keep focused on what He wants

Philippians 3:13-14

Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus.

4. evaluation (to be certain we are staying on track)

Christ will guide us through the Word to keep us on track

Joshua 1:6-9

Be strong and of good courage, for to this people you shall divide as an inheritance the land which I swore to their fathers to give them. Only be strong and very courageous, that you may observe to do according to all the law which Moses My servant commanded you; do not turn from it to the right hand or to the left, that you may prosper wherever you go. This Book of the Law shall not depart from your mouth, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success. Have I not commanded you? Be strong and of good courage; do not be afraid, nor be dismayed, for the Lord your God is with you wherever you go."

VII. Developing the resources we need to fulfill our vision

A. What are the resources we need in order to carry out our plans, meet our objectives, and reach our standards?

Luke 14:28-30

For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it--lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him, saying, "This man began to build and was not able to finish.

B. The three most commonly needed resources

1. Prayer

Biblical examples of areas where prayer is needed

Ephesians 3:16-19

That He would grant you, according to the riches of His glory, to be strengthened with might through His Spirit in the inner man, that Christ may dwell in your hearts through faith; that you, being rooted and grounded in love, may be able to comprehend with all the saints what is the width and length and depth and height--to know the love of Christ which passes knowledge; that you may be filled with all the fullness of God.

James 1:5

If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him.

That we would be strengthened with might by His Spirit in the inner man
That Christ would dwell in our hearts by faith
That we would be rooted and grounded in love
That we would know the love of Christ that passes knowledge
That we would be filled with all the fullness of God
That we would have godly wisdom

2. People - especially volunteers

Matthew 9:38

Therefore pray the Lord of the harvest to send out laborers into His harvest."

3. Finances

John 6:5-6

Then Jesus lifted up His eyes, and seeing a great multitude coming toward Him, He said to Philip, "Where shall we buy bread, that these may eat?" But this He said to test him, for **He Himself knew what He would do.**

VIII. Putting our plan into action (Implementation)

A. How well are we accomplishing what we set out to do? (Evaluation)

Evaluate progress at regular intervals - at least yearly

Philippians 3:13-14

Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus.

**We are not to focus on either past failures or successes
(we learn from them but we do not focus on them)
We are to keep a forward focus on where we are going
We are to reach for the goal that Christ has for us**

B. Make adjustments as necessary along the way

Joshua 1:7-8

Only be strong and very courageous, that you may observe to do according to all the law which Moses My servant commanded you; do not turn from it to the right hand or to the left, that you may prosper wherever you go. This Book of the Law shall not depart from your mouth, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success.

**We evaluate to see that we are being obedient to the Word of God
We make sure we are not deviating from the Word to the right or the left
We recognize the Word of God is our standard for all evaluation
We make sure we are doing what the Word tells us to do
We can expect the Lord to give us success by His standards**

C. Be willing to adjust our methodologies when necessary

1. Focus on Biblical principles

Isaiah 55:8-9

"For My thoughts are not your thoughts, nor are your ways My ways," says the Lord. "For as the heavens are higher than the earth, so are My ways higher than your ways, and My thoughts than your thoughts.

God's Thoughts and Ways are greater than our thoughts and ways!

2. Focus on what methods will best carry out those Biblical principles

James 1:22

But be doers of the word, and not hearers only, deceiving yourselves.