

LIBERTY BAPTIST THEOLOGICAL SEMINARY

A STRATEGY TO TRANSITION A TRADITIONAL CHURCH
EDUCATIONAL SYSTEM TO A SMALL GROUP SYSTEM A
CASE STUDY OF ETERNAL LIFE BAPTIST CHURCH

A Thesis Project Submitted to
Liberty Baptist Theological Seminary
in Partial Fulfillment of the Requirements
For the Degree

DOCTOR OF MINISTRY

By

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This thesis is dedicated to my wife, Soo Jin Lee. She is truly a gift from the Lord, and to my parents for their prayer and support.

LIBERTY BAPTIST THEOLOGICAL SEMINARY

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ABSTRACT

A STRATEGY TO TRANSITION A TRADITIONAL CHURCH EDUCATIONAL SYSTEM TO A SMALL GROUP SYSTEM

-A Case Study of Eternal Life Bible Baptist Church in South Korea-

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Liberty Baptist Theological Seminary, 2012

Mentor : Dr. Rodney W. Dempsey

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The purpose of this thesis is to research the avenues in which to have Eternal Life Bible Baptist Church transition to a small group system. This thesis was done through field analysis and literature research, as well as the case study of Eternal Life Bible Baptist Church (ELBBC). The case study was totally focused on the process of changing to a small group system at Eternal Life. The author was a minister at Eternal Life for 8 years, and an associate pastor for a year. In a few years the author will become the next senior pastor of Eternal life Bible Baptist Church. Therefore, this thesis was based upon the author's personal ministry experiences at the church, and the positive effects of the transition were also recorded. The author is sure that the small group system at Eternal Life will lead to a reproduction in the number Christ's disciples, and hopes that this thesis will be a tool for many traditional Korean churches who wish to switch to small groups.

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CHAPTER ONE

Introduction

The growth of the Korean church was a miracle that became the envy of the world. However, today the Korean church has not been able to continue that same growth; instead churches are shrinking (Fig.1). In response to the decreasing population of the Korean church, the Modern Christian Research Center¹ sites 3 factors for the current decline².

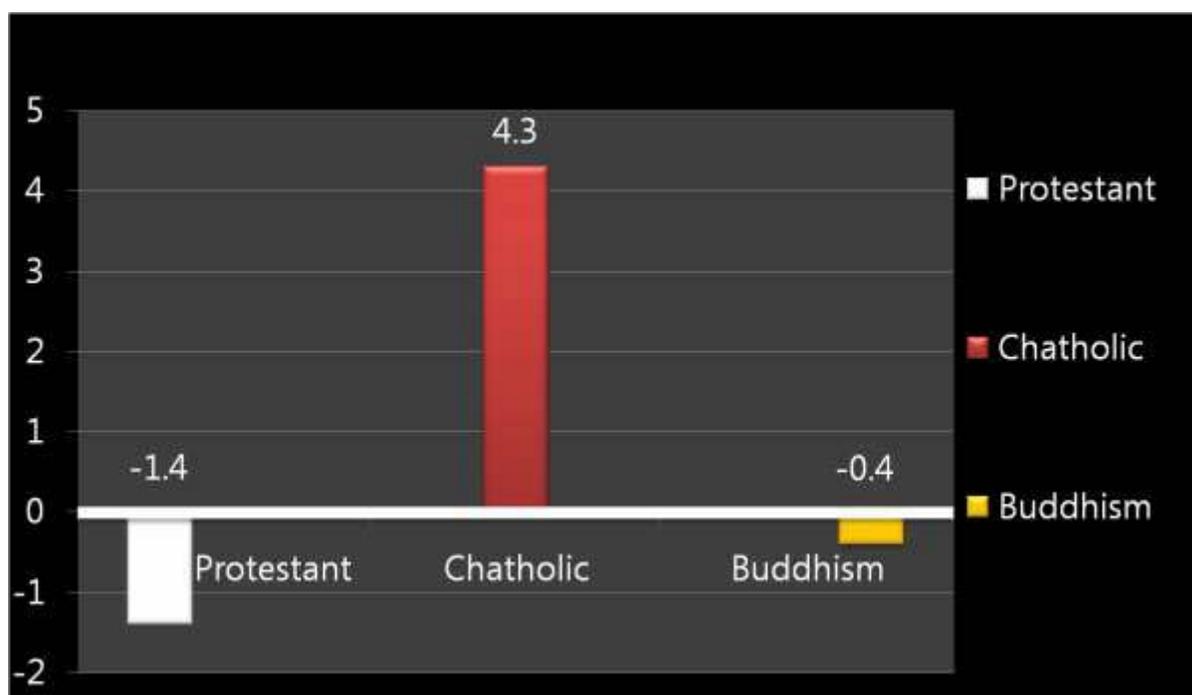


Figure 1: Religion Census in South Korea (1995-2005)

Prosperity Theology³

¹ Figure 1 displays that Korea National Statistical Office, “A Survey of Religion Population”, <http://www.mcstgo.kr/web/dataCourt/statisticsData/statisticsList.jsp>, (accessed November 2011).

² According to Korean demographic statistics from May 2006, Catholic (4.3%) increased in 1995 to in 2005, whereas the Protestants (-1.4%) and Buddhism (-0.4%) had decrease during the same period.

³ Prosperity theology (sometimes referred to as the prosperity gospel or the health and wealth gospel) is a Christian religious doctrine which claims the Bible teaches that financial blessing is the will of God for Christians. The doctrine teaches that faith, positive speech, and donations to Christian ministries will always increase one's material wealth Wikipedia, “Prosperity Theology”, http://en.wikipedia.org/wiki/Prosperity_theology (accessed November 2011).

1. Secularism⁴
2. Individualism⁵

Many churches desire revival and growth, however as time has gone on the growth of many churches has slowed and people are leaving the church. I feel that the central issue to this problem is that the church has taken upon itself the culture of the world and thus the power of Scripture has been lost. I believe that the growth and revival of the church will only happen when the church believes in the power of the Gospel of Jesus Christ and shares that Gospel with the world. Also when Christians who have accepted Jesus Christ as their personal savior encourage, comfort, and fellowship with each other. This is similar to a new born baby developing and growing; having been nourished by his parents. When the church truly lives out the Gospel of Jesus Christ, then it will be able to take on the role of salt and light to the world.

I believe that the small group system is the best operating system for the church, both for those who believe and those who do not believe in Jesus Christ. Also it is the best system for church growth.

The small group system is a system that was used from Old Testament times to New Testament times, and is still being used today. In Exodus 18:25-27⁶, we see Moses' father in law, Jethro, coming to Moses telling him to choose among the people, wise men who would be able to help Moses in judging the people; by judging the thousands, hundreds, fifties, and tens. These

⁴ Ibid. Secularism is the principle of separation between government institutions and the persons mandated to represent the State from religious institutions and religious dignitaries.

⁵ Ibid. Individualism is the moral stance, political philosophy, ideology, or social outlook that stresses "the moral worth of the individual". Individualists promote the exercise of one's goals and desires and so value independence and self-reliance while opposing most external interference upon one's own interests, whether by society, family or any other group or institution.

⁶ Exod. 18:25-27, KJV.

men would judge over the easy cases, while the difficult cases would be delivered to Moses.

Among the many small group models, the ‘meta’ and the ‘pyramid’ models⁷(Figure 2) have been based upon this system.⁸

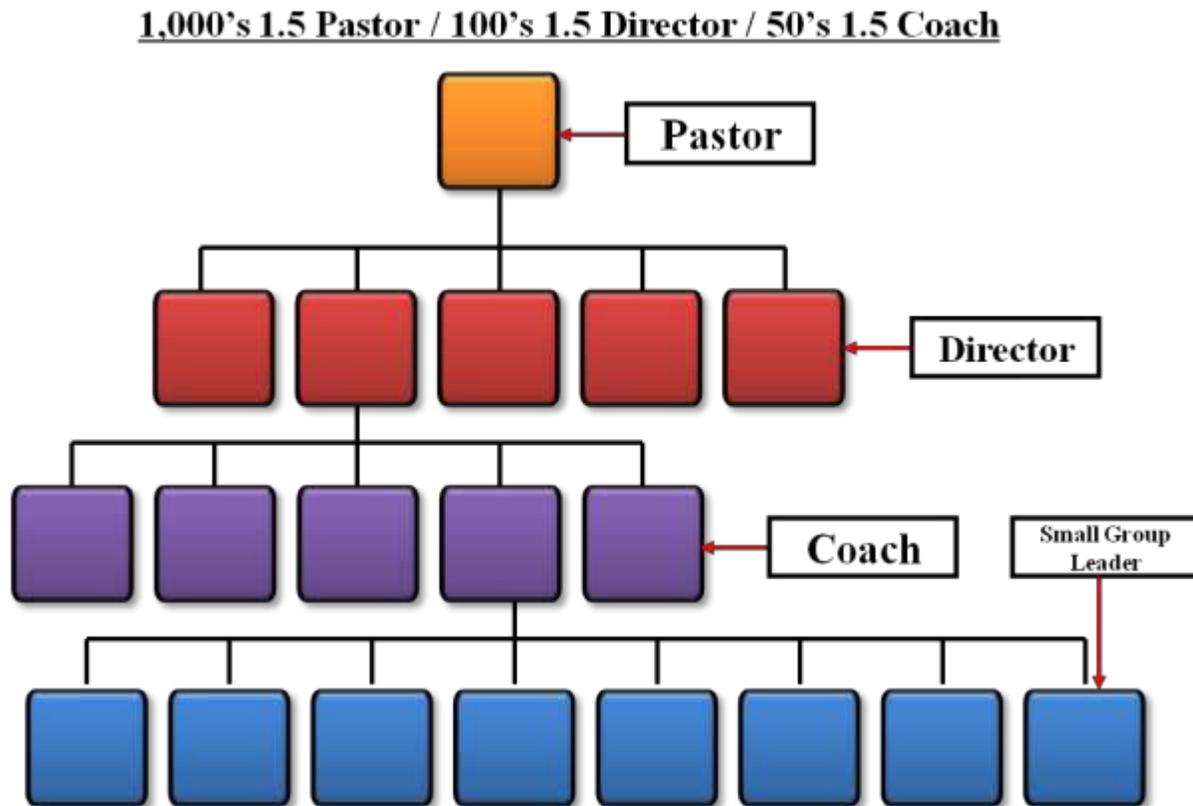


Figure 2: Meta Model

In looking at the Synoptic Gospels, one can clearly see that Jesus lived with and taught his 12 disciples (Matthew 16:24 chronicles Jesus teaching the disciples the way of the disciple.

⁷ According to Figure 1, The pyramid structure of the meta model grows with strong centralized training and strong centralized leadership at the point. Lecture of Rodney W. Dempsey, “Small Group” (Liberty Baptist Theological Seminary, September 2009, author’s notes for the class, Lynchburg, VA)

⁸ Ibid. “5 Models quote from Exodus 18, so follows this structure to organize people in a pyramid structure with overseers of 5’s and 10’s. Many other models use meta or pyramid structures to organize people into groups. This structure can be applied in a variety of ways, some very organic, and some very hierarchical, also there are four kinds of leaders who can be identified by the number of members they serve. Leaders are responsible for 1000’s, 100’s, 50’s and 10’s.

Acts 2:46⁹ includes the early church starting the small group system. When people got together they worshipped and fellowshiped with each other. Through these meetings the Lord added new converts to their number (Acts 4:47).

Here are a few passages that show the early church met in homes:

1. Day after day, in the temple courts and from *house to house*, they never stopped teaching and proclaiming the good news that Jesus is the Christ (Acts 5:42).
2. After Paul and Silas came out of the prison, they went to Lydia's *house*, where they met with the brothers and encouraged them (Acts 16:40).
3. You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from *house to house* (Acts 20:20).
4. Greet Priscilla and Aquila, my fellow workers in Christ Jesus. They risked their lives for me. Not only I, but all the churches of the Gentiles are grateful to them. Greet also the church that meets at their *house* (Rom. 16:3-5).¹⁰
5. Give my greetings to the brothers at Laodicea, and to Nympha and the church in her *house* (Col. 4:15).
6. To Apphia our sister, to Archippus our fellow soldier and to the church that meets in your *home*¹¹ (Phlmn. 1:2).

Due to the fact that the members of the churches met in homes, these early groups were probably small. The small group system was the most effective system in bringing about amazing growth in the early church.

Inside the church, people from different backgrounds and livelihoods came together to worship, fellowship, and have spiritual interaction. The small group system was able to bring different people together to form an effective group and come together to advance God's command and will. The small group is composed of one leader and 8 to 12 members. The

⁹ Acts 2:46, KJV.

¹⁰ See also 1 Cor. 16:19.

¹¹ *New International Version of the Bible* (Grand Rapids, MI: Zondervan, 1978).

members will be led by the leader so that the members can grow spiritually and to strive to live a life for the glory of God. I believe that the small group system is not only effective for large or medium-sized churches, but also for small churches; again, for the church to develop and grow, the small group system is the most effective system to accomplish this. The above statements were made to present several methods of developing a church in Korea¹², the Eternal Life Baptist Church, through the small group system.

The “Eternal Life Bible Bible Baptist Church (ELBBC)” is located in Dobong-gu, Seoul, and was established in February of 1970. The average attendance of the church is around 250 people and the average age of the church is in between 40 and 60 years of age. The 8 elders of the church along with the senior pastor (each in their 60’s) all want someone who will come and bring about a fresh start for the church.¹³

Later this year, I will return to Korea and become the new senior pastor of ELBBC. My desire for the church is to establish a small group system to bring about the growth and the development of the church. I am sure that when ELBBC transitions to a small group program, the church will develop.

The Statement of Problem

The purpose of this thesis is to examine the operating system of the churches in Korea along with ELBBC in order to bring about a smooth transition into the small group system.

¹² Ralph W. Neighbour, Jr., *Where Do We Go From Here? A Guidebook for the Cell Group Church*(Houston, TX: Touch, 1990),39. The traditional church which has taken the “program base design” structure rather than following the biblical foundational church that functions as the living body of Christ.

¹³ Several traditional church in South Korea need to be changed into effective and healthy churches for the fulfillment of the mission of Christ in the 21st century

Currently ELBBC is 43 years old and operates under a senior pastor and two assistant pastors. The senior pastor preaches in the Early Morning Prayer services, Sunday mornings, and Sunday afternoon services. One of the assistant pastors is in charge of the children's department with the other assistant pastor serving the youth and college departments. The adults are divided into areas and cared for by the senior pastor and the two assistant pastors.

This is how the church has been operating for the past 20 years, and due to it church growth has stopped and, as time has gone on, the attendance rate has also dropped.¹⁴ I want to present several avenues to help develop the small group system in the aging ELBBC. I will be researching the pros and cons of switching to the small group system and present resolutions to those issues.

I believe that it will take at least 3 years for the small group system to completely take root at Eternal Life. In order to bring about the necessary changes it will take at least 3 years to train leaders so that they can learn to effectively run small groups, and after these training programs have ended the small group system will be able to be run at the church.

The Statement of Limitations

This dissertation is limited in the following ways. First, I will not be researching all the different types of small groups. I will only research a couple small group models in this dissertation. Second, I do not believe that the small group system is not best way of bringing about growth in a church, however in the case of ELBBC, I believe that it will best system to settle and effectively launch church growth. Third, this dissertation was researched with a typical

¹⁴ The result of survey is "ELBBC continues to grow as a healthy church?" The response as follows: 32.1% said strongly disagree, 16.4 said disagree. See Appendix C below.

Korean church, more specifically Eternal Life in mind; therefore it cannot be said that this model will bring about change in all typical Korean churches. Fourth, this dissertation has been researched under permission of the senior pastor and deacons of ELBBC, therefore both pros and cons will be looked at along with resolutions planned for all, with the ultimate goal of bringing about a safe and effective method of small groups to ELBBC.

The Theoretical Bases

Biblical Basis

The Great Commandment

The Golden Rule found in Matt.22:34-40, states:

But when the Pharisees heard that He had put the Sadducees to silence, they gathered themselves together. And one of them, a lawyer, asked Him [a question,] testing Him, 'Teacher, which is the great commandment in the Law?' And He said to him, 'YOU SHALL LOVE THE LORD YOUR GOD WITH ALL YOUR HEART, AND WITH ALL YOUR SOUL, AND WITH ALL YOUR MIND.' This is the great and foremost commandment. The second is like it, 'YOU SHALL LOVE YOUR NEIGHBOR AS YOURSELF.' On these two commandments depend the whole Law and the Prophets."¹⁵

Jesus is asked by a Pharisaic scribe which is the greatest commandment in the Law, and he responds by quoting Deuteronomy 6:5, the command of loving God, and Leviticus 19:18, the command to love our neighbors. In quoting from Deuteronomy and Leviticus, Jesus was telling the scribe that to love God meant loving people and having the basic mindset of exemplifying that love to other people.

¹⁵ Matthew. 2:42-47, NASB.

The small group setting is the best place for Christians to effectively live out the Golden Rule. By inviting their friends and neighbors to the small group, the members can have a time of fellowship and to develop a great relationship with their neighbors. Through this relationship members can share the Gospel with their neighbors, and when they share of God's mercies with them, people without faith can have faith. I am sure that in the small group setting the Golden Rule can be lived out most effectively.

The Great Commission

The Great Commission found in Matt.28:19-20, states: "Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age."¹⁶

In this Great Commission, the most important and the only used verb is "make disciples." And make disciples is the core value of the Great Commission. Though NASB says "go therefore and make disciples . . .," "literally the original says, 'Having gone, therefore, make disciples. . . .'"¹⁷ "Baptizing and teaching (v. 20) are participles dependent on the main verb, make disciples; they further specify what is involved in discipleship."¹⁸

Jesus who overcame sin and death called His disciples out into all the corners of the earth establishing disciples, baptizing them, and teaching them from God's Word. Just as Jesus

¹⁶ Unless otherwise noted, Scripture quotations are taken from the *New American Standard Bible* (LaHabra, CA: The Lockman Foundation, 1995).

¹⁷ William Hendriksen, *New Testament Commentary: Exposition of the Gospel According to Matthew* (Grand Rapids, MI: Baker Book House, 1982), 999.

¹⁸ R. T. France, *The Gospel According to Matthew* (Grand Rapids, MI: William B. Eerdmans Publishing Company, 1985), 414.

had called them, lived with them, and taught them, He commanded them to do the same thing.

Matthew 28:19 records three ways to establish disciples:

1. Baptize them (immersion)
2. Teach them to observe
3. Promise them “I’ll be with you!”¹⁹

Also in Matthew 28:19, Jesus took on flesh and the purpose that He came was to make disciples. People who believe in Jesus Christ are all disciples of Christ and as such we need to follow His purposes.

According to France, “Jesus’ universal Lordship now demands a universal mission.”²⁰

This is true in the point that the targets of the Great Commission are universal and the accomplishing subjects of the Commission are universal. In Barna’s words, “it’s our marching order from God.”²¹ Insert-

Therefore, every churches which is body of Jesus Christ have to be disciple-making churches and every Christians have to be disciple-making Christians. Hull says about this point below:

I believe the discipling church is the normal church and that disciple making is for everyone and every church because:

- 1) Christ instructed the church to take part in it.
- 2) Christ modeled it.
- 3) The New Testament disciples applied it.²²

Make disciples is none other than the way for a church to be a true church. According to Getz, “wherever believers made disciples, local churches came into being.”²³ When a church makes disciples, obeying the Great Commission, the church could render great services to the kingdom of God. Hull says that “when the church makes disciples at home two good things

¹⁹ Rodney W. Dempsey, Lecture from “Disciple Ministry” Liberty Theological Seminary, 09 April, 2009.

²⁰ France, 413.

²¹George Barna, *Growing True Disciples* (Colorado Springs, CO: Waterbrook Press, 2001), 7.

²² Bill Hull, *The Disciple-Making Church* (Grand Rapids, MI: Fleming H. Revell, 1990), 10.

²³Gene A. Getz, *Sharpening the Focus of the Church* (Wheaton, IL: Victor Books, 1984), 57.

happen: Christians become healthy and reproduce, and as they multiply, the world becomes evangelized God's way."²⁴

Then, what does make disciples mean? The King James Version translated it as "Go ye therefore, and teach all nations, baptizing them . . ." But this is not a precise translation. Like Morris' words, "Jesus is not speaking about education for education's sake."²⁵ Teach all nations can never be make disciples. Besides, make disciples is "not exactly the same as make converts, though the latter is surely implied."²⁶ And it is not the same as make church members.

Today's English Version translated it as "Go, then, to all peoples everywhere and make them my disciples." This is as it is. Make disciples means that we have to make Jesus' disciples. As Hendriksen says, "the term make disciples places somewhat more stress on the fact that the mind, as well as the heart and the will, must be won for God. A disciple is a pupil, a learner."²⁷ It is accurate for Morris to say that "He (Jesus) speaks of the taught as 'observing' what Jesus has commanded. In other words, Jesus is concerned with a way of life."²⁸

Why can the Great Commission be a biblical foundation for small group leadership development? It is because "today's disciples have discovered that a small group remains the best discipline tools" as Hull says.²⁹ Dempsey's comment is noticeable. He says that below:

This command is surrounded by three modal participles: (1) "in your going";(2)"baptizing them in the name of the Father, Son and Holy Spirit"; (3) "teaching them to observe all that I commanded you." This has particular import in regard to Small

²⁴ Bill Hull, *The Disciple-Making Church* (Grand Rapids, MI: Fleming H. Revell, 1990), 9.

²⁵ Leon Morris, *The Gospel According to Matthew* (Grand Rapids, MI: William B. Eerdmans Publishing Company, 1992), 749.

²⁶ Hendriksen, 999.

²⁷ Ibid.

²⁸ Morris, 749.

²⁹ Hull, 25.

Group methodology. The primary way a disciple is developed is to enable and help them to “observe all that I commanded you.” The only way to do this is in the context of a smaller sized group or one-on-one.³⁰

The small group is the place Christ’s purpose is best followed. The disciple making process can only happen when there is a person who teaches and a person who receives the teaching. People who have never been saved can accept Jesus Christ and become a Christian. It is also possible to become a Christian by listening to a sermon, listening to a Christian radio program, or by reading the Bible. However, after a person becomes a Christian, it is important to become like and follow after Christ every day. The place where this occurs is in a small group. The small group is the place where the Great Commission of Christ to go out into the world and make disciples of all nations baptizing them in the name of the Father, Son, and Holy Spirit, can be lived out most effectively.

New Commandment

According to John 13:34-35 says: "A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this all men will know that you are My disciples, if you have love for one another."³¹

Jesus gave a new commandment to His disciples; this commandment includes the verse in Leviticus 19:18³², “You shall not take vengeance, nor bear any grudge against the sons of your

³⁰ Rodney Dempsey, “A Strategy to Transition a Traditional Church Educational System to a Small Group System” (D. Min. diss., Liberty Theological Seminary, January 2004), 20.

³¹ John. 13:34-35, NASB.

³² Leviticus. 19:18, NASB.

people, but you shall love your neighbor as yourself; I am the Lord”. But, if we look at what Jesus said, we can see Jesus adding additional things to this command.

Jesus commanded His disciples to love each other just as He had loved them, so that others would see them as Jesus’ disciples. In other words the basis for being a disciple of Christ is to love one another just Jesus had done; through this love we can become His disciples and His disciples can show Christ’s love to the world. This is not a choice that we have as Christians; it is something that must be followed.

I feel that the small groups contain the best resources for living out the ‘New Commandment’. This love starts by inviting our neighbors to the small group which allows new comers to easily get involved. Second, the small group is the place in which a small group of people get together to share food and fellowship, developing a trust relationship. When people trust each other they can help each other to move towards the next step in their relationship with the Lord by sharing God’s love. When they share God’s love a deeper and more stronger relationship with each other can be developed.

The ‘New Commandment’ that Christ gave to us is something that people must follow in order to become Christ’s disciples. The focus of the life of a disciple should living out this command in their everyday lives. I am confident that the small group holds the key to this principle.

Theological Basis

Theology of community

God has had a vision of a community. God has wanted to realize a holy community among His people. Therefore, to make divine community is the way to achieve God’s vision

That God has a vision of a community sets off the fact that God Himself is the Triune God. “God exists as a Trinity – God the Father, God the Son, God the Holy Spirit.”³³

“Among the number of religions of the world, the Christian faith is quite unique to making the demand that God is one and yet there are three who are God.”³⁴ In according to Chafer’s words, “while the doctrine of the Trinity is a central fact of the Christina faith, it is also beyond human comprehension and has no parallel in human experience.”³⁵ Also, according to the passage of Matthew³⁶ that proven by Trinity of God.

It is quite clear to mankind that God exists as a Trinity. On top of that, God has had a vision on a community. God who exists as a community wanted to see a true community in His people. Icenogle says that “God is described as existing in divine community, in dialogue with other members of the God self, an intra-communicating group who also created humanity to exist in group intercommunication.”³⁷

We can find some example of a community in the Old Testament and New Testament, especially small group in the Bible.

Biblical Examples of Old Testament foundations For Small Group

Genesis 1:26-28 reads:

Then God said, "Let Us make man in Our image, according to Our likeness; and let them rule over the fish of the sea and over the birds of the sky and over the cattle and over all the earth, and over every creeping thing that creeps on the earth." And God created man in His own image, in the image of God He created him; male and female He created

³³ Lewis Sperry Chafer, *Major Bible Themes* (Grand Rapids, MI: Academic Books, 1974), 39.

³⁴ Millard J. Erikson, *Christian Theology*. 2nd Ed. (Grand Rapids, MI: Baker Books, 1998), 347.

³⁵ Chafer, 40.

³⁶ “And after being baptized, Jesus went up immediately from the water; and behold, the heavens were opened, and he saw the Spirit of God descending as a dove, [and] coming upon Him, and behold, a voice out of the heavens, saying, "This is My beloved Son, in whom I am well-pleased.."” Matt. 3:16-17 NASB.

³⁷ Gareth Weldon Icenogle, *Biblical Foundations for Small Group Ministry* (Downers Grove, IL: InterVarsity Press, 1994), 21.

them.. And God blessed them; and God said to them, "Be fruitful and multiply, and fill the earth, and subdue it; and rule over the fish of the sea and over the birds of the sky, and over every living thing that moves on the earth."³⁸

The first community was established with the first man and woman. The world's first community was established under the auspices of having been made in God's image and lived by following the Holy Spirit.

The Bible says "God saw that it was good" six times in Genesis 1. And at seventh time, it says "God saw all that He had made, and behold, it was very good," (Gen. 1:31). But, we can find an unexpected passage at Genesis 2. "It is not good," (Gen. 2: 18). Why is it not good? "For the man to be alone." It is noticeable that "even though this man was in a state of sinless perfection, he was alone. And it was not good."³⁹ Stanley says that "when our human-shaped-void is not filled, when we live life alone in isolation, it is not good."⁴⁰ This not good is never because God made a mistake in His creation work. That is not good made intentionally. God wanted to make the first man, Adam realize the importance of being together with somebody. Human beings were created to be in a community.

The man could not establish a community without the woman and the woman cannot establish a community without a man. The responsibility of both the man and woman is to help each other and to establish a community because they have been created in the image of God. This is God's command to the world, to be fruitful and to multiply.

The foundation for small groups is based upon these communities. When people created

³⁸ Gen. 1:26-28 NASB.

³⁹ John Ortberg, *Everybody's Normal Till You Get to Know Them* (Grand Rapids, MI: Zondervan, 2003), 32.

⁴⁰ Andy Stanley and Bill Willits, *Creating Community: 5 Keys to Building a Small Group Culture* (Sisters, OR: Multnomah Publishers, 2004), 31.

in God's image help, rely on, establish good relationships, and work together then a community can be called a small group. A small group that was started on the basis of a community is not just a group of people gathering together for fun and enjoyment, instead they must realize God's command to be fruitful and multiply.

First, God told Noah, "And as for you, be fruitful and multiply; populate the earth abundantly and multiply in it"⁴¹ God saw that the world had become full of evil and that people's hearts were filled with evil, so the Lord sent a worldwide flood for forty days and forty nights destroying it all. However, when God saw Noah's righteousness and commanded him to build an ark that would save he and his family along with two of every kind of unclean animal and seven of every kind of clean animal. After the flood was over God gave the command to Noah once again, to be fruitful and to multiply.

Second, God appeared to Abram when he was 99 years old and made a covenant with him saying that God would make him great, "And I will establish My covenant between Me and you, And I will multiply you exceedingly."⁴² Third, when God appeared to Abraham's son Isaac, we can see the same covenant that God made with Abraham being established with Isaac as well, "And the LORD appeared to him the same night and said, "I am the God of your father Abraham; Do not fear, for I am with you. I will bless you, and multiply your descendants, For the sake of My servant Abraham."⁴³

Finally, when God appeared before Jacob, he established the same covenant with his father Isaac and his grandfather Abraham, we can see that God had the same plan for all three of

⁴¹ Genesis. 9:7, NASB.

⁴² Genesis. 17:2, NASB.

⁴³ Genesis. 26:24, NASB.

these men.

“And behold, the LORD stood above it and said, "I am the LORD, the God of your father Abraham and the God of Isaac; the land on which you lie, I will give it to you and to your descendants. "Your descendants shall also be like the dust of the earth, and you shall spread out to the west and to the east and to the north and to the south; and in you and in your descendants shall all the families of the earth be blessed.”⁴⁴

In looking at the truth as the background, we can see that God commands all His people to be fruitful and to multiply. This truth should be maintained by all of God’s people as it is His will. God calls those who keep His commands and blesses their lives for it. When people realize what God’s calling in their life is, they form a community, share God’s will with each other, and begin to do life together which is the essence of a small group because , according to the Exodus 18. In that chapter, Jethro, Moses’ father-in-law suggested Moses to “find capable men within the community to whom he can delegate responsibility for decision making.”⁴⁵ Actually, this suggestion has been understood as on leadership development. But, it is also on small group because leadership cannot be separated from a group in which leadership has a meaning.⁴⁶ We come to know that all of the Israelites numbering more than 1.5 million were organized into groups large and small.

Biblical Examples of New Testament foundations For Small Group

As in the Old Testament, in the New Testament we can the principles of the small group, and it can be explained in the following verses.

The Early Church Model

⁴⁴ Genesis. 28:13-14, NASN.

⁴⁵ Aubrey Malphurs and Will Mancini, *Building Leaders* (Grand Rapids, MI: Baker Books, 2004),10.

⁴⁶ In-Ho Jei, “A Strategy on small group leadership development for Transitioning of Gaeumjung church into a cell-based church,” Lynchburg, Virginia, February.2008, 19.

First, the Early Church Model, found in Acts 2:42-47, states:

And they were continually devoting themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. And everyone kept feeling a sense of awe; and many wonders and signs were taking place through the apostles. And all those who had believed were together, and had all things in common; and they [began] selling their property and possessions, and were sharing them with all, as anyone might have need. And day by day continuing with one mind in the temple, and breaking bread from house to house, they were taking their meals together with gladness and sincerity of heart, praising God, and having favor with all the people. And the Lord was adding to their number day by day those who were being saved.⁴⁷

We can learn a lot about what our small group should look like by looking at the early church. In Acts 2:42-47 we see important characteristics and these characteristics are our four clear goals for small group ministry. Starting from verse 42: “They devoted themselves to the apostle’s teaching...” They devoted themselves to progressive sanctification—growing and maturing in God’s truth through careful study. This is not just education or a transfer of information. This is life-transforming—allowing the Word of God to change our lives and live through us—thinking, acting, and living more like Christ. The verse continues, “...and to the fellowship, to the breaking of bread and to prayer.” The word fellowship is specifically mentioned. Relationship: Being committed to each other as much as we are committed to Christ. This is open relationship filled with honesty and friendship. True fellowship involves talking about those things that matter to us most

⁴⁷ Acts. 2:42-47, NASB.

and this should center on our daily walk with Christ. “Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles...” “Filled with awe” — people were expectant. They didn’t come to meetings expecting the “same ole, same ole...” They expected the Spirit to be powerfully present in the group and in the lives of one another. They worshiped. They experienced the unique gifting that was given to each of them by the Holy Spirit. “All the believers were together and had everything in common...they gave to anyone as he had need...” They gave and received care. They prayed for one another. They saw the needs of people in their fellowship and they began to respond. They were meeting the needs within the body of Christ. This was an active part of their group ministry. They served and ministered to one another—to the body of Christ.⁴⁸

We see this progressive sanctification, care, fellowship, and ministry of the Holy Spirit continue and then we arrive at verse 47: “And the Lord added to their number daily those who were being saved.” We see that something comes as a result from these other characteristics. We see evangelism happening. When our gatherings are filled with progressive sanctification we grow and mature together. When we unite together in fellowship holding those things most important to us as central to our relationships. When we care for one another and serve and provide for one another. When we are expectant in the ministry of the Holy Spirit, worshiping and seeing God’s Spirit through the unique gifting of one another. When this happens, and people see transformed lives, God

⁴⁸ Mike. Fischer, *D3 Small Groups Online* ,<http://d3smallgroups.wordpress.com/2010/03/10/four-clear-goals-acts-242-47/>; (accessed December08,2011).

changes hearts. We have a unique opportunity within our small group to evangelize and introduce others to relationship with God through Christ Jesus.⁴⁹

The Statement of methodology

This thesis shall examine one typical Korean church, Eternal Life Baptist Church, in its educational, administrative, and operating systems by examining the pros and cons of each, present to the church the most effective way of transitioning to a small group system.

1. In Chapter one will the introduction, the biblical and theological basis for the project is discussed.
2. Chapter two will present a brief history of Eternal Baptist Church and the reasons why the church decided to make the transition.
3. Chapter three will present a plan on what needs to be changed in order to bring about effective change of the small group system into the church.
4. Chapter four will present the pros and cons of bringing in a new system into the church.
5. Chapter five will provide the lessons that were learned from as a result of making the transition.
6. Chapter six is dedicated to bringing advice or recommendations for churches considering on making the transition and the conclusion.

The Review of the Literature

Although there is plenty of information on small groups, this thesis will apply the information gleaned from books on “disciple-making” or “leadership development” and connect it to the thesis along with cases of churches that grew as a result of adopting the small group system.

Among the many books written on the need for small groups in the church, the easiest book explaining this concept to the average Christian is the book written by Rev. Yongi Cho

⁴⁹Ibid

called *Successful Home Cell Groups*.⁵⁰ Rev. Cho is the Pastor Emeritus in Yeoido Full Gospel Church in Korea. He was able to accomplish amazing church growth when he implemented the small group system in his Church. The book he wrote, *Successful Home Cell Group*, explains the cell group system well and it presents to pastors and to church leadership avenues for implementing this system in their own churches. In the book Rev. Cho mentions three important factors to successfully implementing the system. The first is the leadership of the senior pastor in implementing cell groups, the second is that culture of prayer needs to exist at the church to create the momentum for implementing the system, and the third a commitment towards scripture needs to exist.⁵¹

Carl F. George's book, *Nine Keys to Effective Small Group Leadership: How Lay Leaders Can Establish Dynamic and Healthy Cells, Classes, or Teams* is highly helpful to know how to develop cell leaders and what cell leaders have to do. This book suggests nine keys to effective cell group leadership. In this book, Carl F. George emphasizes that effective small group ministry have to accomplish three goals: first, to provide nurturing relationships in the presence of Jesus Christ, second, to invite others to faith in Jesus Christ. Third, to multiply a new set of leaders so new groups can be formed.⁵²

Another very valuable book is Rick Warren's book, *The Purpose Driven Church*. This book is extremely helpful to understanding how discipleship occurs in the local church that discipleship cannot occur without having some type of "base path" or strategy to run on. The

⁵⁰ Paul Y. Cho with Harold Hostetler, *Successful Home Cell Groups* (Plainfield, NJ: Logos International, 1981).

⁵¹ Ibid. 111

⁵² Carl F. George, *Nine Keys to Effective Small Group Leadership: How Lay Leaders Can Establish Dynamic and Healthy Cells, Classes, or Teams*, updated ed. (Mansfield, OH: Kingdom Publishing, 1997), 1.

purpose-driven church is a church that intentionally and strategically targets to move people into a salvation commitment and then the church intentionally moves the person to a covenant of membership then on to discipleship and finally into leadership. The church must intentionally work to move the crowd to the congregation and the congregation to the committed and the committed to the core.⁵³ This simple strategy can help any church move from ineffective to effective in a short amount of time.

Joel Comiskey's book, *The Church that Multiplies*, is a recommended reading as it gives three main sections. It can be summarized by the following outline:

- I. North American culture and church life to cell ministry.
- II. Cell ministry to work effectively in North America.
- III. A wide variety of North American case study cell churches.⁵⁴

Comiskey also has a very helpful website that is full of resources for the Small Group Leader/Coacher/Pastor.⁵⁵

Another book is Dave Earley's book, *Eight Habits of Highly Effective Small Group Leaders*.⁵⁶ This book presents 8 steps to leaders and coaches to help them guide small groups.

The eight habits are:

1. Dreaming of leading a healthy, growing, multiplying group.
2. Praying for group members daily.
3. Inviting new people to visit the group weekly.
4. Contacting group members regularly.
5. Preparing for the group meeting.
6. Mentoring an apprentice leader.
7. Planning for group fellowship activities.
8. Being committed to a personal growth plan.⁵⁷

⁵³ Rick Warren, *The Purpose Driven Church* (Grand Rapids, MI: Zondervan, 1995), 206.

⁵⁴ Joel Comiskey, *The church that multiplies* (Moreno Valley CA: International Bible Society, 1984).

⁵⁵ www.comiskey.org.

⁵⁶ Dave Earley, *Eight Habits of Effective Small Group Leaders* (Houston, TX: Touch Publications, 2001).

⁵⁷ Ibid.

In the 8 habits the author compares small groups that grow and develop and examine the reasons as to why some small groups are small, weak, and ineffective. He encourages leaders to take these habits to heart and to use them in leading small groups. Also Dr. Earley presents forms for leading small groups in every chapter, so for leaders who are new in leading small groups this book will be an effective tool.

Another book that I would like to recommend is a book written by Robert and Julia Banks called, *The Church Comes Home*⁵⁸. The authors present various small group models in different churches as well as the workings and role of the home church; in summarizing the book is the following:

1. Interest Groups
This group is simply an attention grabber bringing people together for a common purpose.⁵⁹
2. Action Groups
This kind of group brings people to work towards a common goal. It is people-centric rather than self-centric.⁶⁰
3. Support Groups
In this group people come together so that they can help each other.⁶¹
4. Accountability Groups
This group connects people in helping each other to grow in their relationship with the Lord, but is not as strong in accomplishing that goal.⁶²
5. Cell Churches
This group is different from other groups in the fact that it acts like a mini-church⁶³
6. Home Churches
This group is focused on doing life together with other believers and to build on preexisting relationships with others.⁶⁴

⁵⁸Julia Banks, Robert, *The church comes home* (Peabody, Mass. : Hendrickson Publishers, c1998).

⁵⁹ Ibid..101.

⁶⁰ Ibid..102.

⁶¹ Ibid..103.

⁶² Ibid..104.

⁶³ Ibid..105.

⁶⁴ Ibid.107.

Home Churches overlap with action groups. Home Church members share personal, familial, action group and accountability groups do. But the primary goal of a home church is to develop a quality of common life under God, one in which the attitudes, values, priorities, and commitments of the kingdom of God become communally visible.⁶⁵

The authors presents diverse forms of small groups inside the church as well as presenting the purpose and functions of a home church.

Another book that provides the methods of establishing small groups in the local church is the book written by Donahue Robinson called, *Building a Church of Small Groups*⁶⁶. The author is the associate Pastor at Willow Creek Church, and his focus is on continuing to develop the small group system at Willow Creek Church.

Rev. Robinson gives 4 parts to establish a small group system in the local church.

Part 1: presents theological and human evidence to build the case for small groups.

Part 2: we move from vision to practice.

Part 3: tell how to deploy leaders.

Part 4: helps you envision the change your church must make if you want to build a church of small groups.

The book contains the story of Willow Creek Church in the phenomenal group system that it was able to establish by adopting the small group system and provides the importance of leadership.

⁶⁵ Ibid.108.

⁶⁶ Donahue, Bill, and Russ Robinson. *Building a Church Of Small Group*. Grand Rapids, MI: Zondervan, 2001.

The most critical thing that must happen in order to establish a small group system is establishing the role of the leader, who will lead the small groups. The authors give valuable information on how to choose and train leaders.

Questionnaire and Interview Questions

The author analyzed and evaluated the research statistics of ELBBC, on March 05, 2012. The survey targeted church members who are above the age of 20. Also interviews with the senior pastor Ill Hee Cho and associate pastors in ELBBC were conducted. Overall 100 members of Eternal Life participated in the survey. The interview questions also can be found in Appendix C.

Summary

The small group model is well documented in both the Old and New Testaments of the Bible and the principles in the Bible can be summarized into two phrases. First is multiplication and the second is making disciples. The growth of the early church was based upon these two principles. If the modern church implements the same small group models that were done by the early church, then we as Christians will not have to worry so much about the Church dying, and it will bring big revival to the Church. The important fact to realize here is that in order for the small group system to completely take root in churches is that the leaders must be trained in this background. This thesis will research a typical Korean church, ELBBC, to help it to transition into a small group system.

CHAPTER TWO

ETERNAL LIFE BIBLE BAPTIST CHURCH

Beginning of Eternal Life Bible Baptist Church

Eternal Life Bible Baptist Church which is located in Dobong-gu, Seoul was started by former pastor, Dukgon Kim and several families inside his home. Afterwards Pastor Kim became the first senior pastor of Eternal Life Bible Baptist Church for 17 years and retired in 1987. Pastor Ilhee Cho became the second senior pastor in 1987 and has been the senior pastor until now.

Eternal Life Bible Baptist Church is based upon the passage in 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”. Based upon these two verses the church has a mission statement of worship for all members, education for all members, missions for all members, and service for all members. The church has developed around these four statements and the church has grown along with the Seoul region.

The church has the following 5 doctrines.

1. The inerrancy of the Bible.
2. The virgin birth of Jesus Christ.
3. The sacrificial death of Jesus Christ.
4. The bodily resurrection of Jesus Christ.
5. The imminent second coming of Jesus Christ.

With these five doctrinal statements and the four principles of ministry, the ministry and growth of Eternal Life Bible Baptist Church happened from its inception in 1970; however towards the end of 1990 church growth began to dwindle. Currently there are

about 400 registered members of Eternal Life Bible Baptist Church, with about 250 people in average attendance on Sunday worship services.

The Leadership Team of Eternal Bible Baptist Church

The leadership team of Eternal Life Bible Baptist Church is composed of the senior pastor Ilhee Cho, and two assistant pastors.

1. Senior pastor – Ilhee Cho

Pastor Ilhee Cho was married in February of 1968 graduated with a B.A. from Daejeon Baptist Theological Seminary in 1972, and graduated with a Master's degree from Korea Bible Baptist Seminary in 1975. In 1972 he started Konghang Bible Baptist Church, in 1975 he started Kwangmyung Bible Baptist Church after serving at Kwangmyung for 12 years he became the senior pastor of Eternal Life Bible Baptist in 1987 as the second senior pastor. Pastor Cho has three children and they have all received God's calling to the ministry. The oldest is Kyungbaek Cho who was ordained as a pastor from Eternal Life in October of 2006 and currently serves as the pastor for the college department. The middle child is Kyungeun Cho who is the wife of a pastor and serves as the choir director. The youngest child is Kyungkil Cho; he is currently studying at Liberty Baptist Theological Seminary. Pastor Ilhee Cho has three focuses for ministry. First is early morning prayer. Pastor Cho emphasizes an early morning prayer service 365 days a year, and encourages the church members to come. He encourages the leadership team to participate in the prayer services because by the leadership participating encourages the congregation to attend and to promote the attendance the leadership team gives rides to the church members from 4:00 to 5:00 A.M. The prayer service is held every day from 5:00 to 6:00 A.M. for one hour. The time is spent in intercessory and personal prayer.

The second focus of Pastor Cho is pastoral ministry; he visits members' homes every Thursday and Friday and has a short worship service with them. Twice a year, once in the spring and once in the fall, the church holds a church-wide visitation day, where the senior pastor and the entire leadership team visits all of the members' homes have a short service and bless each family in the name of the Lord. The visitation takes ten weeks to complete, and during this time the families in Eternal Life Bible Baptist Church are encouraged and strengthened.

Finally, the central focus of the senior pastor is the 'Sunday morning service'. The senior pastor always preaches on Sunday mornings unless there is a special circumstance, and he always preaches using outlines.

Pastor Cho's preaching style is one of substantial messages, and the outline is formed from the cell group meetings that are held on Thursday and Friday.

2. Assistant Pastor – Kyungbaek Cho

As of 2012, the assistant pastor of Eternal Life is Pastor Kyungbaek Cho, the oldest son of Pastor Ilhee Cho; he graduated in 1998 from Dajeon Baptist Theological Seminary which is in Dajeon, South Korea. After graduation he worked as the youth pastor of Doonpo Bible Baptist Church from two years. He was married in May of 2000 and has one daughter. From 2001 to 2005 he and his wife, Youngnam Kim, and daughter Sooh Cho were trained to be missionaries to China and became missionaries to China. Pastor Cho has a passion and vision for missions, and based upon that passion he was trained in a mission organization in Korea for two years. He is currently the college group pastor at Eternal Life. His wife Nayoung Kim graduated from Busan University with a B.A. in English, and has a talent for teaching; as such she was an English teacher. From 2009 Nayoung has led the intercessory prayer team. She has led the church in praying for the various requests that the members have.

The youth group meets every Sunday at 2 P.M., and the service lasts for an hour and there is an hour for fellowship and the service ends at 4 P.M. The college group meets every Saturday at 7 P.M. and ends at 9 P.M. It is composed of single young men and women and currently there are twenty people; they have a two hour service, one for the actual service and one for a Bible study. Pastor Cho's responsibilities are to preach for the youth and college group services, and on one Wednesday a month he preaches on Wednesday nights. Besides the services the care of the students are done by six teachers and four leaders.

Assistant Pastor – Hyesung Park

Married in 2002, Pastor Hyesung Park, is the son-in-law of senior pastor Ilhee Cho. He graduated from the Korea Bible Baptist Seminary; after graduation he worked as the children's and youth group pastor at Youngkwang Bible Baptist Church; he gained a lot of ministry experience while at the church, and with marriage he came to Eternal Life Baptist Church and currently he is in charge of the children's ministry and church administration. His wife is the choir director, and she serves as the piano player for Wednesday and Sunday night services.

Pastor Park leads the children's services on Sunday mornings, and currently there are sixty children in attendance. Also Pastor Park leads the Thursday Evangelism Team on Thursday mornings from 10 A.M. to 12 P.M. The Thursday Evangelism Team is comprised of church members with the goal of reaching out to community to witness to them. The team was formed by church members asking Pastor Park to lead them. The evangelism time is for two hours every Thursday, and after evangelism ends the team gathers together for lunch and fellowship.

Assistant Minister – Kyoung-Gil Cho

Married in 1998, Pastor Kyoung-Gil Cho, the youngest son of Pastor Ilhee Cho; he graduated from the Korean Bible University with a B.A., in 2004 he graduated from the Korean Bible University Graduate School with an M.Div, in 2006 he graduated from the Korea Bible Baptist Seminary with a TH.M, he graduated from Liberty Baptist Theological Seminary with an S.T.M, and is currently studying for his Doctoral degree.

From 1992 to 2000, Pastor Kyoung-Gil Cho worked with the children's, youth, and college ministries; he also worked with the discipleship program of the adults. From 2000 to 2006 he moved to the First Bible Baptist Church in Pyongtaek, Kyungki-do working with their college and adult ministries. In October of 2006, he was ordained as a pastor from Eternal Life Bible Baptist Church and left to the U.S. to study. While studying at Liberty Baptist Theological Seminary, he worked in the singles ministry from September of 2008 to 2010 at the Korean Baptist Church of Lynchburg. While serving as the Singles Ministry pastor he organized a mission's trip during August of 2010 for two weeks. From May of 2011 to February 2012 he served as the pastor of the EM or the English Ministry of Diaspora Fellowship Church in Fairfax, Virginia. Pastor Cho has two children. He has had a wide variety of ministry experience; along with it he has a passion and vision for discipleship training. After finishing his doctorate he will return to Korea to and become the third senior pastor of Eternal Life Bible Baptist Church.

The Major Five Transitions at Eternal Bible Baptist Church

During Eternal Life's 42 year history, the church has done a variety of things to bring about growth in the church; however, there has not been a whole lot of success. In the current situation I feel that the reason the church has not had a measure of success in bringing about growth is because there has not been root change; for the church to grow five things must happen. The first thing that is needed is a clear and proper vision statement. Eternal Life has a vision statement of "service for all, education for all, missions for all, and community service for all". In reality the members do not understand this vision statement so a new vision statement should

be created.¹ The vision statement is something that the church can use to establish the church's purpose and direction for ministry and to bring about change at Eternal Life; this is something that must be established. I have the following vision statement for ELBBC.

Our mission is to share the Gospel with our neighbors who do not know Jesus Christ (Mission), to help them obtain eternal life, learn about the written Word of God, the Bible (Maturity), to become disciples of Jesus Christ (Ministry) by serving, encouraging, and fellowship with each other, and to extend God's kingdom by changing our neighbors and the world with the Gospel (Magnify).

The above vision statement can be shrunk into one sentence, "God's will, in your Hands".

The second is a change of the service. ELBBC has three services a week (Wednesday evening, Sunday morning, and Sunday afternoon) that the entire congregation participates in; in these services students, adults, and seniors all come together. In this kind of service a problem arises among the different groups. It lies in the fact that there is a cultural difference between the groups that cannot be easily mended. For example, most young people enjoy contemporary music with fast beats that make it difficult for adults to sing along with. I feel that this problem can be solved effectively by hiring a professionally trained worship director, and all the different parts of the service will be maintained by this person. Until now the worship style of Eternal Life has been the same for the past decade. Another plan to have a more effective service will be to change the way the congregation meets for services; the main worship service will be Sunday mornings, with Wednesday evenings and Sunday afternoons to be small group oriented. The small group meetings will not be a regular service, but a meeting for men, women, newcomers, and a time for fellowship.

¹ The question of survey is "What is the Vision of ELBBC?" The response is as follows: 20% responded that they knew the vision well, 35% responded that they knew it somewhat well, 20% responded that they didn't know the vision well, 25% responded that they didn't know it. In looking at the results, 20% know the vision well and 80% do not know the vision. See Appendix C below.

The third thing that needs to happen is that there should be a change in leadership. Currently Eternal Life is run under one senior pastor. The assistant pastors only support the senior pastor; they have no central role in their own ministries. The leadership system that is currently in place is not conducive to have the entire congregation to grow and to teach; therefore it will be crucial to bring about change in the leadership style where the authority is spread among all the leaders. To bring about this change at Eternal Life, a book that will help the church leadership is the *Purpose Driven Church* by Rick Warren². The purpose of the book is to share the vision and purpose of the church with the leadership team, and to give them the authority to be able to carry out the vision and purpose of the church. The changed leadership team at ELBBC will be lived out the in the following five statements.³

1. Magnify: We celebrate God's presence in worship
2. Mission: We communicate God's Word through evangelism
3. Membership: We incorporate God's family into our fellowship
4. Maturity: We educate God's people through discipleship
5. Ministry: We demonstrate God's love through service

Fourth, there needs to be a change in the lay leaders of the geographic groups. ELBBC has 20 kuyeoks⁴, and they meet on Thursday and Friday evenings. These meetings are composed of families living within a 30 minute area; the groups are composed of one leader, one apprentice, and five members. The role of the leader is to lead the service and share a message, the role of the apprentice is to take charge of the meeting when the leader cannot attend. Each group submits a report of the kuyeok meetings after the Sunday morning services. ELBBC has operated under this system for decades, however as time has gone on

² Rick Warren, *The Purpose Driven Church* (Grand Rapids, MI: Zondervan, 1995)

³ Ibid.107

⁴ See Appendix A below.

problems have arisen as a result of this system; the largest problem is that these 20 groups have not grown over the past several years, they have only maintained their current level. The reason that the kuyeok meetings have not grown is because there has been a lack in choosing and raising lay leaders. The kuyeoks at ELBBC are similar to the systems that are run by other churches; in this sense the systems are administrative and organization oriented, they are more focused on bureaucracy and maintaining rather than evangelism and discipleship. Finally they are focused upon the area that they are situated in rather than being people oriented.⁵ Area leaders are settled upon the status quo instead of going out and growing their groups. My plan is to train the leaders within the twenty groups of ELBBC twice a year⁶, have monthly evaluation meetings⁷; when this happens the ELBBC will grow.

Lastly, there needs to be a change in the mission organizations. ELBBC has a total of seven mission organizations (Fig.3), among them four groups are composed of women and three are composed of men. The purpose of each mission organization is to support missionaries, coordinate activities concerning missions with the church, and to encourage fellowship among the different groups. Currently fellowship is being encouraged by these groups and each mission organization is age based. Each mission organization meets once a month, and have a mission dedication service once every two months.

⁵ Young.G.Choi “*What is the house church*” , *Ministry and Theology*, November 2007. 58

⁶ I explained Leadership Training system in chapter 4.

⁷ Young.G.Choi “*What is the house church*” ,59.

	Name	Age	Number
FOR WOMEN	SARAH	1938-	20
	MARTHA	1953-1962	30
	MARY	1963-1972	32
	ESTHER	MARRIED-1973	36
FOR MEN	MOSES	1947-	18
	JOSHUA	1948-1962	38
	DAVID	MARRIED-1962-	36

Figure 3. 2006 ELBBC's mission organizations

The mission organizations of ELBBC are led by one lay mission director. Each mission director serves for one year. I feel that to bring about the best change at ELBBC one thing that must change is to change the mission organizations to small groups. This is because the majority of the ministries of ELBBC are being run by the mission organizations. In order for ELBBC to successfully transition to small groups, the mission organizations must become small groups. If the transition is successful, these groups will be able to perform more ministries. This is due to the fact that among the members of the mission organizations there are potential leaders that have yet to be fully discovered. If a small group leadership program is run with these people in the center, and present the church's vision through the small group, then the mission organizations at ELBBC will be able to transition to the small group system. This change will start by changing the service system at ELBBC. Currently at ELBBC there are services on Sunday mornings and afternoons, and on Wednesday nights; the first thing

that can be changed is to get rid of the Wednesday night services and change them to small group meetings. The small groups will meet on Sunday mornings so that all the church members can actively participate in them. Each mission organization will be able to have more time to meet; from these meetings the groups will be able to have a proper focus and direction. Another reason for ELBBC to switch to the small group system is that there is a need for newcomers to be able to settle into the church. When newcomers come to ELBBC, the mission directors meet with them and place them in mission organizations based upon their age; the effect however has not been good. The best thing to do will be to start a newcomer's class and after people have finished the course they will be placed in the various mission organizations. The newcomer's class will be led by the senior pastor⁸, and the class will be held for fourteen weeks; during the class the vision and purpose of Eternal will be presented, and basic Christian doctrines will be taught. Finally in order for the mission organizations to become small groups at ELBBC the current mission organizations should be switched to an Adult Bible Fellowship⁹ (ABF). However, this is not an easy thing to

⁸ See Appendix B below.

⁹ Adult Bible Fellowships (ABFs) are groups of 15-90 adults that meet on Sunday mornings as communities. ABFs are one of the key places that fulfill the biblical purpose of fellowship. When the Bible speaks of 'fellowship' it refers to more than church socials. Fellowship is a partnership with other believers in the journey of life. The ABF community provides an environment free from children, work, and the worries of life. The weekly meetings are designed to include casual fellowship over coffee and finger foods, group announcements, prayer time and an environment designed to develop real, vibrant relationships. Every meeting has a learning time through an interactive Bible lesson. Groups also do periodic social activities and ministry projects and can function as Adult Youth Groups. The ABF communities are designed to compliment the worship service, not replace it. It is our desire that you have a proper and balanced relationship with the church and the Lord. The worship service is designed for worship and edification, whereas the ABF communities are primarily designed for fellowship (connection) and edification.

accomplish because the current mission organizations will be completely done away with and a new system will be established. When members of the mission organizations, with a strong faith, are chosen to be leaders and trained, and when they are able to run small groups according to the talents that they have received good results can be expected.

The mission organizations at ELBBC will change into diversify small groups in the following manner (Figure 4).

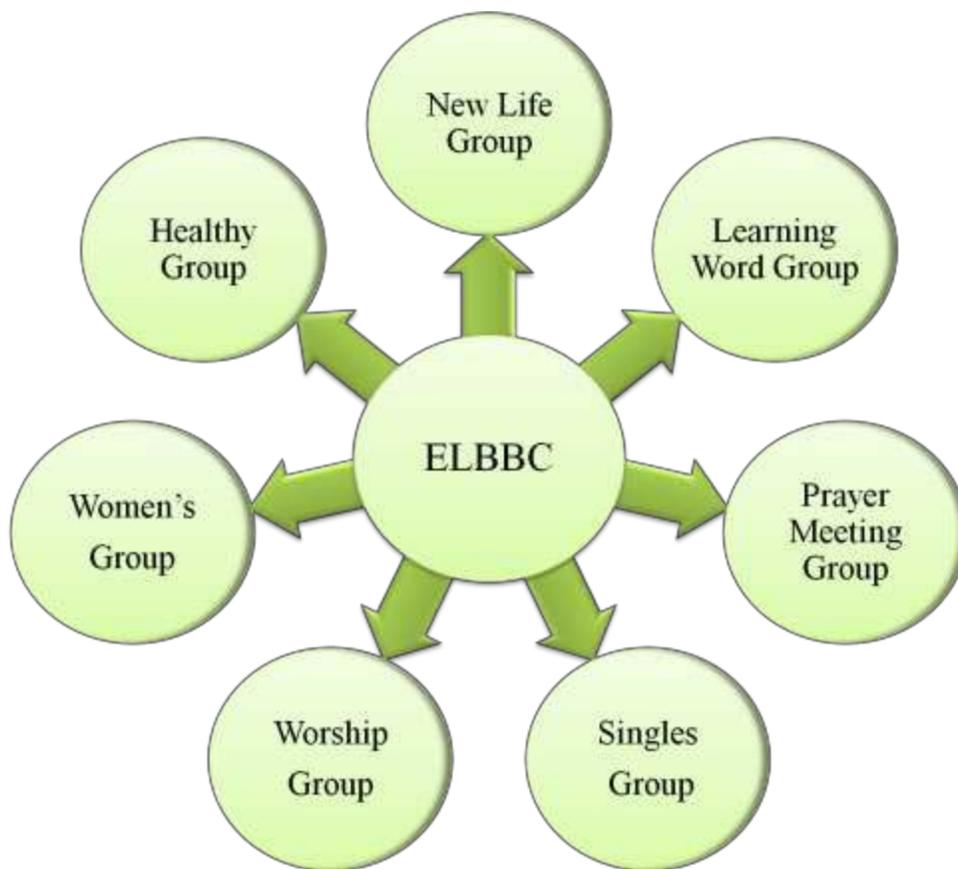


Figure 4. ABF Small Groups in ELBBC¹⁰

Above, the diagram represents seven mission organizations at ELBBC will change to ABF small groups for become healthy church.

Change Management at ELBBC Bible Baptist Church

Changing a long placed system at a traditional church is never easy. The change will be possible with the new senior pastor's leadership working along with the church members. There are three rules¹¹ that must be considered before changing to a small group system, they are that church leaders should (1) be careful, (2) build consensus, and (3) communicate clearly. The older the church the more they will be scared of change. They may not feel the need to change, or they may not want change at all. However, when the senior pastor and leadership team present the vision to the church and when the church feels the need for this switch it will be possible to change the system. The most important thing in bringing about the small group system at ELBBC is the leadership of the senior pastor.

Dr. Jerry Falwell often said, "Everything rises and falls on leadership."¹² It is critical that the transition to the small group system is not rushed, there needs to be enough discussion with the deacons and other pastors of the church. A thing to prevent would be to

¹⁰ ABF groups model is G12 GROUPS: A founding/leadership group forms whose maximum size is 12 or less (based on several references in Scripture to group of 12). Each person in the original group encourages one another to find and create another group of 12 (or less) to lead. The new leader remains a member of the original group of 12 plus leads his/her own group of 12. The process continues as leaders encourage the members of his/her new group to each find and lead their own group of 12, while the leader also remains in their group of origin. <http://www.bethany.com/home.php>, (accessed February 2012).

¹¹ Dr. Rodney W. Dempsey, *A Strategy to transition a traditional church educational system to a small group system* (January, 2004).48.

¹² Jerry Falwell. Former Senior Pastor at Thomas Road Baptist Church in Lynchburg, Virginia.

have people leave the church or have negative feelings towards the small group system. The most likely suspects that would be against small groups would be adults who are 60 and older. These are the people that led the church with the pastor emeritus, so they may not want the church to transition to a new system. This lies in the fact that they have become comfortable with a system that has been in place for decades. It will not be at all easy to win the hearts and minds of these seniors by a young, new senior pastor. However, if the new senior pastor has a strong relationship with the pastor emeritus, the transition will be much easier. Also if the pastor emeritus clearly understands and accepts the small group system and when the deacons have been persuaded the change will become relatively easy. I feel that for a pastor who is taking charge of a preexisting church, rather than a church plant, the most important thing that can happen is maintaining a good relationship with the pastor emeritus.

The Reasons the Church Transitioned to Small Groups

ELBBC needs the small group system for the following four reasons.

1. To accomplish the church's vision
2. To become a healthy church
3. To help the members become healthy Christians
4. There are space constraints

ELBBC must transition to a small group system to accomplish the church's vision. We have become a part of the church through the Father's eternal plan, saved through the blood of Jesus Christ, and became a family through the Holy Spirit. Therefore, we need to come together in proper worship, learn about God's Word, serve each other, and to fellowship by becoming Christ's disciples who have His heart and become a community of missions by sharing the Gospel with the world with the help of the Holy Spirit through education and service. In order to

live out this precious mission various ministries must be fulfilled, the small group system is the best church operating system to accomplish this.

Secondly it is so that ELBBC can become a healthy church. I am confident that through the small group system ELBBC can develop into a healthy church. Rick Warren, in his book, the *Purpose Driven Church* says, “When congregations are healthy, they grow the way God intends. Healthy churches don’t need gimmicks to grow-they grow naturally.”¹³ If the church is healthy the church will grow, but if the church is only focused on growth that church will only tend to focus on programs. In Colossians 2:19, the Apostle Paul says that God is person who allows churches to grow. In other words, if churches are to grow then healthy churches are to be made. To make a healthy church the leaders of the church must come together to give special care to the congregation, worship with them, and to have small groups so that the church can support missions more broadly. When these small groups grow and begin to take shape the church will begin to grow.

Thirdly, it is to help the members become healthy Christians. A problem that modern society faces today is ‘loneliness’. Newsweek magazine, in a recent article said that today as social networking has exploded, Americans feel more loneliness saying “America is the lonely planet”.¹⁴ This kind of social isolation is harmful to people’s health and if severe it can even lead to thoughts of suicide. This is not just a problem that America faces. Even in Korea this comes out as a serious social issue; this is why the church must act in a manner to actively find solutions to the problem. In many traditional Korean churches, including ELBBC, people are only having their spiritual diet on Sunday’s. These people come to church at a set time, have a

¹³ Warren, *Purpose Driven Church*.

¹⁴ <http://www.thedailybeast.com/newsweek/2009/08/20/lonely-planet.html> (accessed February 7, 2012).

service, have fellowship and a meal, and then go home. These people who leave afterwards only have religious services. The church has to present them with more opportunities to hear about the Gospel, and set up a system that will help train them into witnesses for Christ. The small group system will be able to fulfill this role. With small groups in place members will have a sense of belonging, and through this sense of belonging they will be able to encourage each other and form deep relationships with each other. By forming relationships with members of their small group, people will be more open to share what God is doing in their lives and to pray for each other. The deep personal relationships will lead people to have spiritual relationships, and that will encourage everyone to live as Christ's witnesses.

Finally, small groups are needed because of space constraints. As of 2012 ELBBC has 0.20 acres of church property and 0.09 acres for a parking lot. The church building is built with four floors above ground and one floor below ground; the basement is used as the intercessory prayer room, the first floor is used for the children's sanctuary and church kitchen, the second floor has the main sanctuary where the youth group, college group, and adults meet, the third floor is used as the church's broadcast center, and the fourth floor is used as offices of the missions organizations and senior pastor. The church parking lot is at ground level and has a thirty car capacity. However, all these areas are used for services, so there is a limit to the area in which the congregation members can fellowship or be educated in. In this current situation many members of the congregation want to expand the church, but these efforts are financially burdensome for the church. If the church is to go beyond building based meetings, and plan meetings in homes and run the church around small groups, the issue of space constraints will be mitigated. Instead many more meetings will be held in the current building. This fact was also established in the New Testament.

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

“After Paul and Silas came out of the prison, they went to Lydia’s *house*, where they met with the brothers and encouraged them” (Acts 16:40).

“You know that I have not hesitated to preach anything that would be helpful to you, but have taught you publicly and from *house to house*” (Acts 20:20).

“Greet Priscilla and Aquila, my fellow workers in Christ Jesus. They risked their lives for me. Not only I, but all the churches of the Gentiles are grateful to them. Greet also the church that meets at their *house*” (Rom. 16:3-5, see also 1 Cor. 16:19).

“Give my greetings to the brothers at Laodicea, and to Nympha and the church in her *house*” (Col. 4:15).

“To Apphia our sister, to Archippus our fellow soldier and to the church that meets in your *home*”¹⁵ (Phil. 1:2).

Due to the fact that ELBBC’s building is 42 years old, a renovation is needed; so many church members want a new building to be constructed. However, it is far more important bring about the change to small groups before thinking about building a new church.

Summary

Implementing a new system in a traditional church like ELBBC will not be easy. However to bring about a more healthy and growing church, this change in the church’s operating system is absolutely necessary. Over 500% of ELBBC’s congregation has been a part of church for over five years; as such they have an attachment and loyalty to the church, and unless there are special circumstances (such as moving to another part of the country) they will

¹⁵ New International Version

not change churches.¹⁶ However, the biggest problem is that, “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age”¹⁷, has been stopped. The reason ELBBC is facing this problem is because the church has a wrong system, and when the church switches to the small group system they will be able to more effectively live out Christ’s Great Commission to make a more healthy and growing church.

¹⁶ See Appendix C below.

¹⁷ Matthew 28:19-20 New International Version

CHAPTER THREE

WHAT CHANGES DID ETERNAL BIBLE BAPTIST CHURCH MAKE?

Eternal Life Bible Baptist Church Changed the Method of Discipleship in the Church

ELBBC has three discipleship programs. The first program is a newcomers Bible study that is done on Sunday afternoons after church.¹ The second program is the kuyeok leaders meetings that meet on Wednesday evenings². The third program is the evangelism training program that meets on Thursday afternoons³. These three programs are being overseen by the two assistant pastors. There is a need for these programs to be improved; the first thing that should happen is after the newcomers finish their first class there should be another class that introduces the next step for these people. The second change should be a discipleship program that will train new lay leaders. This is because at ELBBC there is a system to train lay leaders, but under it no new lay leaders have been trained for several years; the same leaders have been continuing to lead the kuyeoks. The reason these problems exist is because the fundamentals of discipleship training have not been properly established at the church.⁴ This is why properly establishing the fundamentals of discipleship training at ELBBC is absolutely critical. The second problem is that the discipleship programs at ELBBC do not connect with each other. For example, when new people come to the church they attend the newcomers' class and then

¹ The newcomer's class at Eternal Life runs for a total of six weeks; during the program participants learn about God's grace through salvation, the new life in Christ that comes as a result of salvation, the church life of a Christian, the personal life of a Christian, and the spiritual activities of a Christian.

² The training for Kuyeok leaders at Eternal Life happens from the sermon that was preached on the past Sunday; the notes are given out to the leaders.

³ The evangelism training is composed of helping the participants to fully understand the Gospel, learn how to present it and then on Thursday's, they go street evangelizing.

⁴ Discipleship is the process to finding each of disciple's spiritual gift which given by Holy Spirit and using their gift for body of Christ and his mission.

become members. These new members need to move on to the next level, but there is no class that presents that, so newcomers are left without a strong foundation in their faith. Therefore the discipleship programs at ELBBC will be reorganized and the programs will be run under this reorganization; the focus of the programs will be to introduce the fundamental purpose for a disciple⁵ (Figure 5) and the progression of discipleship training(Figure6).

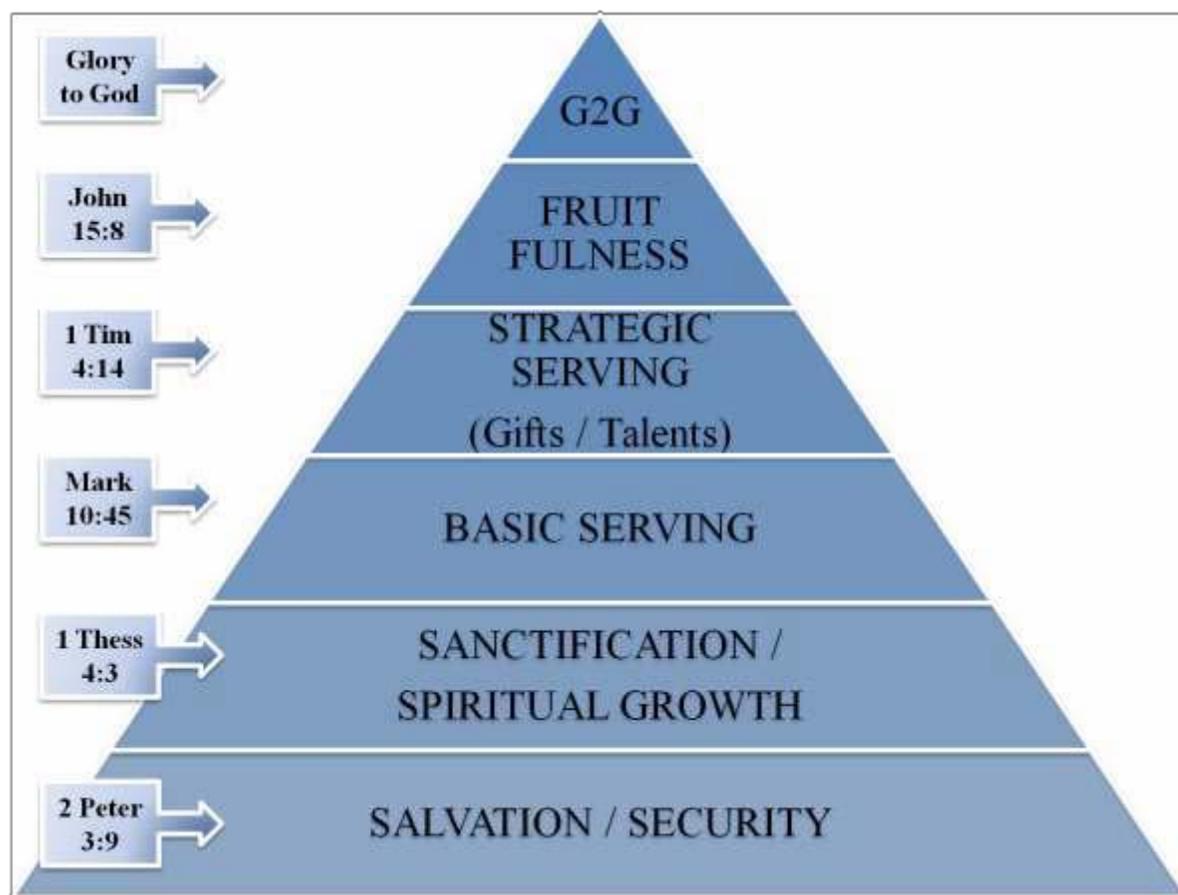


Figure 5. DISCIPLE'S HEIRARCHY

The top layer of the pyramid is where every Christian should strive to be, which is to

⁵ The word "disciple" or "disciples" is used 266 times in the New Testament with the vast majority of the occurrence recorded in the gospels. To be a disciple requires that a person be disciplined in spiritual habits and disciplined in purpose. Lecture of Rodney W. Dempsey, "Discipleship" (Liberty Baptist Theological Seminary, March 2010, author's notes for the class, Lynchburg, VA)

bring God the most glory possible through a person's life. This chart was developed to help people find their place in ministry and to strive to reach a place in which they can experience fulfillment and satisfaction through ministry.

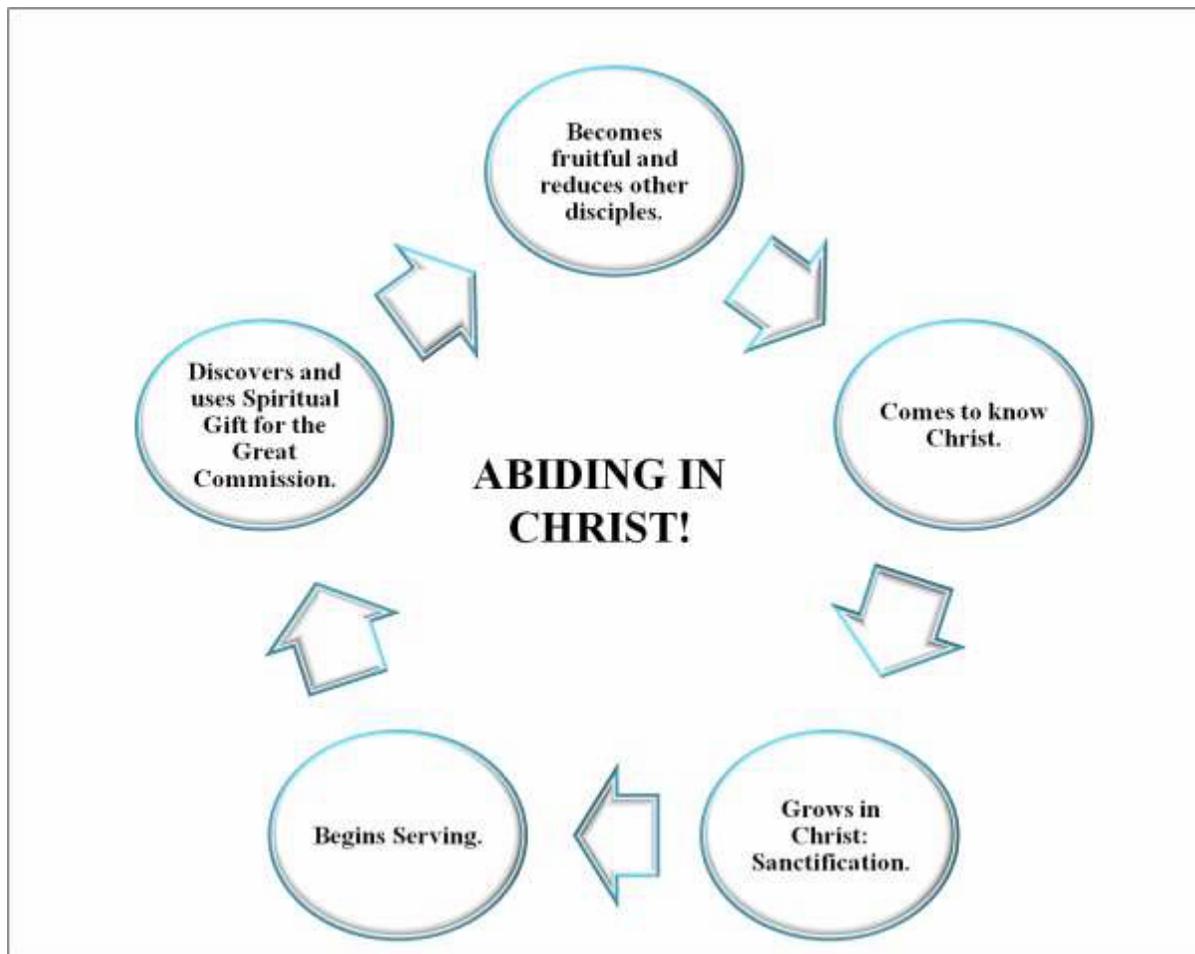


Figure 6. LIFE CYCLE OF A DISCIPLE

According to Figure 6 Life of disciple is abides in Christ, prays, bears fruit and glorifies God. John 15: 5, 7-8, *“I am the vine, you are the branches; he who abides in Me and I in him, he bears much fruit, for apart from Me you can do nothing. If you abide in Me, and My words abide in you, ask whatever you wish, and it will be done for you. My Father is glorified by this, that*

you bear much fruit, and so prove to be My disciples.” When we abide in Christ we will know His will and ask for His will and it will be done for the disciple. As a result, fruit will be produced and God will be glorified. John 15 is the clearest explanation of life as a follower of Christ. This passage should be the normative experience for the modern day disciple. It is the clearest explanation of life in the kingdom as a disciple.

In addition, If the definition of a disciple is someone who just loves God or is a good person and is only keeping their faith to themselves without multiplying it, then an unreachable situation has been created. However, if a disciple is someone who is a “spiritually mature zealot who is able to reproduce,” then discipleship should be understood as people actively reproducing new disciples.⁶

Therefore the most important part of discipleship training should be reproduction. (Figure 7) This reproduction can only happen through these five steps. (individuals’)

⁶ Ibid.

DISCIPLE'S PROGRESSION

A	Salvation
B	Growth and Development of the spiritual disciplines
C	Discovery of the individuals spiritual gift(s)
D	Development of the gift(s)
E	Connection to the Mission of Christ

Figure 7. DISCIPLE'S PROGRESSION

According to Figure 7, Discipleship training is composed leading people to Christ,⁷ promote spiritual growth,⁸ discover the spiritual gifts that the Lord has given them⁹ and cultivate it¹⁰ so that they may live lives as Christ's disciples.¹¹

Eternal Bible Baptist Church Changed the Expectations of Members

⁷ John. 3:16, NASB

⁸ 1 Thess. 4:3, NASB

⁹ 1 Cor. 7:7, Rom. 12:6, NASB.

¹⁰ 1 Tim. 4:14, NASB

¹¹ John. 15:8, NASB.

A wonderful facet of ELBBC is that in its 42 year history the church members have not left the church and they are continually a part of the church, growing spiritually. Over 62%¹² of ELBBC's congregation has been members of the church for over ten years, and due to that fact they have not had many of problems with the senior pastor and church leadership. This goes to show that the senior pastor has had a good influence upon the congregation. However, there are problems that arise; they are that the original members are so close to each other that when new families join the church, there is not enough fellowship among the two groups. The second is that there has not been church growth for several years.

The current church system is to blame for these problems¹³, and due to these problems the church has not been able to grow (Figure 8)¹⁴

¹² See Chapter Four below.

¹³ The church is the body of Christ (1 Cor. 12:27; Eph. 5:30). In the natural world we know whether or not a body is healthy or not by taking an assessment of certain baseline measurements that indicate health. If we are disinterested or lazy about growing and maintaining our systems, they will not produce the results we want. In other words, slack equals lack. When we become slack in taking care of our systems, we experience lack, and our systems, and therefore our churches, fail to live up to their God-given potential.

¹⁴ As seen in Figures 8 and nine 9 good people meet a good system the best results can be brought on; when a good system meets not so good people an above average result is obtained; when good people meet a bad system only disappointment and failure is obtained; when a bad system meets bad people everything will be corrupt and fail. Lecture of Rodney W. Dempsey, "Team Leadership" (Liberty Baptist Theological Seminary, March 2009, author's notes for the class, Lynchburg, VA) Quote from Author's note

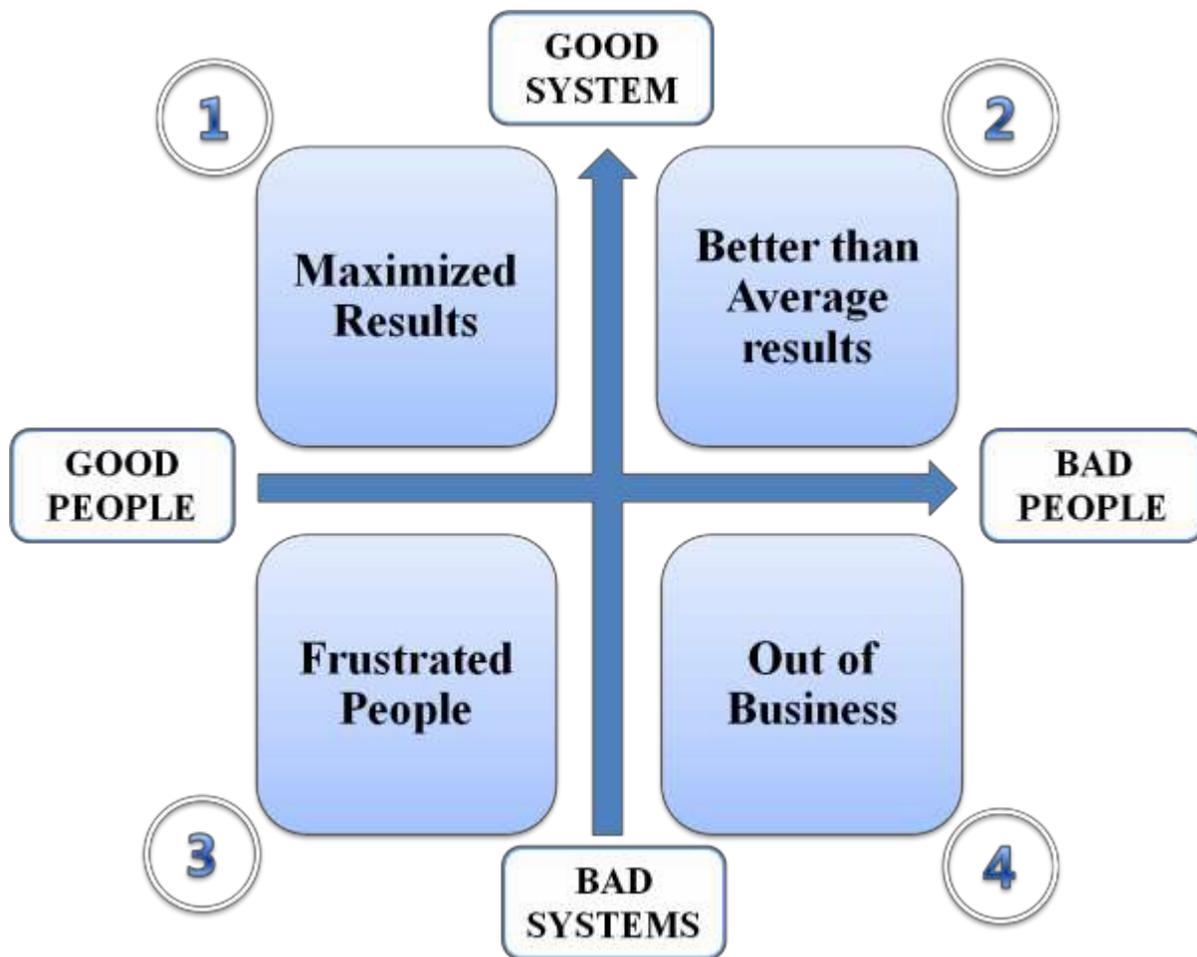


Figure 8. Four Quadrants Number for Church System

The most effective way to solve these problems is to change the operating system of ELBBC into a small group system, and to have the church settle into the system. The senior pastor and the church leadership need to set up a ministry plan every year and to set strategies for the settling in of the program and evaluate how it is going every month.

The most important thing that can be done is to establish a new ministry direction. Currently the ministry direction of ELBBC is ‘pastoral care’ done by the senior pastor and ‘fellowship’ among the congregation. Under this plan, the senior pastor and two assistant pastors

educate and take care of the entire congregation; however, this system is extremely taxing for both the senior pastor and assistant pastors along with the entire congregation. This is because many members of the congregation do not actively try to grow their own faith, but rely on the nourishment of the leadership, and the leadership feels the burden to nourish the congregation. If ELBBC is able to switch their ministry direction so that the congregation can grow spiritually themselves, then the following two benefits will occur.

1. The church ministry will expand
2. Lay leaders will be established

These benefits will allow the leadership and the congregation to share the burden of ministry that is currently upon the leadership. The crucial thing that must happen is that disciples must be born through the discipleship programs at ELBBC. Through the continuous reproduction of disciples, the church will be able to take on more ministries.¹⁵ For example, a free food program for seniors, rest areas for teens, and cultural ministries for the neighborhood could be run. If the church changes its ministry direction then it will be able to take on the work of establishing lay leaders. Choosing and training lay leaders and making sure that the Gospel is preached through them is the thing that the church as the body of Christ should be actively doing.

The newly established small group system at ELBBC will present the opportunity for the entire congregation to participate in the ministries of the church, and the congregation members will be able to become lay leaders and advance the ministries. Through these efforts, ELBBC will be a healthy, growing church.

¹⁵ In the Eph.4:11,12, “ministry” is a broad term. At its very core, it is simply *meeting the needs of another*, whether the needs be physical, spiritual, or emotional.

STRATEGY OF SMALL GROUP LEADERSHIP DEVELOPMENT IN ELBBC

Maxwell points out that, “Leadership is developed, not discovered.” He also further explains the above sentence: “The truly born leader will always emerge; but, to say no top, natural leadership characteristics must be developed.”¹⁶

In order to begin the process of bringing out potential leaders in the church and to create a church that the Lord is pleased with, a leadership training program must be established. Through this training lay leaders will be established, and through them the small groups of the church will be taken care of and run. However, it is necessary to establish the training programs successfully into the church leadership education.¹⁷ (Figure 9) The reason is that the basic characteristic of small group leadership is a combination of character and ministry techniques¹⁸. If a leadership training program is run on the back of leadership education, ELBBC will be able to establish the program successfully.¹⁹

This is why in leadership training, leaders must have a firm vision and when it happens on the back of educating leaders, leaders with responsibility and leadership will be established. It is important to have regular evaluations on the effective influence of leadership and continual training and education to maintain the leader’s prime form. (Figure 10).

¹⁶ Maxwell, John C. *Developing the Leader Within You*. (Nashville TN: Thomas Nelson, 1993).9

¹⁷ Leadership education describes the character and responsibility that a spiritual leader must possess.

¹⁸ Robinson, Russ, and Bill Donahue. *Building a Church of Small Groups*. (Grand Rapids, MI: Zondervan, 2001).93.

¹⁹ See Appendix B below. :

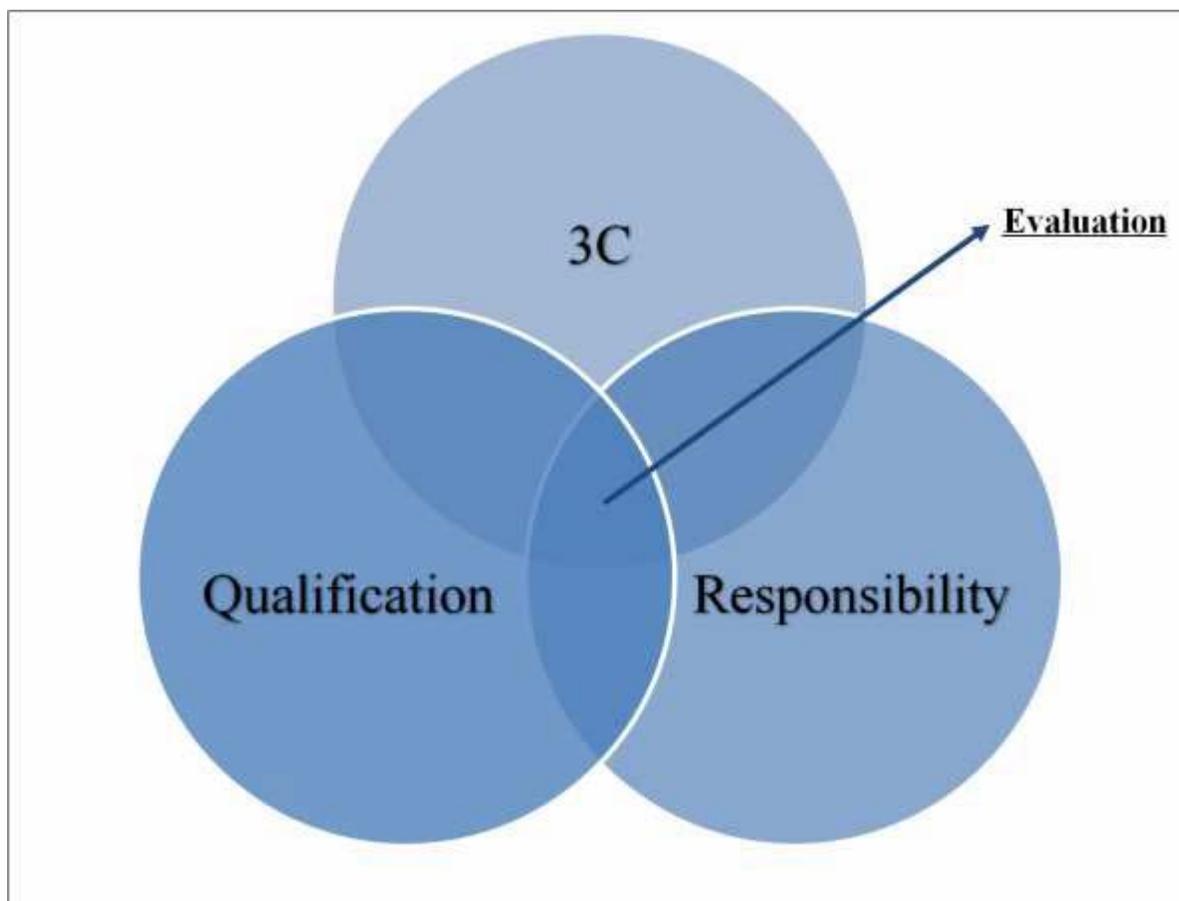


Figure 9. ELBBC LEADERSHIP EDUCATION SYSTEM

Through leadership training, the leader will have responsibility and credentials; when this training is done they will be able to have influence.²⁰ A leader should always strive to advance his skills so that he can have greater influence; the best way to do this is through regular evaluations.

Three Types of Training for Small Group Leaders

Education for become a good natured leader

²⁰ Ibid.

The author of the book *From Embers to A Flame*, Pastor Harry Reeder,²¹ writes that God desires for leaders to possess three characteristics: “Character, Content, and Competence.” While these three characteristics are not viewable on the outside, they leave a distinct impact upon the leadership of a leader.²²

a. Character

In I Timothy chapter 3, the Apostle Paul mentions 17 qualifications for a leader; among them only two are related with the function, and 15 are related with character and actions. This goes to show what is truly important for a leader; a leader should possess good character far more than wisdom and potential. Unfortunately we see that even in the church leaders are not leading through character; rather, their wisdom and potential are front and center which is becoming a disease for the church. A steady character and action are the basis for leadership that the people of God should have.

The situations we find ourselves in will never affect our character. Instead, our environment will bring out our character, and our character is given the opportunity to be pruned. When the potential leaders of the church receive this kind of training and live it out, they will develop into leaders who can change the church. The leader’s faithful character will be the strongest tool to overcome his or her weaknesses.

b. Content

There are several things that must be included in leadership training; first is giving enough time so that the leaders understand the history of the church. They must first understand

²¹ Harry L. Reeder, *From Embers To A Flame* (Phillipsburg, New Jersey, 2004).

²² As Pastor Harry Reeder explains, the church that he was asked to take over was just about dead, with less 50 in attendance. He took control of the church and now the church has over 3,000 members and has great influence upon the area spiritually, morally, and socially.

God's working through the church in history.

The second thing is that they must be taught to be fluent with the Bible. They must be able to teach the Bible, and to serve and to counsel people using the Bible and help solve the problems that they have.

The third thing is to teach the doctrines of the Bible more clearly. Especially, the doctrine of providence must be understood in applying it into their lives. If people clearly understand providence, they will be able to overcome the hardships and challenges that they face, and receive help to overcome the despair the world might bring at them.

c. Competence

There are areas of competence that must be developed by a potential leader in the leadership training. First, is to learn on how to serve others the best; a leader must always have a heart of service. Second, they must learn on how to become a leader or counselor, so that people can follow after them and learn more about God and about leadership so that they can become leaders in the future.

Qualifications of a Leader

- a. Leaders must have a definite testimony.²³ (I Tim. 1:12)
- b. Leaders must be full of faith.²⁴ (Acts 6:5)
- c. Leaders must help to establish the vision of the church.²⁵ (I Cor. 1:10)
- d. Leaders must be personable and easy to approach.
- e. Leaders must be passionate.²⁶ (Col 3:23)

²³ 2Tim 1:12, NASB.

²⁴ Acts 6:5, NASB.

²⁵ 1 Co 1:10, NASB.

- f. Leaders, as people with the gift of leadership, must accept others.
- g. Leaders must not be newly saved Christians.²⁷ (I Tim 3:6)
- h. Leaders who are married must have their spouse's approval and help their spouse with the small group.
- i. The leader must tithe to the church.
- j. Leaders should have responsibility.

Responsibility of a leader

- a. A responsibility to pray²⁸ (Ezekiel 22:30)
- b. A leader must not be someone who is controlling but encouraging²⁹ (Col 1:28).

Small group leaders must be people who are mature Christians so that they can influence immature Christians or people who have not yet met the Lord so that a teaching ministry might be established through them.

ELBBC will be running a leadership training program; this program will plant a proper understanding of small groups in the leaders³⁰ and present eight steps to work it out effectively³¹ (Figure 11).

²⁶ Col 3:23, NASB.

²⁷ 1 Tim 3:5, NASB.

²⁸ Ezk 22:30, NASB.

²⁹ Col 1:28, NASB.

³⁰ This program was the same program in New Life Church, and the author of Dr. Dempsey changed a traditional church into a small group system. "New Life 462: Eight Habits of Highly Effective Small Group Leaders," in *New Life Church Training Manual* (Gahanna, OH: New Life Church, 2003).

³¹ Dave Earley, *Eight Habits of Effective Small Group Leaders*.



Figure 10. THE LEADERSHIP TRAINING PROGRAM OF ELBBC³²

Basic Training for Small Group Leaders

Training Outline

1. Why Set Your Sights on Leading a Small Group?
 - A. A disciple's search for Significance
 - B. Five Commitments of a Disciple

³² Figure 10 shows, the people who were chosen for the leadership training process will first learn about the fundamental theories of leadership; and according to the eight habits, these leaders in training will lead small groups for two weeks and the best will be appointed as leaders, continuous leadership training will be mentioned more specifically in chapter 5

- C. A.C.T.S. church
- D. Seven reasons to become a small group leader
- E. Just imagine . . . the power of multiplication

2. What is a Small Group?

- A. Small group essentials
- B. G.R.O.U.P. Explanation
- C. The different types of GROUPS
- D. The three leadership positions in a small group
- E. What is a five Star Group?
- F. What is a L.I.F.E. Group?

3. What is Spiritual Leadership?

- A. What is Three Dimensional Leadership?
- B. What are the Essentials of Spiritual Leadership?
- C. What is Effective Spiritual Leadership?
- D. What are Spiritual Weapons?

4. How do I Lead a Group?

- A. Small Group Leader Agreement
- B. What does a Small Group Leader Do?
- C. How to Lead a Group - Eight Habits
- D. How to Lead a Discussion
- E. How to Train an Apprentice
- F. How to Grow your Group
- G. How to Multiply your Group

- H. How to Handle the Children
- I. How to Handle Difficult people
- J. How to Start a New Group
- K. How to Select a Good Host Home

5. Appendix--Small Group Basics

- A. Small Group Covenant
- B. Suggested Meeting Time Agenda – Also see 4 W's below:
- C. Approved Curriculums
- D. Group Evaluation
- E. Group Stages
- F. Suggested Ice Breakers
- G. Base Path for Leader Development
- H. Sample - Group Agendas
- I. Sample - Forms/ Reports
- J. Sample - Sermon Series

This outline emphasizes practical aspects of leading a small group. As well as having a firm biblical understanding of the importance of basics of spiritual leadership, ELBBC needs a leader who knows the inner workings of a small group. Some of the most important factors to leadership development are to select a good host home, lead good discussions, manage children, and handle difficult people.

INTRODUCTION	1-2
1. DREAM	3-5
2. PRAY	6-7
3. INVITE	8-11
4. CONTACT	12-14
5. PREPARE	15-19
6. MENTOR	20-23
7. FELLOWSHIP	24-27
8. GROW	28-30

The thing that is apparent in this outline is that training is designed to help small group leaders to focus on things that are outside the small group meeting. There should be a second training program for small group leaders to help them to train for a small group.

The Vitalization Plan of Small Groups in ELBBC

In order to establish a settled small group system at ELBBC, it is important to receive the full support of the original church members. If the church launches a new system without the support of the original members, then the church will fall into disarray and into a worse situation than it currently is in. In order to prevent this from happening, two things must happen.

1. The senior pastor needs a firm vision
2. There needs to be a well-established plan into fulfilling the vision

A vision is an informed bridge from the present to the future.³³ The senior pastor of ELBBC needs to present a firm vision for the church, and with the presentation the congregation needs to hear the direction the church will take. When the church hears the senior pastor's plan and vision for the church, the church will feel the need to change the atmosphere. The new vision statement of ELBBC will be "Become a disciple of Christ and change our neighbors and the world with the Gospel to advance God's Kingdom." The statement can be shrunk to:

1. Love God³⁴
2. Respect People³⁵
3. Mission Completion³⁶

Through the establishment of a firm vision for the church, the congregation will be reminded of its beginnings and where it will go from here. In order to influence the church through the vision, there needs to be effective communication with the congregation, and the bridge between the congregation and the senior pastor will be the lay leaders³⁷. (Figure 12)

³³ George Barna, *The Power of Vision* (Ca: regal book, 1992)

³⁴ I John. 4:16, NASB.

³⁵ Luke. 10:27, NASB.

³⁶ Acts 1:8, NASB.

³⁷ To more fully communicate the vision, the senior pastor must communicate with the congregation, and through this the congregation will come to naturally accept the change in the operating system of the church. The church will change more effectively with the full support of the congregation.

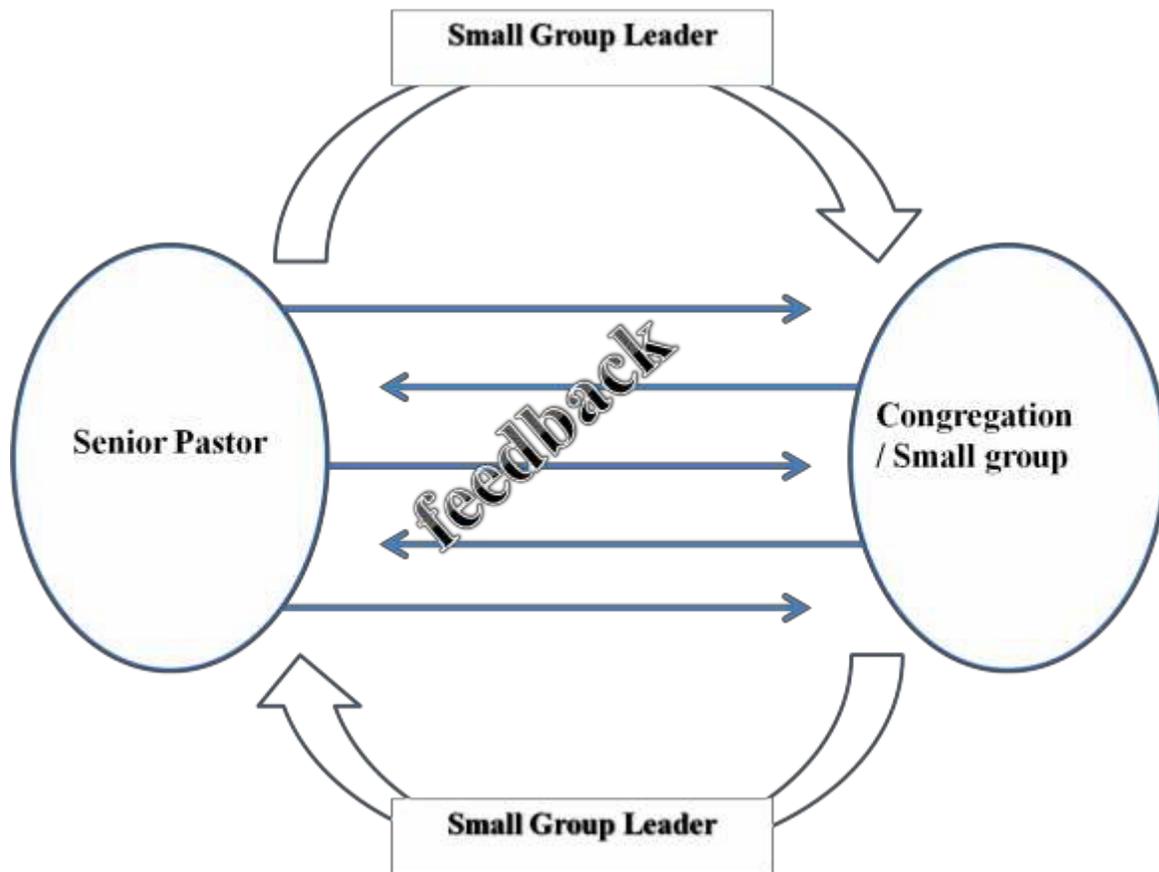


Figure 11. COMMUNICATION PROCESS³⁸

Secondly, there needs to be a specific plan to run the new system. In the 1980's the kuyeok system became the basis for growth at ELBBC, but currently this system is only administrative in nature and does not have any effect upon church growth or operations of the church. Therefore, in order to bring a second revival to the church, the current system must be switched to the small group system. There will be three plans to bring this change about.

³⁸ As Figure 11 demonstrates the Senior Pastor should have continuous dialogue with the congregation in order to deliver the vision to them. In this conversation the Senior Pastor should talk to small group leaders as well as with the congregation. The result of this conversation will be felt in the church's operation. Through this process the congregation will feel the changes of the system personally and it will garner the much needed support.

The Plan to Execute the Small Group System by Accomplishing the Vision

1. The reformation and reestablishment of the kuyeok system
 - a) The current kuyeok will be renamed to the "Local Small Group", and local leader will now be called "Small Group Leader" (Small Group Leader: G L). The area leader will now be called "Senior Small Group Leader" (Senior Small Group Leader: S L).
 - b) Each small group will consist of six to twelve members including the leader, and if a group has more than twelve members it will be split into two groups.
 - c) The small group leaders will be chosen from original area leaders and kuyeok leaders who are deemed to be sufficient by the church and for those people who would wish to serve. The group leader will serve for one year; however, if a small group has fewer than six members the group leader will continue to serve for another year so that the small group will grow. Even if after a year the group has not reached six members, then that group will be combined with another group.
 - d) The senior small group leader will be focused on running his group, but he will also support other weaker small groups and help newcomers to get plugged in and become a full-fledged member. However, a senior small group leader will not be able to lead a meeting of another group or combine several groups for a special service.
 - e) The senior small group leader will also work to choose, train, oversee, and support small group leaders. However, the actual appointment will fall to the director.

f) The current Bible study programs that are being used by the kuyeoks will be scrapped, and the senior pastor's messages will become the basis of the program so that the groups review, have testimonies, and apply the message.

2. Educational Training

a) The senior pastor will run a two day "Introduction to Small Group Ministry" program.

b) Every Thursday and Friday, the appropriate area leaders will meet to be trained as group leaders.

c) Once every two years, the small group leaders will gather together for a "Leadership Seminar."

3. The evangelism plan of ELBBC through the small groups

The congregation members of ELBBC gather together at the church, every Thursday, to go out and evangelize; however, the evangelism meeting has not had much fruit. In order to help the evangelism team to bear more fruit, it will be shifted into a small group networking evangelism group.³⁹

a) Training plan: ELBBC holds a "Friend Sunday" on Easter and Thanksgiving every year; by holding an evangelism seminar twice a year, the members can gain valuable experience in evangelizing.

b) Training methods:

³⁹ This training program was developed by Pastors Kwansu Ryu and Jaehyun Kim of Dong Sam Jae Il Church. The program focuses on training competent people who have influence and are committed Christians to be trained so that they may evangelize people in their jobs and family, eventually leading to the evangelization of an area. The main characteristic of this evangelism training is to have the trainees tell the small group that they are involved in and having other members in evangelizing the person. <http://www.darak.net>, (accessed February 2012).

1. What is evangelism?
2. The Church and evangelism
3. What is cooperative evangelism?
4. Methods of finding cooperative evangelism targets
5. Inviting people to church
6. Evaluation

4. Factors for further developing small groups

- a) Hold various events outside the regularly held services.
- b) Recruit preparatory leaders in the small groups to prepare for doubling of people.
- c) Choose a leader of the month, award them, and gather information on their success so that it can be shared.
- d) Open a small group data center for small group ministry.
- e) Hold a “Small Group Olympics” or “Group Festival” during the Thanksgiving season. At this there should be an award ceremony for the best small groups and leaders.
- f) On Easter Sunday have a special prayer service for the growth, development, and restoration of the small groups. At this service, the senior pastor will encourage the entire church to participate in evangelism, and it will be the launch party of small groups at ELBBC.

5. Integration of the small groups

- a) For strategic purposes it is important to discard programs of the church that do not work and change effective programs into small groups, as well as changing their names, to bring about change and to prevent current members from rejecting the programs.
- b) Through continuous evaluation, it is important to make sure that the new small group programs of the church are successful.

ELBBC will only have effective change into the small group system if it has a pre-existing group system, and when the entire congregation holds the vision, and then the switch will be successful.

Summary

In order for ELBBC to become a healthy church, the lay members must have a change of heart. Up until now the lay members have been responsive rather than cooperative in the ministries of the church; that is why most of the ministries were done by the senior pastor and assistant pastors. Due to this situation, the members of the church have not been able to grow spiritually; instead they have only relied on the pastors to maintain their spirituality, and this has brought the growth of the church to a halt. However, through the new small group system, the congregation will learn that they too are ministers in God's church; this change in the mindset of the congregation will help the congregation to be trained and nurtured, and develop into new lay leaders.

CHAPTER FOUR

CRITICAL EVALUATION OF THE RESULTS

Analysis of the Research Data

Research Methods

The author analyzed and evaluated the research statistics of ELBBC, on March 05, 2012. The survey targeted church members who are above the age of 20. Also interviews with the senior pastor Ill Hee Cho and associate pastors in ELBBC were conducted. Overall 100 members of Eternal Life participated in the survey. This survey measures the opinions of the congregation in the transition that will happen at Eternal Life. There are three question categories: the personal information of ELBBC, the overall view of the congregation on the operating system at ELBBC, and their views on changing to small groups. The survey is composed of 40 objective questions and a subjective question measuring the congregation's view on small groups.

Analysis of Statistical Answers

Personal Information

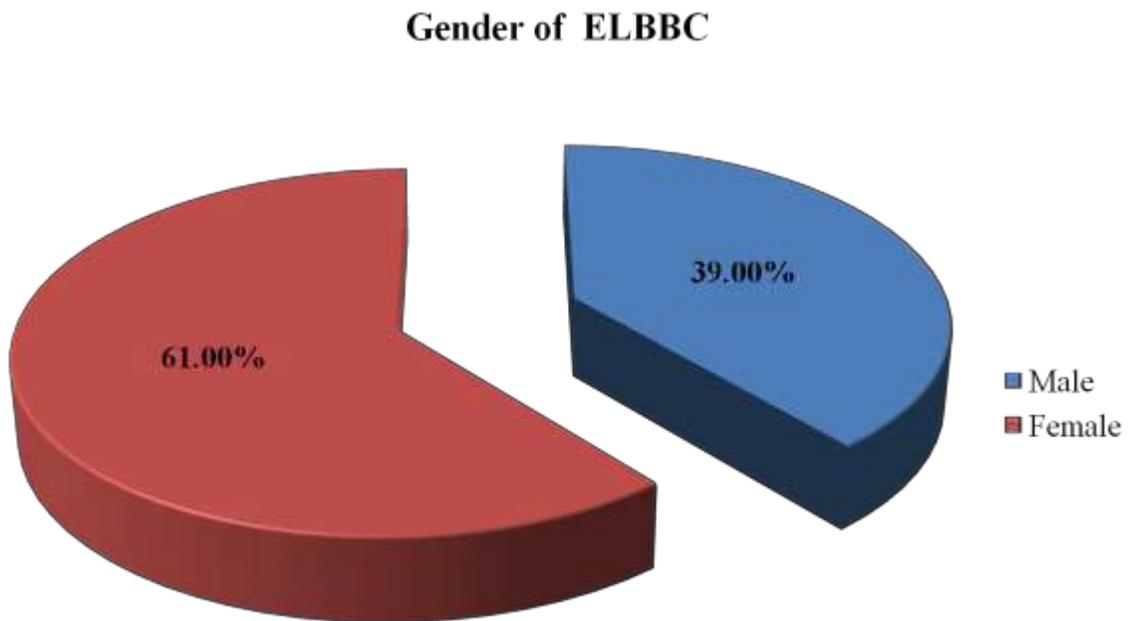


Figure 12. Gender of ELBBC

According to Figure 12, Eternal Life is composed of 61% women and 39% men. Despite the overwhelming majority of the congregation being women, the ministries of the church are mainly run by men and the women of the church do not play a major role in the ministries. However, when Eternal Life transitions to small groups, many women leaders will be trained and they will be in charge of many more ministries.

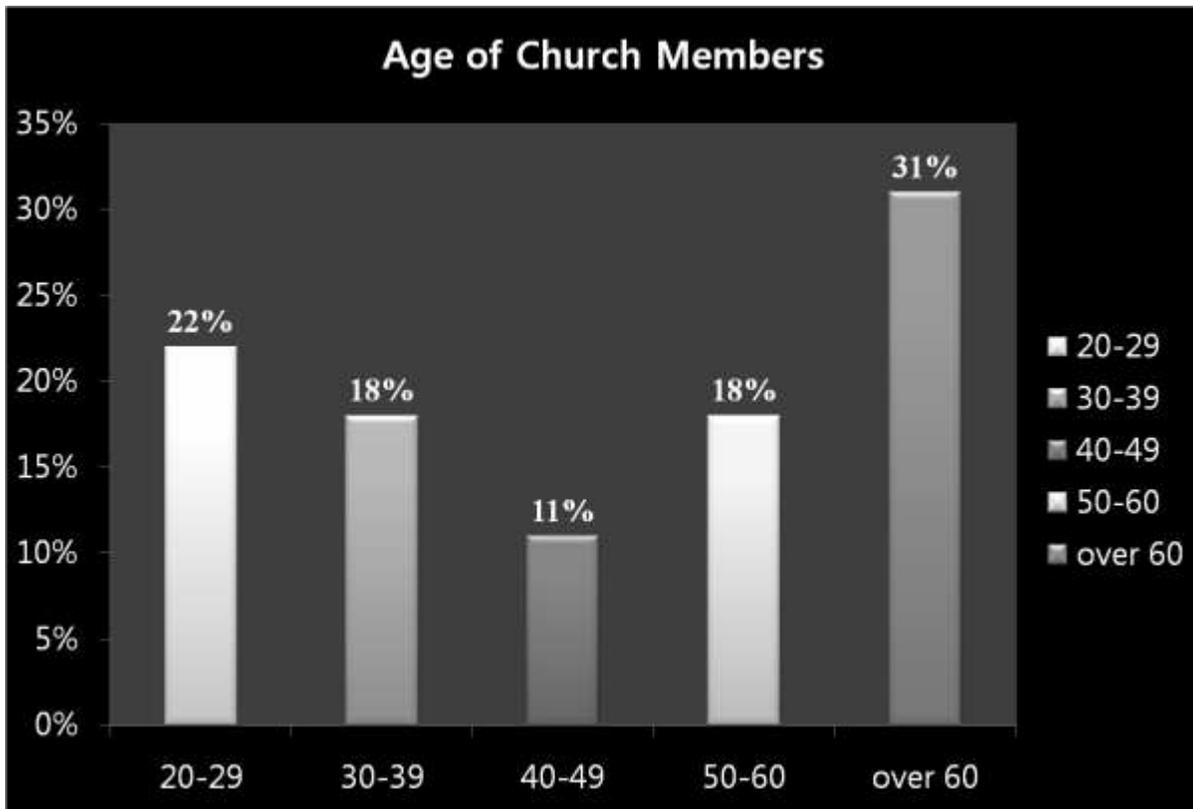


Figure 13. Age Distribution of Church Member of ELBBC

In looking at Figure 13, the age of distribution of Eternal Life is as follows: 22% are in their 20's, 18% are in their 30's, 11% are in their 40's, 18% are in their 50's, and the largest group, the people in their 60's have 31%. This distribution shows that the majority of the congregation is composed of people who are in the same age group as the current Senior Pastor, and it also shows that the important roles of the church are being filled by people who are in the 60's and above. However, the people in their 20's, 30's, and 50's, excluding those in their 40's, are relatively proportional; this goes to show that Eternal Life has the potential to develop in a wide range.

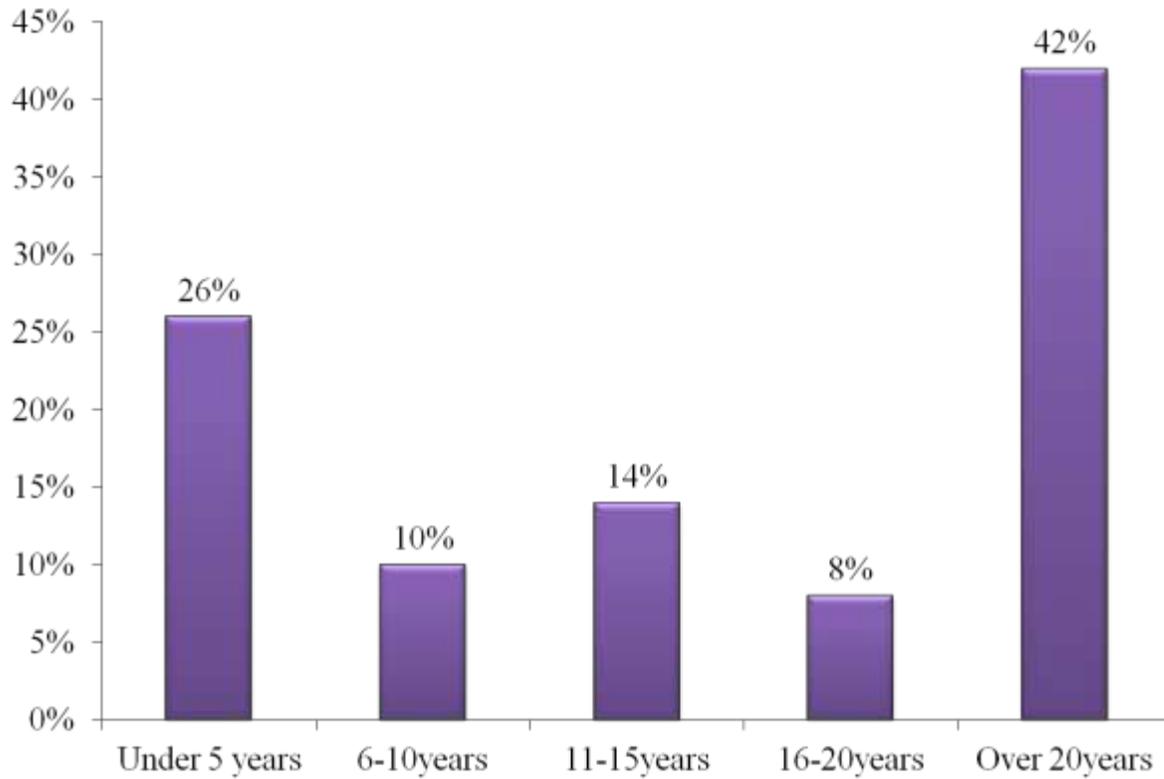


Figure 14. Responses to “How long have you been a Christian of ELBBC?”

Figure 14 shows the responses of “How long have you been a Christian?” The responses were as follows: 42% said for over 20 years, 26% said less than 5 years, 10% said 6-10 years, 14% said 11-15 years, and 8% said 16-20 years. This statistic shows that the Gospel is continually being preached in the area.

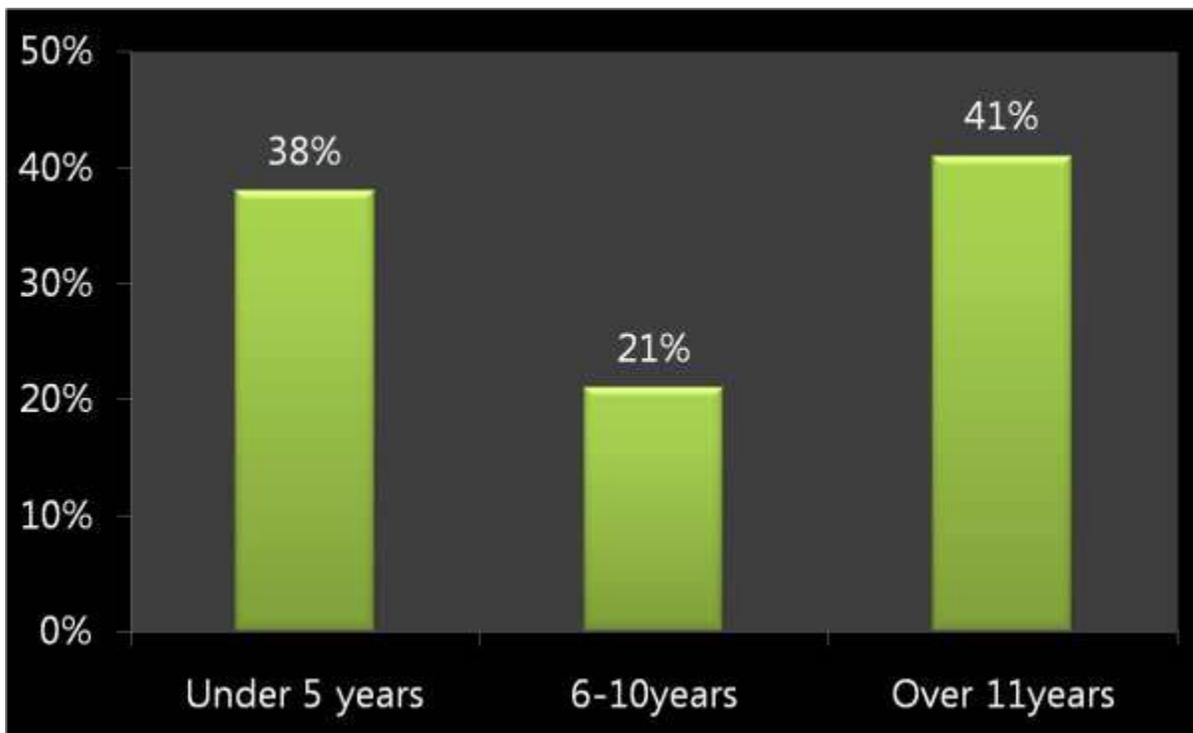


Figure 15. Responses to “How long have you been a member of ELBBC?”

The question in Figure 15 is, “How long have you been a member of ELBBC?” The results were as follows: 41% were members for over 11 years, 38% were under five years, 21% from 6-10 years. In this situation, although Eternal Life has no programs to train the congregation, the influence of the senior pastor in the early morning prayer service is sustaining the entire church spiritually without a whole lot of problems.

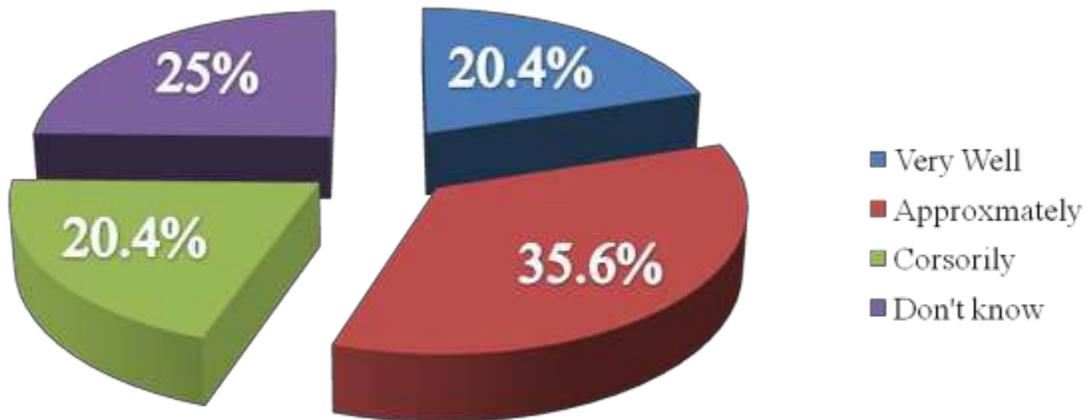


Figure 16. Responses to “What is the Vision of ELBBC?”

The question of Figure 16 is “What is the Vision of ELBBC?” The response is as follows: 20% responded that they knew the vision well, 35% responded that they knew it somewhat well, 20% responded that they didn’t know the vision well, 25% responded that they didn’t know it. In looking at the results, 20% know the vision well and 80% do not know the vision. Therefore it is important to share the vision of the church before transitioning to small groups.¹

¹ Dave Earley, *Turning Members into Leaders: How to raise up your group members to lead new groups* (Houston, TX: Cell Group Resources, 2003), 61-64.

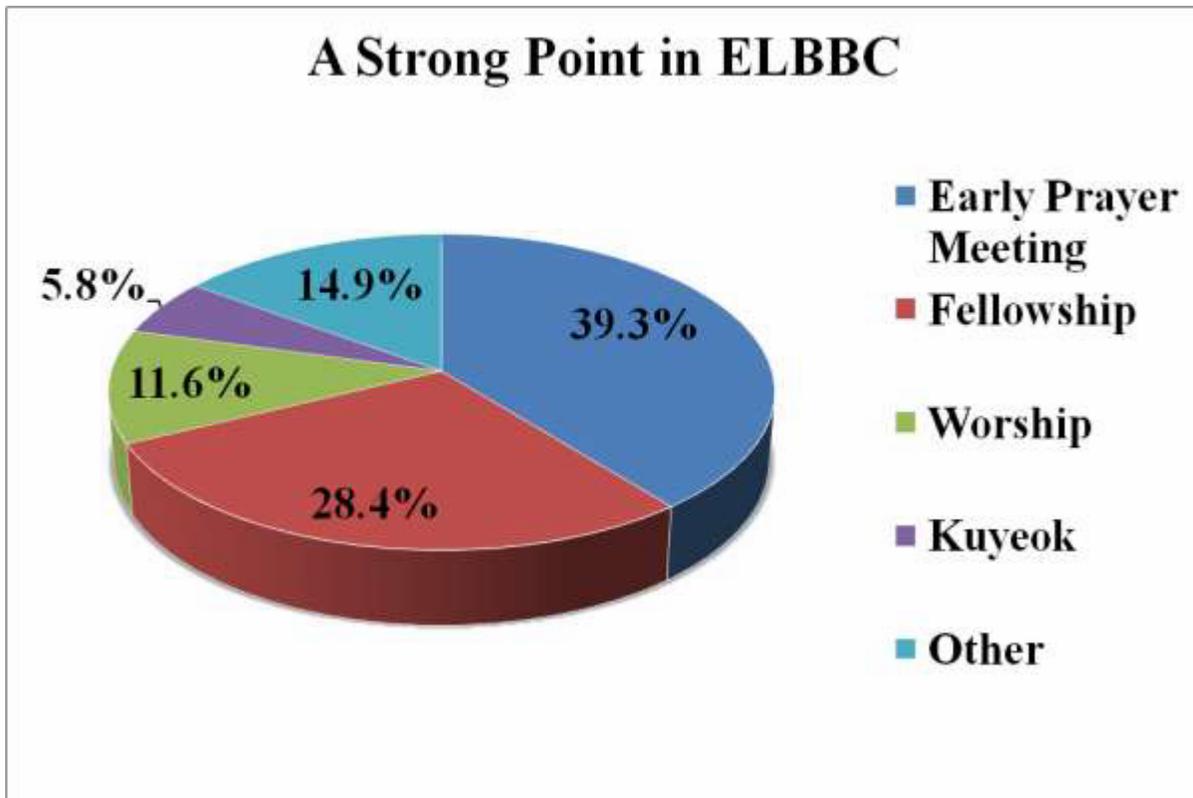


Figure 17. Responses to “What are the pros of ELBBC?”

The question of Figure 16 is “What is the pro of ELBBC?” The response is as follows: 39.3% said that it was the early morning prayer service, 28.4% said fellowship, 11.6% said the service, 5.8% said the kuyeok meetings, 14.9% said other things.² The majority of the congregation of Eternal Life feels the biggest pro of the church is the early morning prayer service, and when the church transitions to small groups the influence that it has will be even greater.

² Among the respondents, some said that pros of Eternal Life were visitations and intercessory prayer. See Appendix C below

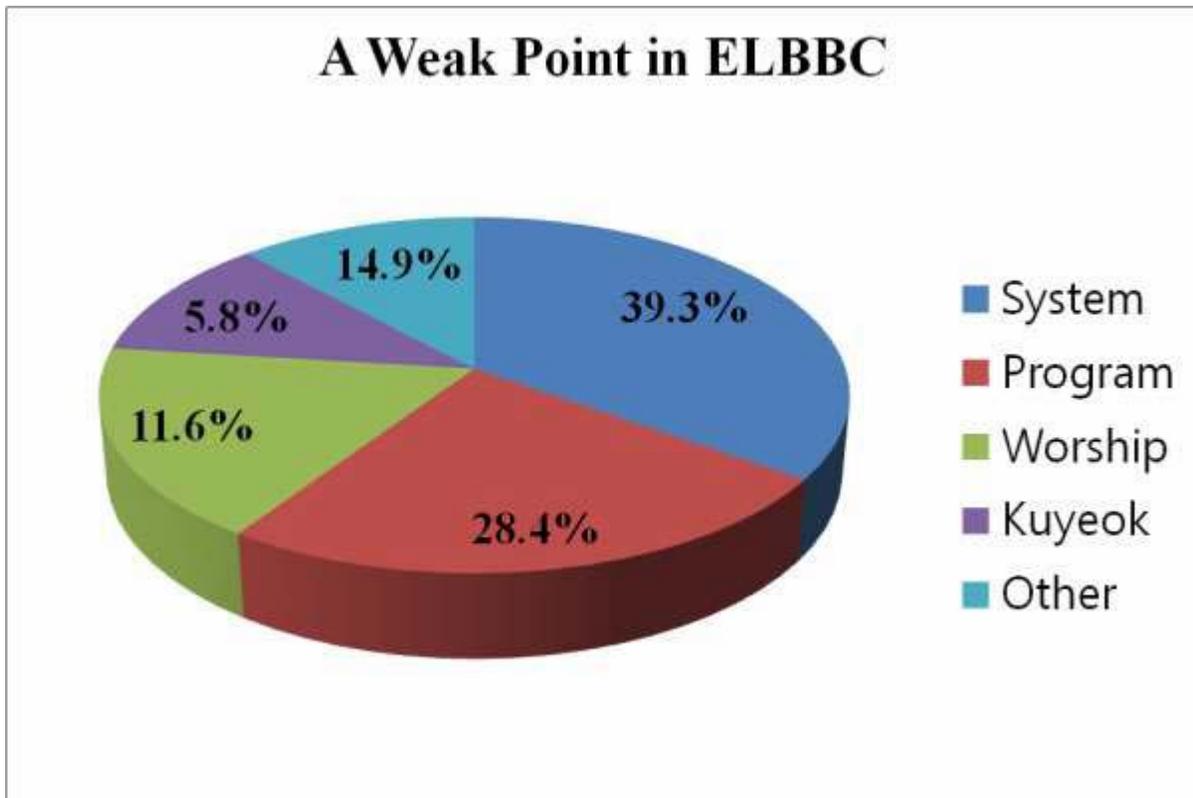


Figure 18. Responses to “What are the cons in ELBBC”?

The question of Figure 18 is “What are the cons of ELBBC?” The response is as follows: 39.3% said that it was the church system, 28.4% said it was the church programs. The church programs are decided upon the church system, so in reality over half the church feels that the church system is the biggest problem of the church. Under this current situation the transition will have support from over half the church.

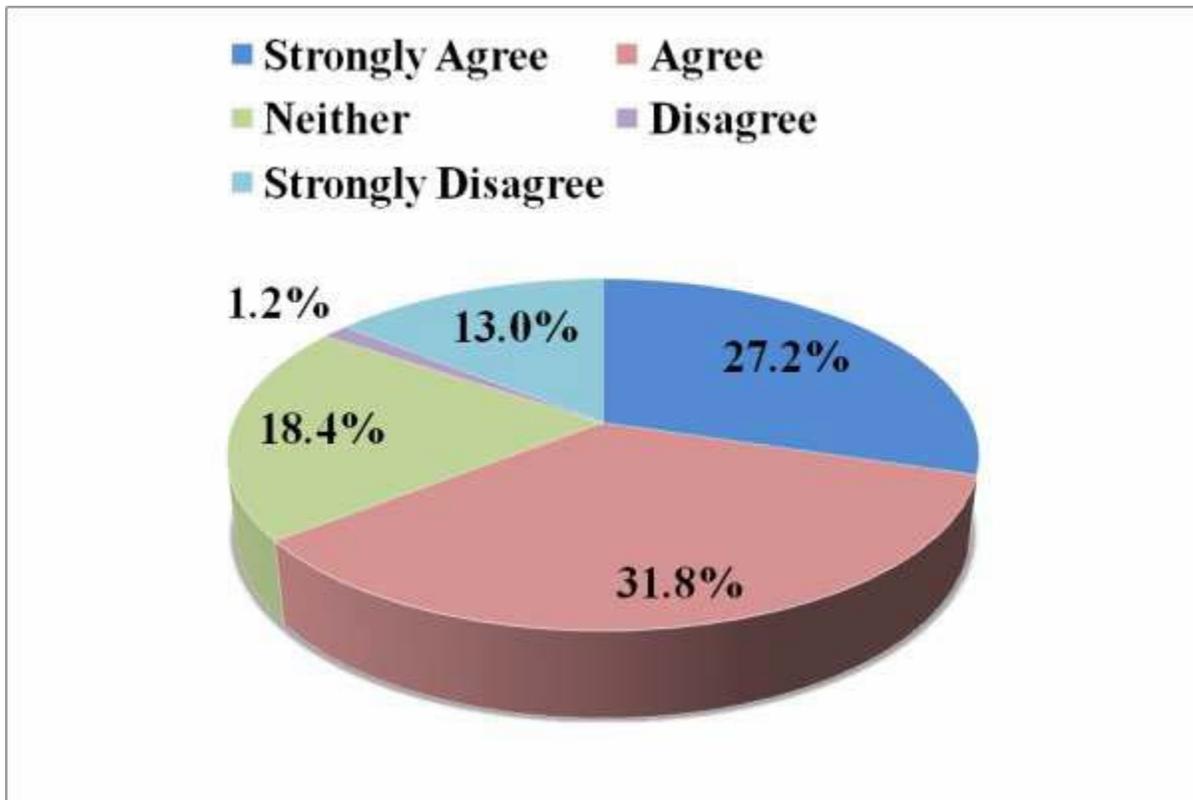


Figure 19. Responses to “There are many people in ELBBC who will be able to become lay leaders after receiving training and education”

The question of Figure 19 is “There are many people in ELBBC who will be able to become lay leaders after receiving training and education?” The response is as follows: 27.2% said strongly agree, 31.8% said agree. The result is that the majority of the congregation is under view of; through training and education many lay leaders will be established. Therefore it can be concluded that leadership training and education will result in many leaders being produced and the work to transition to small groups can begin.

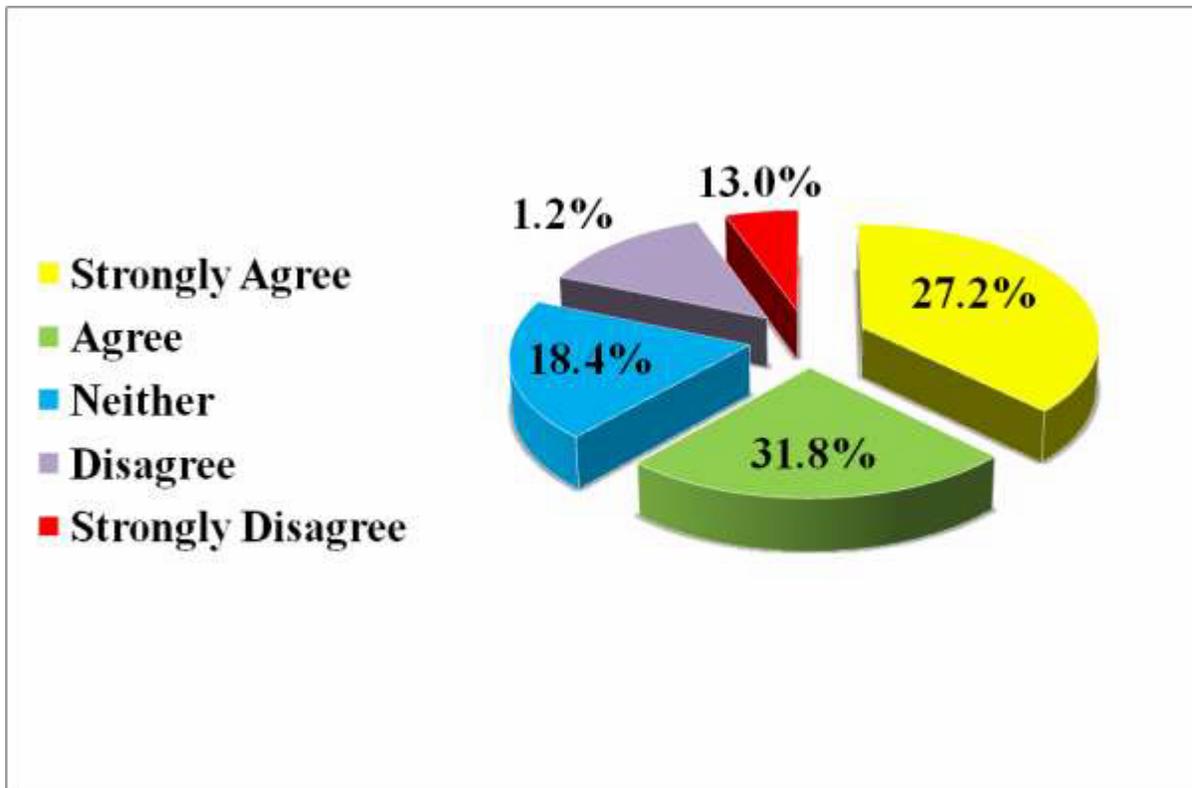


Figure 20. Responses to “What is your view of small groups?”

The question of Figure 20 is “What is your view of small groups?” The response is as follows: 27.2% said that they strongly agree with it, and 31.8% said that they agree with it. Over half of the congregation has a positive view of small groups.

Positive Benefits

When Eternal Life transitions to the small group system, there will be many significant changes to the church. The most positive benefits are the following six benefits; these changes will allow Eternal life to become a healthier and developing church.

Development of Lay Leaders

When Eternal Life changes into a small group church, the greatest expectation will be the development of lay, spiritual leaders.³ Until now, the discipleship training and kuyeok training have all been fellowship oriented meetings, and after a certain period of training there was a certificate that was awarded. Due to that fact lay leaders have not been reproduced; instead there was been a continuous cycle of review. However, when the current discipleship and kuyeok training is changed to small groups then lay, spiritual leaders will be developed. (Figure 12) This is because the small groups will give new people a relatively easy opportunity to become small group members, and the leaders will be able to choose Apprentices, train them and develop new leaders.⁴ Due to small groups, Eternal Life will have the ability to produce new leaders and the ministry of the church will continue to expand.

³ A spiritual leader is someone who meets the Biblical expectations. He or she is intimately acquainted with God and His ways. They also effectively practice the conventional competencies of leadership. Rodney W. Dempsey, "460 Small Group Training Manual" (Lynchburg, VA: Thomas Road Baptist Church, Spring, 2008), 17.

⁴Small Groups are simply groups of Christians or Pre-Christians who meet to share what God is doing in their lives, <http://discipleship.ag.org/> (accessed March 2012)

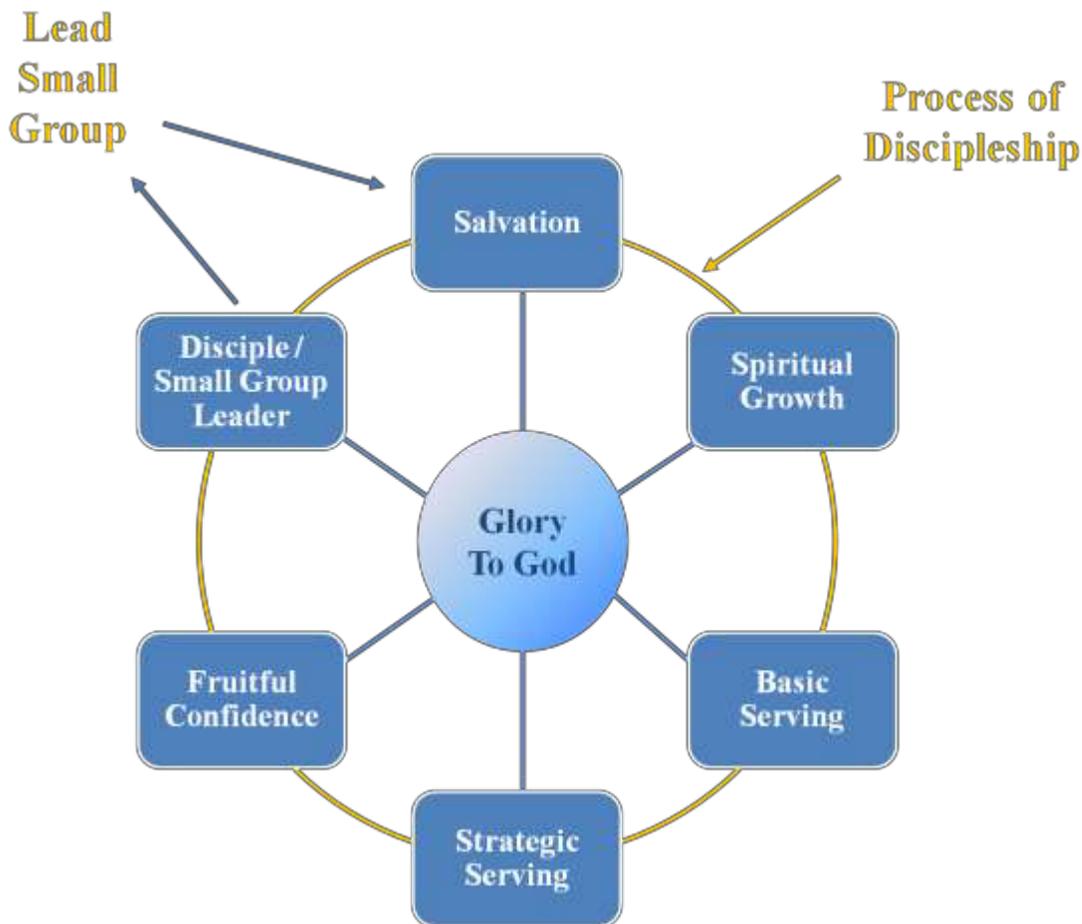


Figure 21. PROCESS OF DISCIPLESHIP MAKING AT ELBBC.

As the above figure shows, the discipleship training at Eternal Life is composed of six steps, and at the core of each step is the goal to bring “Glory to God”; this ultimate purpose is emphasized every step of the way. In order to bring about new lay leaders it is important to run a special training program for the current leaders of the church. This program will be an education program for current leaders, and it will be based upon the three factors for becoming spiritual leaders.⁵ (Figure 12)

⁵ Lecture of Rodney W. Dempsey, “The Art of Developing Leaders” (Liberty Baptist Theological Seminary,

The three dimensional leadership assessment should be the foundation (Figure 13).

BIBLICAL CRITERIA- Deacons/ Leaders:

1. Good Reputation
2. Full of the Holy Spirit
3. Full of Wisdom
4. Men of Dignity
5. Not double tongued
6. Not addicted to much wine
7. Not fond of sordid gain
8. Holds to the mystery of the faith with a clear conscience
9. Let them be tested first
10. Beyond reproach

SPIRITUAL WEAPONS:

1. Prayer
2. Prayer and Fasting
3. Spirit Filled Ministry
4. Competent/ confident in the Word of God
5. Is filled with faith
6. Sacrifices on a regular basis
7. Understand and practices love on a consistent basis

8. Understand and practices righteousness
9. Believes in and practices the power of the Gospel of Christ
10. Knows and practices principles related to multiplication

PRACTICAL COMPETENCIES:

1. Knows the power of and presents a clear vision
2. Has core Biblical values
3. Can plan ahead and work the plan
4. Sets S.M.A.R.T. goals (Specific/Measurable/Audacious/Relevant/Timed)
5. Is an effective recruiter of leaders
6. Can motivate and appreciates people
7. Trains the people to do the work/ ministry and consistently evaluates
8. Can build and hold a team together to achieve peak performances
9. Knows how to resolve conflicts interpersonal and on the team
10. Develops leaders who develop leaders



Figure 22. THREE DIMENSIONAL SPIRITUAL LEADERSHIP AT ELBBC.

As the above drawing shows small group leaders will be leading small groups based upon the Three Dimension Spiritual Leadership plan. As a spiritual leader of the church, in order to accomplish the vision of the church, they will sign a “Commitment Pledge”⁶ and then they will be appointed to becoming spiritual leaders of the church who will lead the small groups of the church.⁷

Small Group Leader Responsibilities:

1. Believes in and is committed to the following

⁶ ELBBC’s Commitment to the member. See Appendix A below.

⁷ Lecture of Rodney W. Dempsey, “The Art of Developing Leaders” .23.

- A. Prayer; Pays the price and prays around an hour a day for self, family, group, church, and the lost.
 - B. Evangelistic: Has an outward focus and leads the group toward reaching out to the lost.
 - C. Goal Setting and Growing: Isn't afraid to set some God sized goals and prays and works hard at accomplishing them.
 - D. Equips Others: Primarily his or her assistant. Trains them to lead a group in just a few months.
 - E. Multiplies: Is not satisfied until reproduction of the group has taken place.
2. Decides on the approved curriculum and secures it.
 3. Selects at least one apprentice leader and possibly two.
 4. Prepares for the lesson and leads the discussion.
 5. Meets with his/her Coach on a regular basis. (At least monthly).
 6. Attends all training/equipping sessions and turns in weekly attendance reports.
 7. Leads the group in service or ministry projects.
 8. Guides the group toward reproduction of another group in 12-18 months.

Church Planting and Support

The second benefit of Eternal Life switching to small groups is church planting and support that will happen as a result of the small groups. A healthy church is one that continually grows and this growth will lead to new churches being established by preaching the Gospel to

those who have never heard of it.⁸ This is accomplishing the Great Commission of Christ.⁹ By switching to small groups Eternal Life will be able to effectively carry out the Great Commission. As of 2012 there have been eight churches planted as a result of Eternal life.¹⁰ Eternal Life has supported these eight churches financially; out of these eight churches, five support themselves and three are still being supported by Eternal Life¹¹, however these churches were not able support themselves financially for several years, and they had minus growth rates. When Eternal Life becomes a small group church, it will be able to provide more help for these three churches, and the ministry of Eternal life will expand giving opportunities for more churches to be planted and supported. In order to accomplish this, there must be the following plan.

1. A fundraising event should be held twice a year to help the church plants.

On every April and October a fundraising event for the church plants will be held, the idea will be presented to the small groups to have them run the event.

2. Share the lay leadership training programs.

By sending small group leaders from Eternal Life to the church plants, they will be able to help these churches establish small groups of their own.

3. Church planting through small group leaders.

After the lay leaders are appointed, through the small groups, and for those who have above a Master's degree in theology will be allowed to go out and plant churches if they wish to do so.

⁸ Every Christian's responsibility to share the Good News wherever we go. Rick Warren, *The Purpose Driven Church*.104.

⁹ Matthew 28:18-20. NASB.

¹⁰ See Appendix A below

¹¹ Eternal Life supports its church plants with around \$800 of support, and has summer and winter retreats with the church plants; the necessary funds for the retreat is being covered by Eternal Life.

The church planting that will happen as a result of the small groups of Eternal Life will not just end in financial support, but in far more different areas. One of them is help the church to train its own lay leaders, by running small group leader training programs. This is the most important factor of the small group system,¹² and the best way to live out the Great Commission¹³ and establish healthy churches.

The Vision of World Missions through Small Groups

One of the most important parts of church ministry is having a firm vision.¹⁴ Like this one the most important factors for small groups would be the vision that the small group leaders have.¹⁵ The leader's vision will present the direction and purpose of that small group to the members, and so the leader must have a firm vision to lead the small groups, and they must be a small vision that will help accomplish the church's vision. In order for the small group leaders to have a vision, they must first see the world. The various events and accidents of the world are known instantly throughout the world in this digital age. Therefore, even a person living in the most rural part of the country will still know what happens in another part of the globe. This is today's society. These world events are messages of missions from God to churches all across the globe. Therefore, small group leaders must have their own visions, and accomplish world missions through their small groups. This can mean sending out missionaries and supporting

¹² Robinson, Russ, and Bill Donahue. *Building a Church of Small Groups*. (Grand Rapids, MI: Zondervan, 2001), 172.

¹³ Matthew 28:18-20 NASB.

¹⁴ Barna says, "vision for ministry is a clear mental image of a preferable future imparted by God to His chosen servants and is based upon an accurate understanding of God, self and circumstances.", George Barna, *The Power of Team Leadership* (Colorado Springs, CO: Waterbrook Press, 2001), 24.

¹⁵ Barna says, "vision is to a leader as air is to a human being: Without it, you die. Ibid.37.

missionaries, but first it means to share the Gospel with foreigners who do not know the Lord and have them return to their home countries and be missionaries to their own people.

In the July, 2009 survey done by the Korean Census Bureau, there were 263,026 foreigners living in the South Korean capital Seoul; this was a 3.06% or 7,819 people increase from the year before and it follow the 2.6% trend increase in the number of foreigners living and starting families in Korea.¹⁶

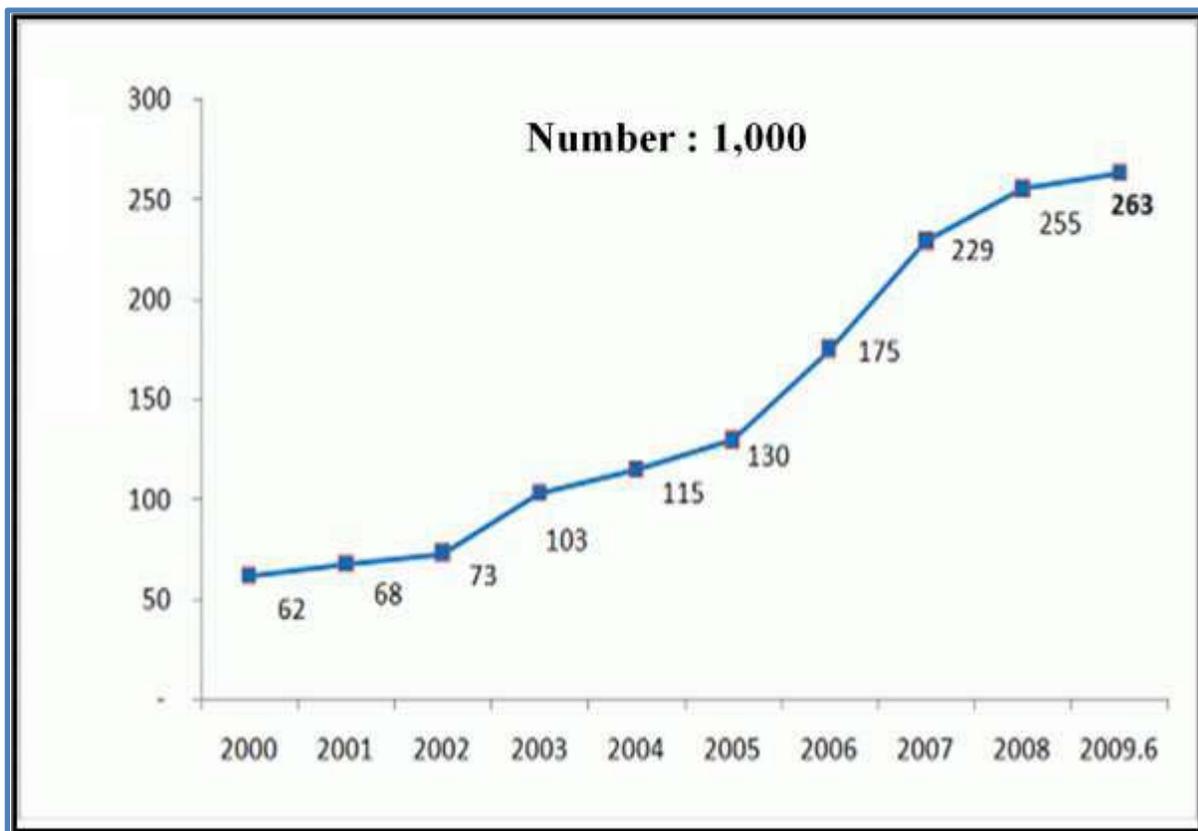


Figure 23. POPULATION OF SEOUL, CAPITAL OF SOUTH KOREA

If this trend continues, the number of mixed families, in Korea, will continue to rise; and

¹⁶Dobong-Gu Office, "Dobong-gu Statics of population," http://www.dobong.go.kr/WDB_BBS/bbs.asp?bmode=D&pcode=3307313&code=10000153; (accessed February 2012)

pastors throughout Korea will need to prepare ministries for them.¹⁷ The world mission calling of Eternal Life will happen through small groups, when they go out into their neighborhoods witness to foreigners and as time goes on it will expand. The small groups will be at the forefront of ministry in a rapidly changing world.

The Birth of Evangelists through Small Groups

One of the most important ministries of the church is “preaching the Gospel”. In order to preach the Gospel, you need someone who can do it. In Korea various techniques are used and thought of to no avail. The reason may be that people do not truly know what the Gospel is;¹⁸ or they may be newcomers to the church without a system in which they can plug into the church. Small groups will be able to overcome that problem easily. The reason is because; currently at Eternal Life there are people with the talent who can effectively share the Gospel.¹⁹ If an evangelism group is started, where people are trained on how to share the Gospel, then they will be able to share the Gospel with many people. The second problem is that the church has focused on event based evangelism; the issue lies in the fact that there is no system to hold these new people in the church.²⁰ As mentioned in Chapter 3, this problem can be overcome by networking

¹⁷ The area in which Eternal Life is located has a large foreign laborer population from Southeast Asia, and the majority of these countries are unreached nations. Therefore, if a small group is formed for these people, and if a group leader is established from this group, the members of this group will return to their countries and advance the Gospel. Small groups have the amazing capability of reaching a small area that leads to a worldwide impact.

¹⁸ In a survey done among the congregation members who are above 20 years old, the question was, “How many people have you witnessed to in the past year?” 48% responded by saying that they had not witnessed to anyone and 32% said that they had witnessed to at least one person.

¹⁹ Certain members easily bring their neighbors to church. If they are trained in presenting the Gospel they may become effective evangelists.

²⁰ Another survey question was “What is one thing that is a con of Eternal Life?” 6.3% of the respondents said a lack in the programming for newcomers.

evangelism,²¹ and the people who were evangelized will be members of the newcomer's class²² then transfer to other small groups. The evangelism method using small groups will drastically reduce the turnover rate that is currently at Eternal Life. The networking evangelism small groups will have a positive effect upon Eternal Life; and it will be the core in which Eternal Life fulfills the Great Commission of Jesus Christ.²³

Church of Small Group

In his book, *Into the Future*, Dr. Elmer Towns mentions 10 core values for church growth.²⁴

Core Values in Growing Churches

3. Evangelism theology...of aggressive outreach
4. Strong pastoral leadership
5. Participatory worship
6. Powerful prayer
7. Centrality of the Holy Spirit
8. Abundant finances...through tithing
9. Lay ministry
10. Practical Bible teaching
11. Direct missions involvement
12. Low denominational profile

He also mentions that churches must "Do small well"²⁵ for church growth and gives the following three reasons²⁶.

²¹ See Chapter 3 below.

²² New Connection Groups will be held for 14 weeks, and after completing the program people will share their testimony of how they came to know the Lord; they will be baptized and participate in church ministry based upon their talents. See Appendix below B.

²³ Matthew 28:19-20, NASB.

²⁴ Elmer Towns and Warren Bird, *Into the Future*(Grand Rapids, MI:USA,2000),188

²⁵ Ibid,183,184

²⁶ Ibid.

1. The key for success in the large church is a well-coached system of small groups focused on quality of care
2. “The church must grow larger and smaller at the same time.”-Rick Warren
3. “The church of the future will not be a church with small groups, but it will be a church of small groups where membership in a small group will be more primary than church membership.”-George Hunter

When Eternal Life becomes a small group church, the lack of long term growth will be solved and church growth will happen.²⁷ The small groups of Eternal Life will operate under the statement of, “The focus of the small groups will be to strive towards becoming a proactive community through the fellowship of God-loving people, who will become His disciples, care for each other, and preach the Gospel, thereby changing the world.” The various small groups will cooperate with each other to accomplish their own visions. This is the mission that the church must strive towards. The church should not be focused on building big buildings, but to share the Gospel with unbelievers and encourage them to live the life of a disciple in small groups. Therefore, the members will be able to live as mature Christians by relying on and encouraging each other; this trend will be the thrust of continuous church growth.

The Development of the Movement of Prayer through Small Groups

“Nothing of eternal consequences happens apart from prayer.”²⁸ The best way to learning God’s Will in the life of a believer is through prayer. Another benefit of Eternal Life in

²⁷ Church growth can be described as fellowshipping with non-believers leading them to be faithful followers of Christ. Arn, Win, and Donald McGavran., *Back to Basics in Church Growth* (Wheaton: Tyndale). 1981.

²⁸ Jerry Falwell. Former Senior Pastor at Thomas Road Baptist Church in Lynchburg, Virginia.

switching to small groups is the advancement of a prayer movement. As mentioned in Chapter 2 the core ministries of the Senior Pastor at Eternal Life was early morning prayer services, visitations, and Sunday preaching. The very core of ministry is the early morning prayer services. This has been the force that has sustained Eternal Life.²⁹

Eternal Life always has an early morning prayer service 365 days a year, and the many requests of the church are prayed for during this time. The Senior Pastor emphasizes this point and it is at the center of his ministry, and the entire congregation understands this point. To help promote this, Eternal Life has a motto of, “Let’s become a congregation who wakes the morning.” This motto emphasizes the importance of early morning prayer. However, ironically as time has gone the number of people attending the service has not increased, but decreased. Thankfully the number of people who are praying on their own outside of the service is increasing.³⁰ When the people with talent and passion for prayer come together and form an intercessory prayer group, the ministry of intercessory prayer will be established and a movement of prayer will emerge from this at Eternal Life. The intercessory prayer groups will pray over the following seven requests for at least one hour a day. If this happens Eternal Life will have people who pray officially for over two hours a day.³¹

Outline for intercessory prayer

1. Prayer of intercession for others
2. Prayer of worship for God.
3. Prayer of agreement for communion
4. Prayer of petition for things
5. Prayer of confession for forgiveness

²⁹ From the results of a survey at Eternal Life, done with the congregation of Eternal Life; over 39.9% of respondents said the greatest asset of ELBBC was the early morning prayer service. See Appendix C below.

³⁰ Eternal Life never locks its doors, 365 days a year, encouraging people to come and pray when it is convenient for them.

³¹ The early morning prayer service will be composed of 30 minutes of prayer for small groups and 30 minutes personal prayer, composing one hour of prayer.

6. Prayer of salvation for sinners.
7. Prayer of faith for miracles.

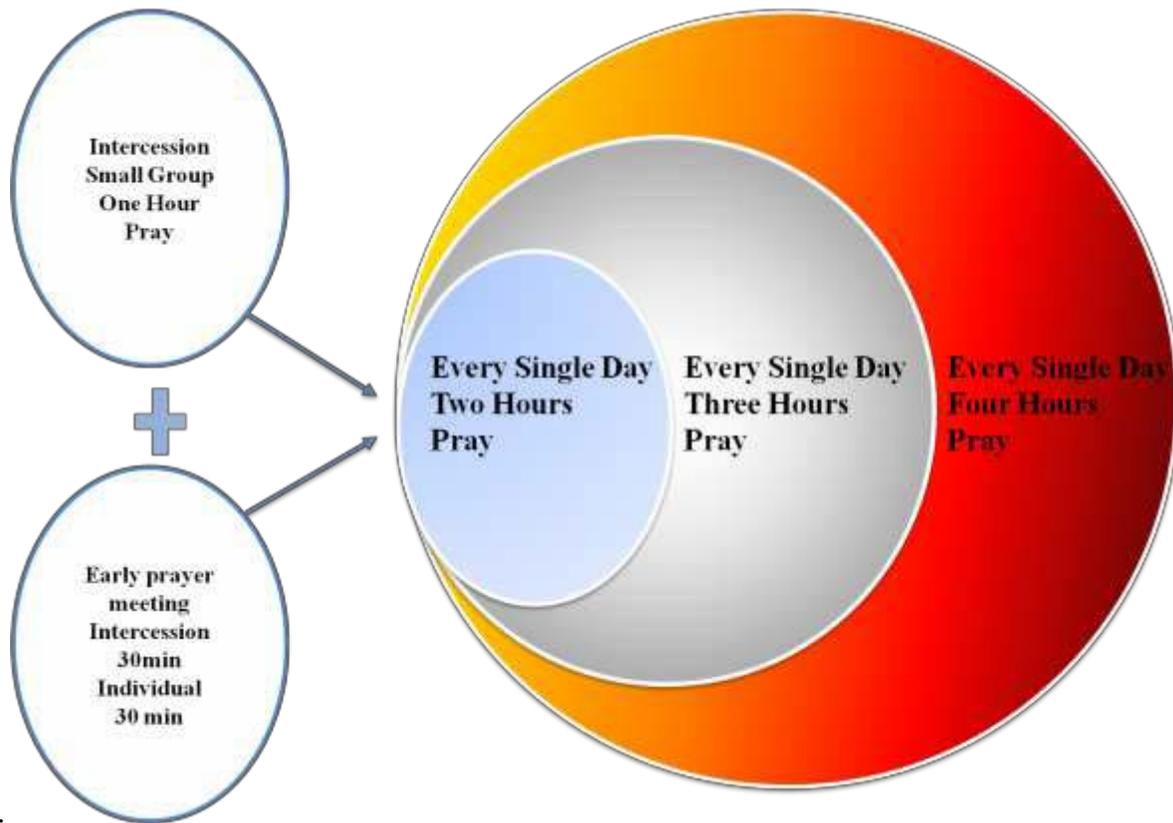


Figure 24. THE GROWTH IN THE PRAYER MOVEMENT AT ETERNAL LIFE THROUGH SMALL GROUPS

The intercessory prayer group will be in charge of updating the prayer requests, of the church and of other small groups, on the church's website; this will allow the entire congregation to pray with them as well. This program will help the entire congregation to be each other's prayer partner, and the intercessory prayer group will be reproduced so that the goal will go from

two hours a day to three, or four hours a day (Figure 15). The early morning prayer ministry of Eternal Life will be expanded through this effort, and this movement of prayer will be fuel for leading the church in the future.

Negative Results

Even though Eternal Life needs to switch to small groups, there are negative results that may come about as a result of this change. There are three negative results that may occur with the switch.

Resistance to Leadership

One of the first negative results that may occur when the switch happens is that the church may be resistant to the leadership of the new Senior Pastor. The current leadership at Eternal Life surrounds the current Senior Pastor, and they are mainly in their 60's. These people are more satisfied with the status quo rather than they are changing for the future. They are more reactive to the plans of the church and have the tendency to leaving things to younger people. If this group is not well persuaded then the switch to small groups will be practically impossible. Therefore, the new Senior Pastor must first emphasize fellowship with this group; establish a trust relationship with them, and to let themselves feel the need for change. To do that the new Senior Pastor should start small groups with the people who are under his purview and show the success of the group to the church resulting in slow change in the way the church is run. This will all be based upon the leadership of the new Senior Pastor. The church must feel the senior

pastor's deep desire for the congregation to become healthy, the congregation to be trained as Christ's soldiers, and to go out as witnesses of the Gospel, through the efforts of the small group. Another important truth is that for Eternal Life to be a healthy, growing church; the reasons for holding back this growth must be found and changed. This is crucial for the church to grow and develop.³² However, the most important part in all of this is the leadership of the Senior Pastor. If he does not have a firm vision and plan to accomplish these things, a traditional church like Eternal Life will become confused and Satan will enter and try to split the church. In order for ELBBC to transition smoothly to small groups, the following five steps must be fulfilled before it can start.

1. There must be a forum for discussion.
An open forum must be held for the church, based upon the evaluation forms of the church, to show that the church has not grown in the long term and is in a rut. The new Senior Pastor must not be frightened by this prospect, rather he and the congregation should be willing to accept the facts and come up with a plan to change things.
2. Accept the change in size.
If a church had an average of attendance of 500 people, but now has an average attendance of 400. If a church had an average of attendance of 400 people, but now has an average attendance of 300. If a church had an average of attendance of 300 people, but now has an average attendance of 200; this shows that as time has gone the average attendance of the church has shrunk. At this time the church leadership should decide to establish a size transition mindset. If the church has been focused on increasing the number of people through programs, budgets, and activities; then they must now consider this to be a positive and return to reality. The clothing that fit when the person was overweight must be thrown away and new clothes that fit must be bought. Because God uses people for church growth, it is important for people to accept the change of the church and instead strive to accomplish the basic principles of the church. The current average attendance should be basis for bringing change in certain areas one by one.
3. Bring about a change in the prayer movement.

³² Eternal Life will do an evaluation of itself twice and year, and the ministry of the church will be based upon the evaluation forms; when this happens a majority of the problems will be solved.

The greatest asset and core ministry of Eternal Life is its early morning prayer service. However, this asset is not leaving a positive influence upon the congregation, making them want to participate in it. The change in the church's system will happen with a revival in the early morning prayer service, this revival will bring about a new prayer movement.

4. Fulfillment in small visions.

In the current state, it is critical to present a step by step plan and vision for change. The goals should be realistic rather than being too bold or grand.

Fulfillment in small things will provide confidence and be the agent of change.

When small plans that can be easily accomplished are set and accomplished; the congregation will be confident to advance to the next level.

5. Carefully observe the reactions of the congregation.

It is important to measure the influence of the new system upon the congregation through staff and leadership meetings; and to expand positive things and shrink negative things.

In reality bringing in a new system to a traditional church has its dangers. However, the difficulties will be worth it if Eternal Life is transformed into a healthy church and if through the church the congregation can be spiritually healthy, then the change is necessary.

Lack of Good Child Care

A Bible study was led at Eternal Life from 2004 to 2006 with newly married couples. This meeting was held every Thursday at a couple's home, and went from one and half hours to two hours. The main purpose of the Bible study was to help develop a biblical family by presenting the proper roles of a husband and wife from the Bible, encourage each other in life's difficulties, and pray for one another. During the two years that the Bible study was held, one continuous concern was that of child care. During the Bible studies, there would be as many as six children or as little as three children that came every week; due to these children the Bible studies were always busy, loud, and not conducive to learning. Various methods were sought to solve this problem, but none of them really worked. If Eternal Life is to transition to small

groups, then this problem will show up much larger and there must be someone who is trained to operate the child care service for the church. There are four options that can be developed according to the leader's group situation; these methods will continually be updated through evaluation and discussion.

1. Parents pay for babysitting in their own homes. (Perhaps several parents who live nearby can share a sitter.)
2. Group members pool together for a babysitter at another home.
3. Members rotate child care responsibilities on a weekly basis.
4. Children are part of the group. (This has worked in a number of churches, but it takes lots of planning and patience.)

One thing that must be taken into consideration is that with small groups that have children, the issue of child care must be solved before proceeding with the groups. If that issue is not solved, then parents will be focused on taking care of their children rather than focused on the lesson. It is crucial to present a child care plan to parents before small groups are launched.

Lack of Awareness

The biggest obstacle into transitioning into small groups is the lack of awareness by the congregation about small groups. Many Korean churches use cell groups³³ or small groups, and many churches near Eternal Life have switched to small groups; because of this the congregation will at least have heard of small groups at least once, or know about it personally. In transitioning to small groups the most difficult people, will be this group of people. This lies in the fact that they may already know the system, and it may not be appealing to them. However,

³³ The **cell group** is a form of church organization that is used in some Christian churches. Cell groups are generally intended to teach the Bible and personalize Christian fellowship http://en.wikipedia.org/wiki/Cell_group/(accessed March, 2012).

continuous emphasis on the need small groups in various church ministries³⁴ will help persuade the congregation to feel the need for change.

Eternal Life's small group system can be described in five core principles. (Figure 15).

1. A sharing of one's life based upon God's Word
2. Encouragement and healing based upon fellowship
3. Outreach of the healed congregation
4. Birth of new leaders through leadership training
5. Reproduction of groups through dedicated leaders.

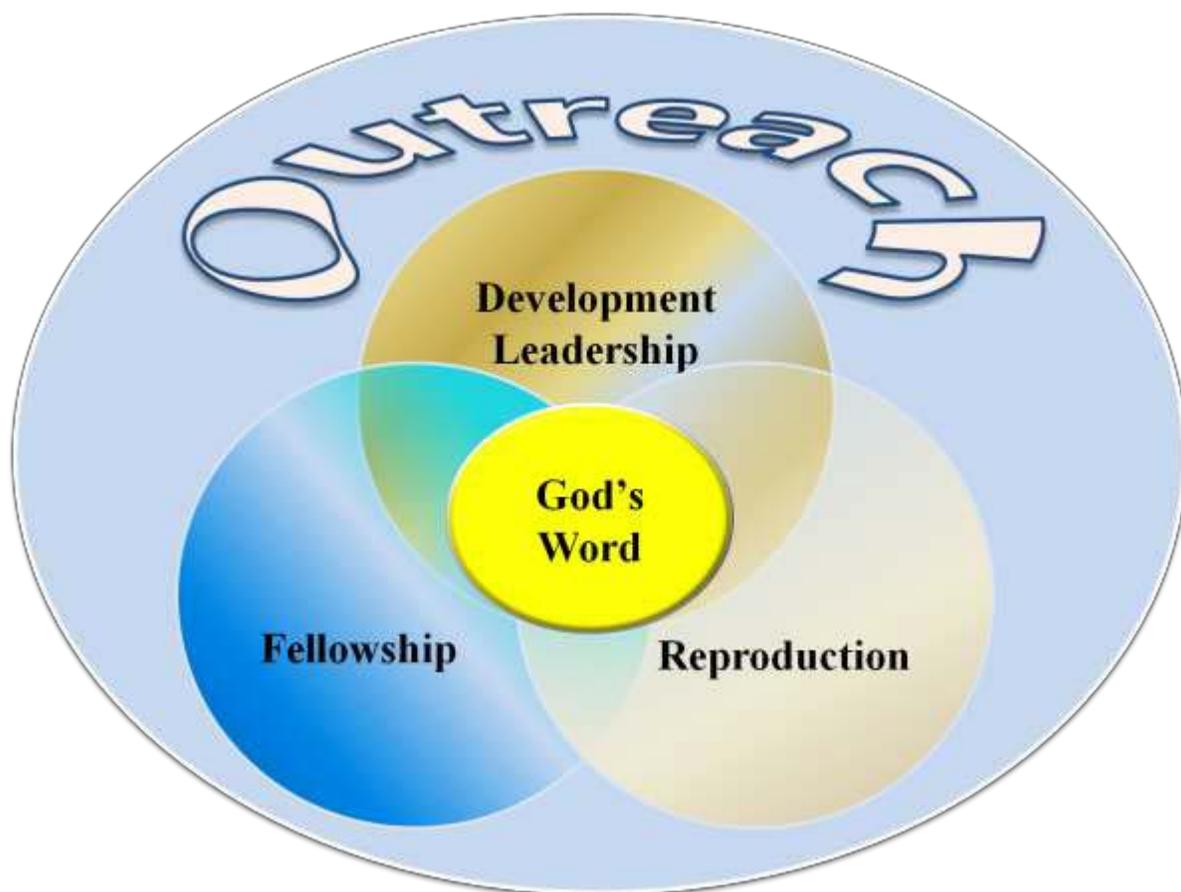


Figure 25. FIVE CORE PRINCIPLES OF SMALL GROUPS AT ETERNAL LIFE ³⁵

³⁴ The five needs for small groups will be put in the church bulletin every week, and banners will be produced and placed in various parts of the church; a small group success seminar will be run to let the congregation be expectant of the program. See Appendix A below.

³⁵ ELBBC has the following five core principles for small groups, and at the center is God' Word, and the

Summary

Five positive and three negative results of the transition into small groups at Eternal Life have been presented. This view has been developed through over nine years of ministry from 1997-2006. In seeing the lack of growth, but the absence of a mass exodus in the congregation, shows that Eternal Life is in a long term slump; many plans, methods, factors have been researched and tried, but the long term slump has not been ended. However, when Eternal Life becomes a small group church, this slump will soon end and Eternal Life will begin to, once more, grow and develop. This leap into a new system may bring many more negative changes than positive ones. However, when these things happens, if Eternal Life has a firm vision and purpose and strives to solve these problems through continuous evaluation and problem solving, then they can be overcome and Eternal Life's development will be much stronger.

other four are fellowship, leadership, reproduction, and outreach.

CHAPTER FIVE

AN EFFECTIVE STRATEGY FOR THE CHURCH OF SMALL GROUP

Select and Create Core Biblical Values

Establishing a new system in a traditional Korean church like Eternal Life brings both an excitement for the future, but it also needs a careful approach as it is a difficult and long process that could end up dividing the church. In order to bring about the most effective change possible at Eternal Life, the system that will be established must be based upon God's Word and that must be emphasized and taught to the church. The points of emphasis can be divided into seven points:

1. Matt. 16:16-19

a. The first mentioning of the word "Church"-

Simon Peter answered, 'You are the Christ, the Son of the living God.' And Jesus said to him, 'Blessed are you, Simon Barjona, because flesh and blood did not reveal this to you, but My Father who is in heaven. I also say to you that you are Peter, and upon this rock I will build My CHURCH; and the gates of Hades will not overpower it. I will give you the keys of the kingdom of heaven; and whatever you bind on earth shall have been bound in heaven, and whatever you loose on earth shall have been loosed in heaven.'

b. Points to Ponder from this passage:

Your "church" is not really your church.

Jesus is going to build His Church.

The church should be moving forward and pushing on the gates of Hades itself.

There are certain keys that Jesus wants to give, that are very powerful.

2. Great Commandment- Matt. 22:36-40

a. Two of the prime directives are personal and corporate

'Teacher, which is the great commandment in the Law?' And He said to him, 'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the great and foremost commandment. The second is like it, 'You shall

love your neighbor as yourself.' On these two commandments depend the whole Law and the Prophets.'

b. Points to ponder from this passage:

Jesus simplifies the vision and mission of the church.

Whatever else “your church” does--it better be in the business of teaching, modeling and exhorting people to love God and love people!

The goal/extent of our love for God should be complete!

We must figure out how to love our neighbor.

Loving people, meeting their needs, is similar to loving ourselves.

3. Great Commission- Matt. 28:19-20

a. The Mission of the Church!

“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.”

b. Points to ponder from this passage:

Making disciples of all the nations is the goal!

The process involves:

Baptizing them,

Teaching them to observe all things (scope),

Claiming the promises of the blessing from Jesus.

In addition, Mark 16:15 records Jesus’ command to “go into the entire entire world and preach the gospel to all creation.” It outlines the scope of the mission—*all* the world; *all* of creation.

In Luke 24:46-48 states the theme of preaching that, “Repentance for forgiveness of sins should be proclaimed in His name to all the nations, beginning from Jerusalem. You are witnesses of these things.” This passage is very similar to the Acts 1 passage, which is understandable, because Luke wrote the two accounts.

In John 20:21, Jesus says, “Peace be with you; as the Father has sent Me, I also send you.” This passage teaches that in the same manner that Jesus came to this earth (redemptively); believers should now go in that same manner.

In Acts 1:8, right before Jesus ascended back up into Heaven, He appeared to His disciples and told them, “But you shall 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.” What is interesting about this passage is the promise of the Holy Spirit. First, this is followed by the idea of being witnesses of Christ. Next the geographic nature and order of the mission are presented. Small Groups that are meeting in communities can have a geographic presence. This enables the church to begin to view communities with a different set of eyes. A church can examine a community in terms of “influence” (Small Groups) and “where there is no influence.”¹

4. New Commandment- John 13:34-35

- a. Similar to the Great Commandment, but different!

¹ There are software programs, such as Kingdom Combine (available at www.mappingcenter.org) that will plot on a map every church member’s house, and from there leaders can begin to formulate connections and ideas in regard to where the church may want to begin a Small Group Bible Study. New Life used this software program and it was very beneficial to the establishment of geographic groups. Lecture of Dr. Dempsey, “Small Group,” Liberty Baptist Theological Seminary, March 2011, author’s notes, Lynchburg, VA.

“A new commandment I give to you: that you love one another, even as I have loved you, that you also love one another. By this all men will know that you are My disciples, if you have love for one another.”

b. Points to ponder from this passage:

This seems to not be directed to all people everywhere, but specifically to believers.

We must create an environment where believers are actively engaged in showing love to other believers

If this environment is created it will become the final apologetic for the Christian church.

The phrase “one another” helps us to understand how to love each other.

5. Early Church Snapshot- Acts 2:42-47

a. Good news/bad news.

They were continually devoting themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone kept feeling a sense of awe; and many wonders and signs were taking place through the apostles. And all those who had believed were together and had all things in common; and they began selling their property and possessions and were sharing them with all, as anyone might have need. Day by day continuing with one mind in the temple, and breaking bread from house to house, they were taking their meals together with gladness and sincerity of heart, praising God and having favor with all the people. And the Lord was adding to their number day by day those who were being saved.

From this passage there are eight habits the early church practiced that can be observed. In addition, it illustrates how the church from its inception went about accomplishing the prime directives of their risen Lord. Before the eight habits are examined, it is also important to note that the early church on the first day of its existence was dealing with a multitude of people (at least 3,000 but some scholars believe the number to be between 12,000-15,000 people counting the women and children).

The first habit was a continual devotion to the Apostle's teaching. The early church at this stage, of course, had no New Testament. Therefore the early Christians had to pay attention to the Apostle's teaching about the Christ.

The early church was also devoted to fellowship. The Greek word, *'koinonia'*, means, "Fellowship, a close mutual relationship; participation, sharing in; partnership."² The idea here is some very close and personal sharing on a level of intimate friendship. Small Groups, especially if they are home-based, enable the individual members to have some excellent opportunities to develop close mutual relationships.

"In their fellowship [the early Christians] broke bread in their homes and ate together."³ This meant that they probably met in smaller sized groups when they met in homes, because of space limitations. The early church was a home-based strategy and as a result was a Small Group strategy.

The early church was also committed to prayer. Jesus told His disciples to wait in Jerusalem until they had received the Holy Spirit. They did not just wait though; they were praying. "These all with one mind were continually devoting themselves to prayer, along with the women, and Mary the mother of Jesus, and with His brothers."⁴ When Peter was thrown into jail, the church did the only thing they knew to do, and that was to pray. When he was miraculously released, Peter "went to the house of John who was also called Mark, where many were gathered together and were praying."⁵ Pastor Cho

² "A Concise Greek-English Dictionary of the New Testament," in *The Greek New Testament*, 3d ed. (Germany: United Bible Societies, 1975), s.v. "κοινωνία."

³ John F. Walvoord and Roy B. Zuck, *Bible Knowledge Commentary* (Wheaton, IL: Victor, 1983), 360.

⁴ Acts 1:14, NASB.

⁵ Acts 12:12, NASB.

observed that prayer is the engine of the church.⁶ Small Groups encourage prayer to be practiced and developed all the way down to the individual member.

The church was unified in their attitude to minister to each other. So much so, that they even sold their possessions and shared with “anyone who might have need.”⁷ Many times in a local church setting some of the smaller needs might go by unnoticed by the pastors or even the members of a Sunday school class. This is less likely in a Small Group. Small Groups provide more personal attention because they are small and the needs are much more obvious and observable to group members.

The early church did meet in the temple because Acts 2:46 says, “And day by day continuing with one mind in the temple.” Acts 3:11 records that, “All the people ran together to them at the so-called portico of Solomon, full of amazement.” In Acts 5:12, the Bible says, “And at the hands of the apostles many signs and wonders were taking place among the people; and they were all with one accord in Solomon’s portico.” This area was “a portico of columns running the length of the east side of the outer court.”⁸ The church met here to listen to the Apostle’s teaching.

One interesting fact about many Small Group systems is that they are set up to discuss the teaching of the senior pastor’s message. New Life followed this method; Pastor Earley would prepare a manuscript and the associate pastor would write the Small Group curriculum. When the leaders would come to church on Sunday morning, they would simply pick up their lesson at the Connection Center before they went into church

⁶ According to the Survey, prayer is the strong point in ELBBC, See Chapter 4 below.

⁷ Acts 2:45, NASB.

⁸ Walvoord and Zuck, 360.

then they would listen to the message. After taking some careful notes they were basically ready to lead a discussion during the mid-week Small Group. This placed a high priority on the teaching from the senior pastor, but it also connected Sunday morning to the Small Group system.

The groups in Acts also “broke bread from house to house and took their meals together with gladness and sincerity of heart.”⁹ The early church was a group that was intimately involved in each other’s lives. Homes provide Small Groups with good meeting locations because of their size.

The last habit the early church practiced from this passage is that they were “praising God.”¹⁰ “One of the themes of Acts is joy, because a victorious church is a joyful one. This is seen in verses 46-47 and numerous other times.”¹¹ The early church was busy about experiencing the joy of the Lord and they were also involved in praising Him for His goodness. The church was experiencing the presence and favor of the Lord because they were obeying the Lord’s command to make disciples, and they were experiencing the promise, “and lo, I am with you always, even to the end of the age” (Matt. 28:20). The primary means of accomplishing this command was done in the context of smaller sized groupings that met in homes.

As one can deduce by now, there is plenty of scriptural support for small groups. Additional passages, such as Romans 12, 1 Corinthians 12 and Ephesians 4, reveal a very interesting aspect about church organization and structure. The point is that every church

⁹ Acts 2:46, NASB.

¹⁰ Acts 2:47, NASB.

¹¹ Acts 5:41; 8:8, 39; 11:23; 12:14; 13:48, 52; 14:17; 15:3, 31; 16:34; 21:17. Walvoord and Zuck, 360.

should teach:

- b. Points to ponder from this passage:
 1. There are many members in the body.
 2. All the members do not have the same function.¹²
 3. Every Christian has at least one spiritual gift.
 4. The use of spiritual gifts should be for the common good of the body.
 5. The hidden parts of the body are just as important as the visible parts of the body.
 6. God has placed every member in the body “just as He desired.”¹³
 7. Every member should care for one another.¹⁴
 8. God gave some (apostles, prophets, evangelists, and pastors/ teachers) to equip the saints.
 9. The saints are to do the “work of service.”¹⁵
 10. The goal of the equipping is a “mature man”¹⁶ who will not be tossed about by every wind of doctrine and will “speak the truth in love”¹⁷ and grow up into Christ.
6. Early Church Blueprint- Eph. 4:11-16
- a. This passage is the pinnacle of New Testament ecclesiology.

¹² Rom.12:4, NASB.

¹³ 1 Cor. 12:18, NASB.

¹⁴ 1 Cor. 12:25, NASB.

¹⁵ Eph. 4:11, NASB.

¹⁶ Eph. 4:13, NASB.

¹⁷ Eph. 4:15, NASB.

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.

Interesting in this section is the Greek word for equipping in Eph. 4:12. The word *katartismos* means to, “Mend, restore, set right, make complete, prepare, supply and to be fully trained.” The visual word picture associated with this concept is that of a “fisherman mending a net or restoring something for its proper use.”¹⁸ Mending nets cannot be done from afar. Talking to the net or instructing the net to mend itself cannot do it. It must be done deliberately, intentionally and personally. Small Groups enable a church to reach the individual. He or she receives some personal attention related to being properly fitted into the body of Christ. Most pastors desire to equip the saints for the works of service, but they want it to be easy and fairly anonymous. Pastors too often see the individual as a distraction from the priorities in the ministry, not realizing that the individual is the ministry.

b. Points to ponder from this passage.

God gives gifts to men to build up His body

These particular gifts/offices are designed to develop-“equip” the saints:

The “works of service” in this passage was not referring to our modern view of ministries/ programs inside our local churches

¹⁸ Walvoord and Zuck, 635.

The “works of service” are designed to build up the body

Maturity/ Christ-likeness are the goals for every believer. Evidenced by

Don’t be children

Don’t be tossed around by bad doctrine

Do speak the truth in love

Grow up and stay connected to the head

- The whole body needs to be fitted together
- Every joint needs to be working properly
- When all of this happens the body will grow as a natural by-product of health and balance

7. The goal of Discipleship- Colossians 1:28

a. Notice the emphasis in this passage:

“And we proclaim Him, admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ.”

Col. 1:28 says, “We proclaim Him admonishing every man and teaching every man with all wisdom, that we may present every man complete in Christ.” The phrase “every man” is repeated in this verse three times. The Apostle Paul makes the point that the individual is important to God. Focusing on the individual can get every individual functioning “according to the proper working of each individual part.”¹⁹

If this occurs then something powerful is going to happen. Small Groups allow focus to be placed on the individual and that enables the discipler to move away from the

¹⁹ Eph. 4:16, NASB.

tendency toward ministry from afar. Richard Baxter, that great Puritan Pastor, said regarding this, “he could have a greater impact on a person’s life in 30 minutes of ‘personal work’ than he could through ten years of public preaching.”²⁰ This is opposite of what the author has observed in ministry over the years. Most pastors would rather preach ten years in the pulpit than spend ten hours with an individual.

b. Points to Ponder from this passage:

The process is proclaiming/ admonishing/ teaching

The scope is every man- refers to Heb. 13:17

The goal is “*telios*”²¹ - Complete- Sanctification chart.

Five Essentials of Small Group

Churches all over the nation are recognizing a need to get small groups going in their congregations. As people sense a desire for deeper relationships within the body of Christ, interest in the movement is rising.²²

1. Relationships must be a priority. Holistic small groups can only work when relationships between group members are considered number one. That means having regular contact outside of meetings.

2. Leaders need adequate training. Jesus is the best example of this. He disciplined the disciples; He spent a lot of time with them, and out of a relationship they started

²⁰ David Miller, “Fetch Me Baxter,” *Christianity Today*, December 1991, 28.

²¹ the conclusion of an act or a state, result “A Concise Greek-English Dictionary of the New Testament,” in *The Greek New Testament*, 3d ed. (Germany: United Bible Societies, 1975),

²² R.H. Neighbor “Five Essentials For Small Group Health.” www.smallgroups.com. accessed February 2012.

mimicking Him, doing things the way He did them. Lots of leaders were produced this way, and they did great things—like planting churches and going to the uttermost parts of the world. Another reason adequate training is so important is that it gives you the opportunity to get to know the character of potential leaders.

3. Everyone should be viewed as a leader. Everyone in the group has some spiritual gift and should be encouraged to develop it. These gifts often surface through leading. So everyone should be given the opportunity to lead in some way.

4. Healthy groups divide and multiply. A healthy family raises children who want to become independent and start families of their own. They don't break relationships. They just move out and start their own family. They come back and visit, and eventually the parents might move back in with the kids. Small groups should function in the same way.

5. The focus of the group should be living out the Gospel. Group members should be a place where the group applies God's Word to their lives. They should gather together on a weekly basis to experience the presence, the power and the purpose of Christ in their lives.

Establish a Clear Vision Statement

The book of Proverbs says, “where there is no vision, the people perish.”²³ Rick Warren in a play of words has put it this way, “where there is no vision, the people go to another parish.”²⁴ George Barna, in his book, *The Power of Vision*, defines vision. “Vision is a clear

²³ Prov. 29:18, King James Version.

²⁴ Rodney W. Dempsey, “A Strategy to Transition a Traditional Church Educational System to a Small Group System”

mental image of a preferable future imparted by God to His chosen servants and it is based upon an accurate understanding of God, self and circumstances.”²⁵ True kingdom vision can only come from God. That is why it is so important to begin with the Scriptures. Memorizing and meditating on the Scriptures will help form some core convictions. After that one must spend enormous amounts of time alone with God, learning to discern His voice.²⁶ When God speaks, then His servants need to be in a position to “write the vision and make it plain.”²⁷

In order for Eternal Life to become a true church of Christ, it needs a specific vision for accomplishing Christ’s mission, and there will be seven “vision development” statements to accomplish the vision.

1. We dream of having a church that will have 20,000 members. These members will spend time with the Lord, tithe every week, and participate in weekly small groups for the glory of God.
2. We dream of a small group network composed of 1,500 small groups. These small groups will support and encourage its members to continue to grow as disciples who look Christ. These small groups will be led for and cared by lay leaders who have been trained and who have joy in leading.
3. We dream of developing an entire life development center, with an entire life development philosophy. This center will provide Bible study and seminar development materials for seminars and weekly small group meetings.
4. We dream of having 500 lay teachers that have the gift of leadership. These teachers

²⁵ George Barna, *The Power of Vision* (Ventura, CA.: Regal, 1992), 24.

²⁶ John 10:27, NASB.

²⁷ Hab. 2:2, King James Version..

- will be trained with vision, character, and knowledge to feed their small group members. We desire to train experts in areas of the various books of the Bible, theology, apologetics, and Christian development.
5. We dream of an age based entire life development program. This program will help children and teens to fall in love with Christ, dedicate themselves to serving in the church, develop spiritually, find their gifts in ministry, and help them to understand their purpose in the world.
 6. We dream of having the healthiest small groups in Korea. We want to develop materials, training, and tools to help other churches in Korea to become healthy churches.
 7. We dream of training pastors by working with seminaries and Bible colleges. We dream of training pastors with the knowledge of starting, leading, and growing churches in the 21st century.

We desire for these visions to be accomplished before our Lord returns, and to raise up as many, Christ following disciples, as possible to give glory to God.²⁸

The Check Up for Bringing Changes to the Church

The most important factor to bring about change at Eternal Life is to have thorough understanding and analysis to learn more about the church and figure out the problems. It is like a patient going to the doctor's to figure out is wrong with them; it is the same with a pastor.

²⁸ Col.1:28, King James Version.

To have Eternal Life come out of its current slump, it is critical to have a strategy analysis.²⁹

1. Number of First Time Guests in a year
2. Percentage of FTG's retained in a year- should be 20%-25% -refer to seven step assimilation plan.
3. Percentage of people involved in a ministry
4. Percentage of people connected to a Congregation/ Small Group
5. Number of Baptisms
6. Number of people in your church who have completed the new member's class-"The most important class in the entire church." R. Warren
7. Number of ministry teams and leaders in the church
8. Number of groups in your church that have apprentices
9. Number of groups in your church
10. Number of church members who have filled out a Personal Growth Plan
11. Number of church members who have completed a Personal Mission/Ministry Statement.
12. Number of people involved in your Equipping Institute (especially core classes)
13. Number of leaders who attend your leadership Rally's- monthly or quarterly
14. Number of people who go on short term mission trips
15. Percentage of your budget devoted to missions
16. Giving ratio should be 20-25 dollars per attender per week. (e.g. 1,000 attenders = 20,000 to 25,000 dollars per week)

²⁹ Lecture of Rodney W. Dempsey, "Team Leadership" (Liberty Baptist Theological Seminary, March 2009, author's notes for the class, Lynchburg, VA) Quote from Author's note

17. Number and quality of outreach events to the community per year.
18. Percentage of people devoted to an aggressive prayer ministry
19. Percentage of homogenous populations- should reflect community averages.
20. Number of Groups that multiply
21. Number of Churches that are planted

This kind of statistical analysis can help with the annual growth of the church. It can also be a tool in measuring the effectiveness of a small group through evaluation and through a self-evaluation of the small group members.³⁰

Make Sure the Senior Pastor is The Primary Champion

Joel Comiskey said, “If the Senior Pastor is not the primary champion, you may as well not do small groups, because they are not going to be very effective.”³¹ The only way Eternal Life will be able to change in its operating system will be the Senior Pastor’s leadership. The Senior Pastor’s leadership is the basis for moving all the various parts of the church. Then, how can the Senior Pastor’s leadership lead and guide the church? The role of the Senior Pastor according to Joel Comiskey, in a cell/small group church, should be:

1. Stay close to God for the vision
2. See the big picture and the small one
3. Experience cell/small group life personally

³⁰ See Appendix C below

³¹ Dempsey, “A Strategy to Transition a Traditional Church Educational System to a Small Group System”, 85.

4. Regularly feed the vision
5. Minister to the Ministers
6. Promote the vision
7. Say no to the myriad of programs
8. Include cell/small group ministry mentions in the sermon.³²

Barna states, “Vision is to a leader as air is to a human being: Without it, you die.”³³ The change into a new system will only happen when the Senior Pastor’s passion and firm vision is felt by the entire congregation, the congregation will begin to have an expectation for the new system, this expectation will help the congregation to feel the need for the change, and slowly change will happen.³⁴ All of this is based upon the Senior Pastor’s leadership,³⁵ and this leadership must include the five levels of leadership to be the most effective.³⁶

Level 1: POSITION/ RIGHTS: such as army.

- Know your job description thoroughly
- Be aware of the history of the organization
- Relate the organization’s history to the people of the organization (in other words, be a team player)

³² Ibid. 86.

³³ George Barna, *The Power of Team Leadership* (Colorado Springs, CO: Waterbrook Press, 2001), 37.

³⁴ The change into small groups is not a rapid progress, the change will be done in tandem with the congregation and the Senior Pastor to accomplish the vision.

³⁵ Maxwell, John C. *Developing the Leader Around You* (Nashville TN: Thomas Nelson, 1993), 6..

³⁶ Lecture of Rodney W. Dempsey, “Team Leadership”

- Accept responsibility
- Do your job with consistent excellence
- Do more than expected
- Offer creative ideas for change and improvement

Level 2: **PERMISSION/ RELATIONSHIP:**

- Possess a genuine love for people
- Help those who work with you reach their full potential
- See through other people's eyes
- Love people more than procedures
- Do "win-win" or don't do it
- Include others in your journey
- Deal wisely with difficult people

Level 3: **PRODUCTION/ RESULTS:**

- Initiate and accept responsibility for growth
- Develop and follow a statement of purpose
- Make your job description and energy an integral part of the statement of purpose
- Develop accountability for results, beginning with yourself
- Know and do the things that give a high return
- Communicate the strategy and vision of the organization
- Become a change-agent and understand timing

- Make the difficult decisions that will make a difference

Level 4: PEOPLE DEVELOPMENT/ REPRODUCTION:

- Realize that people are your most valuable asset
- Place a priority on developing people
- Be a model for others to follow
- Pour your leadership efforts into the top 20% of your people
- Expose key leaders to growth opportunities
- Be able to attract other winners/producers to the common goal
- Surround yourself with an inner core that complements your leadership

Level 5: PERSONHOOD/ RESPECT:

- Your followers are loyal and sacrificial
- You have spent years mentoring and molding leaders
- You have become a statesman/consultant, and are sought out by others
- Your greatest joy comes from watching others grow and develop
- You transcend the organization

For Eternal Life to continue to be a healthy church and to have growth, the Senior Pastor's leadership is the most important. Therefore, the Senior Pastor must analyze systematically if his leadership is having an effect upon the church.³⁷

³⁷ A pastor should always evaluate himself to see if he is having a positive effect on the church and small

A STRATEGY IN THE DEVELOPMENT OF SMALL GROUP LEADERSHIP IN ELBBC CHURCH

Leadership training for current lay leaders

Maxwell states “If you really want to be a successful leader, you must develop others around you”³⁸. The first stage of Eternal Life’s change into small groups is by training the current lay leaders to become leaders in small groups. The first thing is to have the lay leaders to reproduce other leaders.³⁹ As mentioned in Chapter 3⁴⁰, Eternal Life currently has 20 kuyeoks with 20 leaders and four area leaders that guide five groups each. If among these people want to grow through the lay leadership training, then 20 small group leaders will be established, these lay leaders will go through a 20 week leadership training program⁴¹ and become the first small group leaders of Eternal Life (Figure 16).

groups. Explained in Figure 12 in chapter 3.

³⁸ Maxwell, John C. *Developing the Leader Around You*, 2.

³⁹ See chapter 3 below.

⁴⁰ See chapter 2 below.

⁴¹ After the small groups leaders complete the 20 week leadership training, an apprentice will be chosen, and they will have a time to evaluate their small groups. The leaders will continue to mentor their apprentice and help them to become a new small group leader.

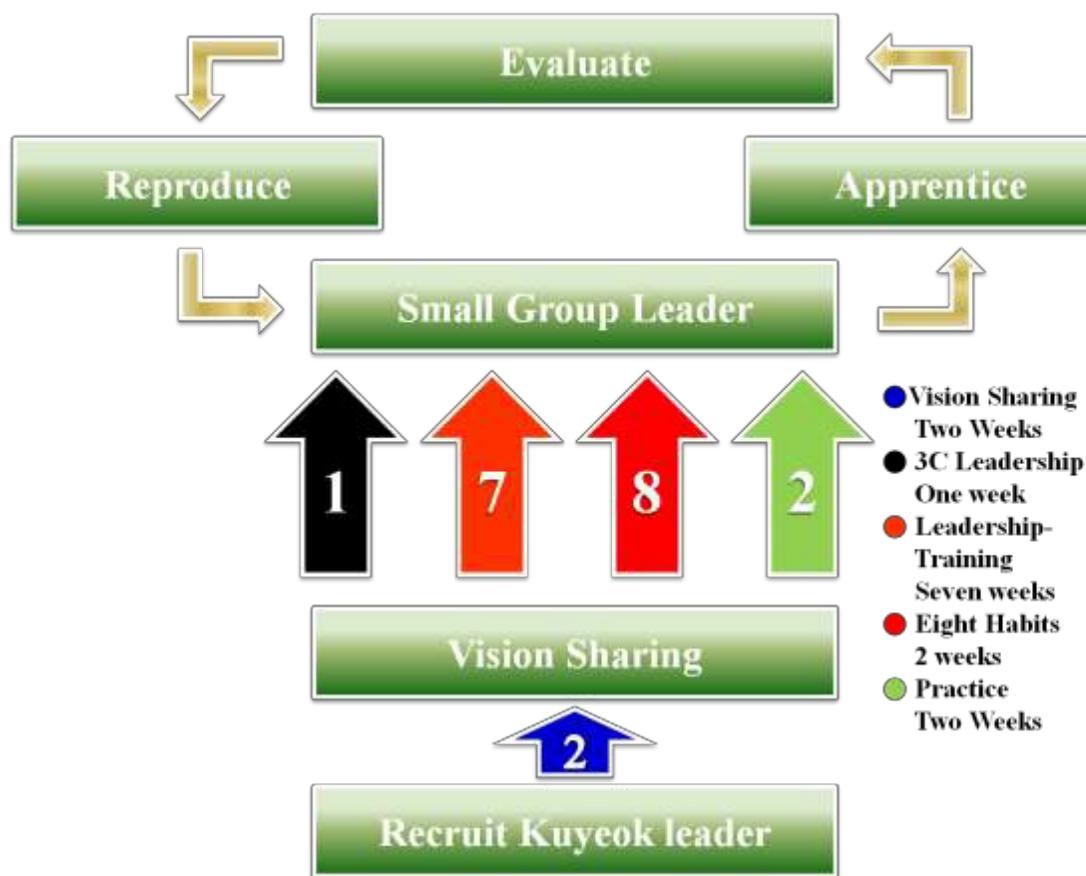


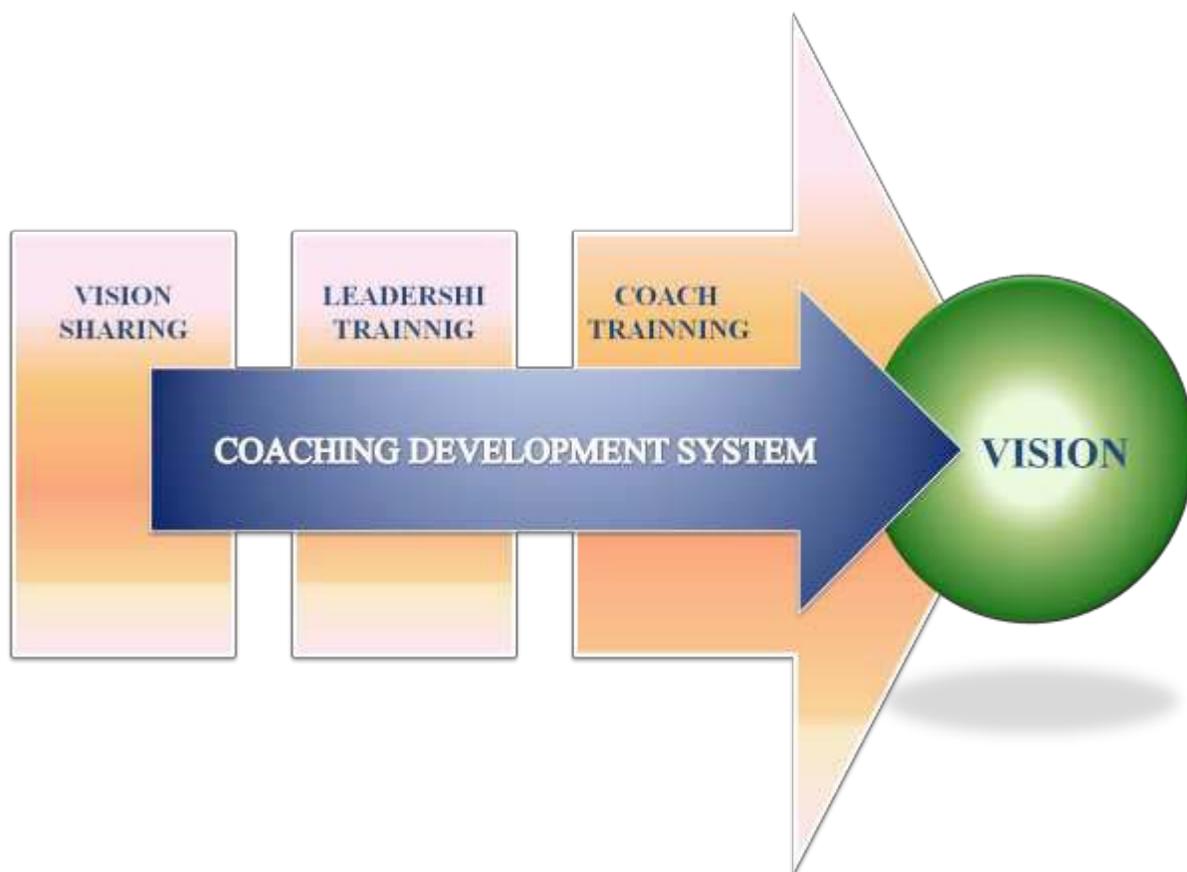
Figure 26. A diagram of Small Group leadership training system in ELBBC

Building an Effective Coaching Structure

A program that must be run at Eternal Life to bring the small groups must be a small group leader coaching system. The best people to be these coaches are the deacons of Eternal Life who play important roles in the church and so they are fit to play these roles. Eternal Life has eight deacons, and in a Presbyterian church they are the elders, they have been a part of Eternal Life for over 20 years. These men are a part of the church's operating committee and they are the church leaders that see into the overall activities, budget, and administration of the

church. If the church's operating committee learns about the fundamentals of small groups and go through coach training they will become influential small group coaches⁴², their work can be divided into the following seven areas⁴³ and their cooperation with the leaders will help accomplish the vision of Eternal Life (Figure 27).

1. Encourage leaders,
2. Visit their groups,
3. Keep track of what's happening in groups,
4. Help with problem-solving,
5. Train leaders,
6. Mentor leaders,
7. Serve as a link between staff and small group leaders.



⁴² The coach training will be a 24 week program with 20 weeks being spent on leadership training and four weeks in coach training.

⁴³ <http://www.markhowelllive.com/> (accessed March 2012).

Figure 27. A diagram of coaching development system in ELBBC

Building an Executive Director of Small Group Ministry

As mentioned before, the best way to bring about the necessary change at Eternal Life is the leadership of the Senior Pastor. In order for Senior Pastor to demonstrate his leadership, he must have people who support the vision and the passion that he has.⁴⁴ If a director who can take control of these matters is established, then the Senior Pastor's leadership will be shown.⁴⁵ The Director of Eternal Life will be in charge of two major ministries, training and educating newcomers to become members, and to mentor lay leaders (Figure 28).

⁴⁴ Moses' leadership came out as a result of the support from Aaron and Hur; this was why Israel was able to beat Amalek in battle. Just like this a leader must have someone who he can share the vision with and who supports him to bring out the greatest influence. The director will fulfill that role. Ex 17:12 NASB.

⁴⁵The role of the director can be summarized in the following 6 ways. To deliver compelling teaching/visioning to large audiences as well as small To attract and connect people to small groups in a compelling way so that the ministry grows in both quantity and quality of discipleship To recruit, train and mentor small group leaders as well as coaches or leaders of leaders who are passionate about developing others through small group community To identify curriculum as well as deploy/choreograph church-wide small group study initiatives To help small groups discern and implement a mission focus/calling for their small group community To serve as for small group leaders spiritually as well as organizationally through the maintenance of accurate data on small group participation and activities. <http://www.churchstaffing.com> (accessed March 2012).

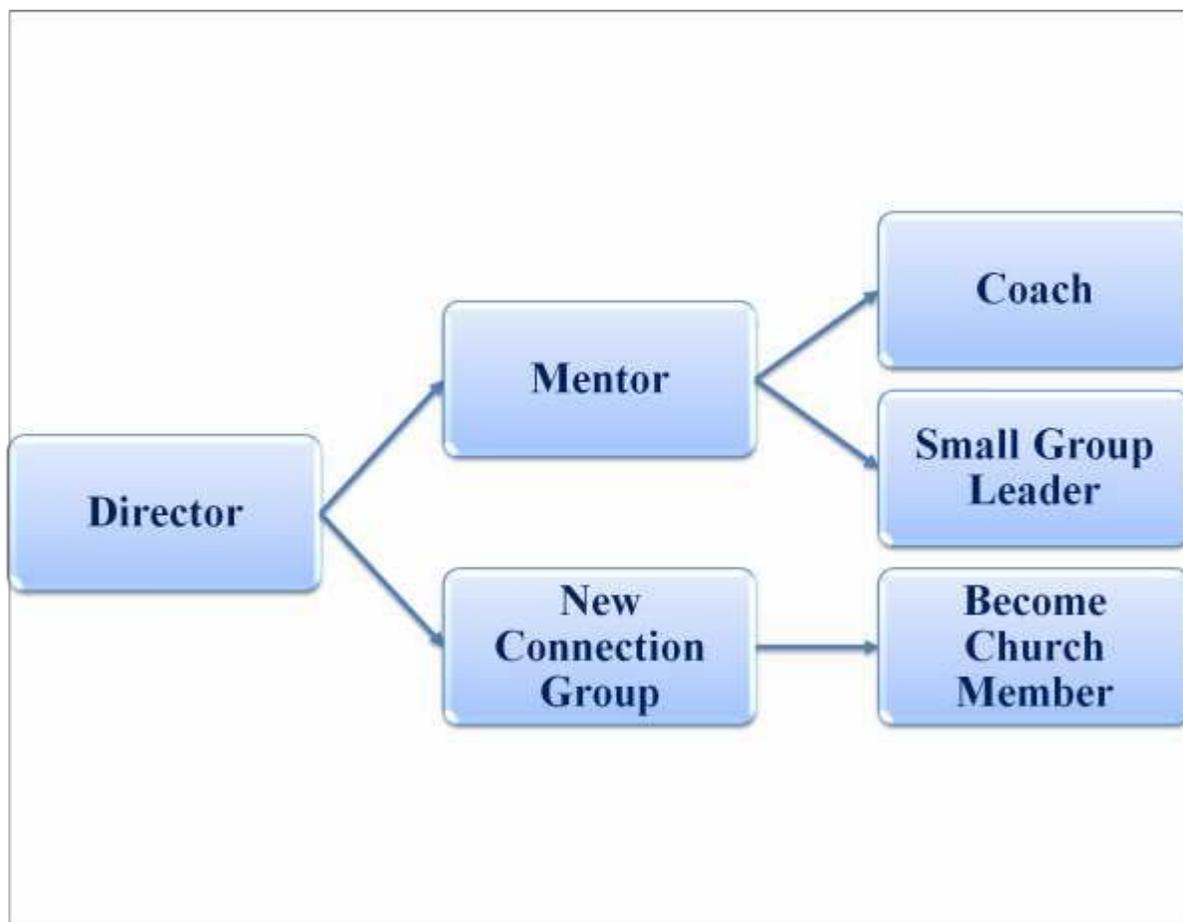


Figure 28. The Role of the Director in Developing Lay Leaders at Eternal Life.

The current Assistant Pastors of Eternal Life are the people best suited for the role of Director at Eternal Life.⁴⁶ The reason is that they have the best relationships with the congregation, and they have greatest knowledge and experience of running various programs of the church, to become Small Group Director.

A Systematic Change into the Small Group System

⁴⁶ Chapter 2 below.

It will take at least 3 years to have Eternal Life to change into a Small Group church.

First year:

During the first year, the Senior Pastor will take control of the majority of the leadership roles and launch the small groups. Throughout first year the Senior Pastor will run leadership training programs with the Assistant Pastors and other church leaders. When the program is over, the Assistant Pastors will become directors of the coaches, and the church leaders will become coaches.

Second year:

During the second year, the directors and the coaches will operate a leadership training program with the current kuyeok leaders, area leaders, the women's ministry, and the men's ministry, among the people who have completed the leadership training, Apprentices will be chosen and they will be responsible to the coaches and the directors; they will help lead the small groups.

Third Year

During the third year, the small group leaders and apprentices who have completed the leadership training program will lead the small groups. The original kuyeoks will be changed to small groups⁴⁷, and the original men's and women's groups will be changed to men's small group and women's small group (Figure 19).

⁴⁷ Eternal Life has 20 kuyeoks with 10 people or under, if the groups are formed with 12 people then that will bring about 15 groups.

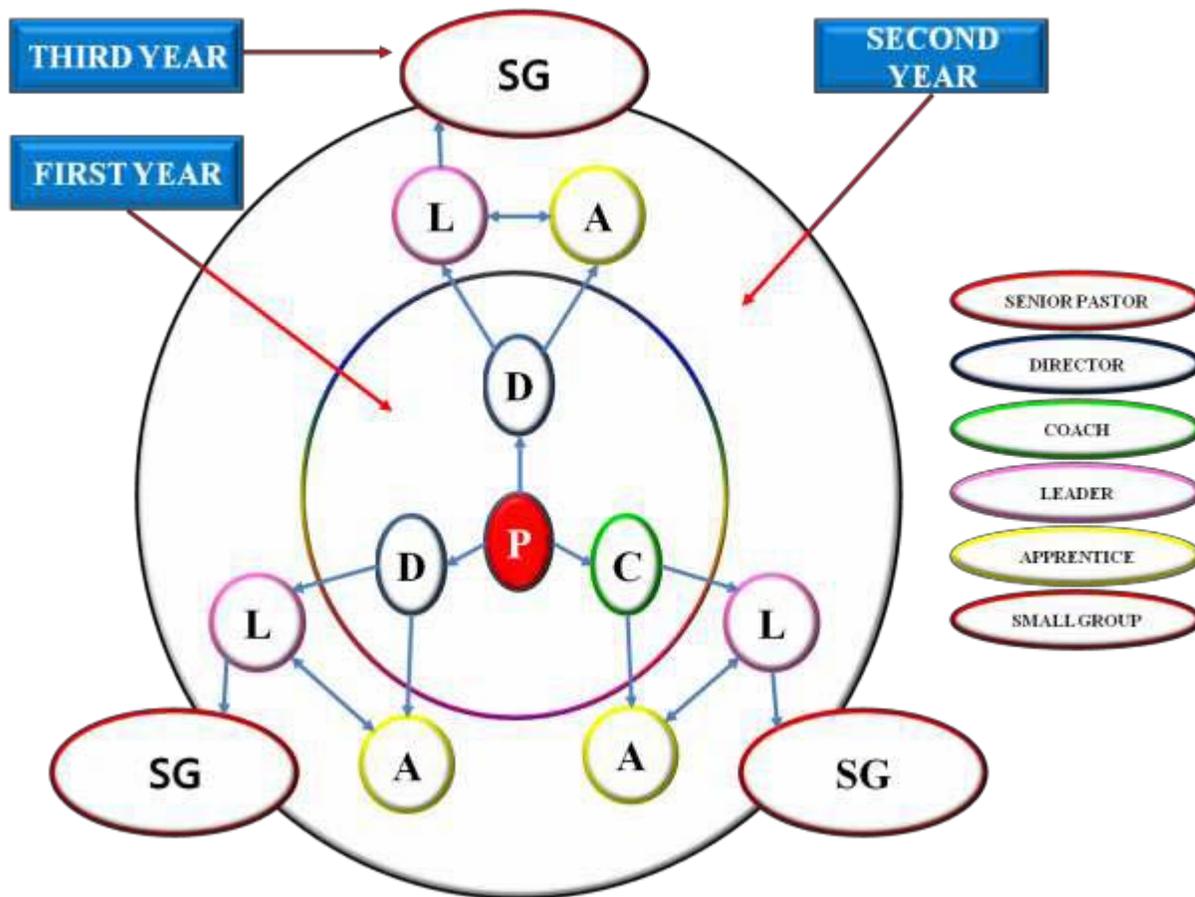


Figure 29. The Systematic Change to the Small Group System

Summary

When Eternal Life becomes a small group church, it will become a healthy and developing church. However, accomplishing this task will not be easy. When the congregation understands that the small groups are not based upon human knowledge, but upon God's Word, they will come to support it. This support will allow the Senior Pastor to bring a new wind of growth in Eternal Life that grown stagnant, and this event will encourage the congregation to become lay leaders. Therefore, the small groups at Eternal Life will help the church to become healthy, and the congregation will find God's vision for their lives and work to accomplish it

together. This is the mission of the church.

CONCLUSION

CONCLUSION AND RECOMMENDATIONS FOR KOREAN CHURCHES CONSIDERING THE TRANSITION TO A SMALL GROUP BASED SYSTEM

In order for a traditional church to transition to the small group system, the most important factor is the training of small group leaders. The reason that Eternal Life, a traditional Korea church, has not been able to grow lies with the lack of lay leader training. In order for the church to become a healthy church and in order for the members to become disciples of Christ, the church's operating system must be a small group system; this is to train lay leaders as disciples, and raise leaders from them so that they can train other church members to be Christ's disciples. The first thing to happen before the transition can occur is to find potential leaders have them participate in leadership training so that they can become small group leaders.

The conclusion is that for traditional Korean churches who desire to transition to the small group system is to find potential leaders and train them to be leaders; there are 10 recommendations to accomplish that. The ten recommendations follow the acrostic "L.E.A.D.E.R.S.H.I.P."

Lead Strategically during the Transition

In order for a traditional Korean church to successfully transition to the small group system the church needs to be at the forefront and support the transition. Yeong-Cheol Park says "transitioning to a cell church supposes a paradigm shift of the pastor and the church members

on the essences of Christian life, ministry and the church.”¹ Because the transition is so important and requires fundamental change of the whole church, we have to approach the transition very carefully and strategically. Migliore, Stevens, and Loudon say, “The word strategic, when used in the context of planning, provides a perspective to planning which is long run in nature and deals with achieving specified results.”²

To receive the support from the majority of the church, the pastor needs to show the church what would change through the transition. When this happens the pastor will be able to garner the support of the church members for the transition. The most critical point during this period is for research to occur obtaining the church’s opinion; from the research specific strategies can be set for a successful transition to the small group system.

Expect and be ready to Overcome Resistance

In any local church, there are people with various characteristics. Among them, there will be people who support the transition and those who do not support it. In a relatively old, traditional church, transition is never easy as there are people who have positive feelings to the transition and those who have negative feelings. For the transition to be successful, the opinions of those who negative feelings must be collected and seriously considered. Southerland claims, “The greatest difficulty with opposition is that it will discourage you and cause you to doubt your vision. If you are expecting it – you will be prepared.”³ If the opinions and concerns of those

¹ Yeong-Cheol Park, “Everything About a Cell at a Glance,” *Ministry and Theology*, February 2003, 78.

² R. Henry Migliore, Robert E. Stevens, and David L. Loudon, *Church and Ministry Strategic Planning* (Binghamton, NY: The Haworth Press, Inc., 1994), 19.

³ Dan Southerland, *Transitioning* (Grand Rapids, MI: Zondervan Publishing House, 1999), 113.

who are not in favor of the transition are ignored, the church will face difficulty in the transition and the church may find itself in a situation that is worse than before. Therefore, it will be critical to figure out potential roadblocks before the actual transition begins and have responses for them.

Act Persistently to Achieve the Goal

Continual work and effort is needed for the local church that desires to establish the small group system; through this continual effort leaders can bring about new ideas and these ideas will help accomplish the goals of the church. Bennis claims, “The leader has a clear idea of what he or she wants to do – professionally and personally – and the strength to persist in the face of setbacks, even failures.”⁴ William Bridges presents “Be consistent” as the first rule of rules to reinforce the new beginning.⁵

The new ideas that are brought by the new leaders will help the entire church to accomplish its goals. There will be difficulties and even failures, but the important thing is to realize that through a never give up attitude, the goals will be achieved.

Develop Small Group Leaders Systematically

The most important people in the small group system are the small group leaders. Therefore, for the successful establishment of the small group system leaders must be trained; this training must be a systematic and well thought out training system. The training system will focus on discovering the leader’s individual spiritual gifts and they will learn to use those gifts in the small groups. Comiskey claims that “leadership development and deployment is first and

⁴ Warren G. Bennis, *On Becoming A Leader* (New York, NY: Basic Books, 2003), 31.

⁵ William Bridges, *Managing Transitions* (Cambridge, MA: Perseus Books, 1991), 61.

foremost a divine task.”⁶ To accomplish the church’s vision, the small group leaders should have specific roles and must be trained for it. This training should occur from leadership seminars, conferences, gateways, retreats, worship.

Empower and Encourage Small Group Leaders

It is absolutely necessary to empower small group leaders for a successful transition to a cell-based church. The reason why we have to empower small group leaders is because leadership is largely about authority – acquiring it, using it, and investing it in others.”⁷ If the senior pastors of local churches do not give their small group leaders the proper authority and responsibility to run the small groups, the scope of their leadership will be limited and in the long run they will not be able to take control of their groups. The senior pastor should set up an environment and give authority and responsibility to the small group leaders to help them lead.

“We not only have to empower the small group leaders, but also have to encourage them.” Earley claims, “We all need someone who believes in us. Everyone needs encouragement.”⁸ An important factor is to encourage small group leaders regularly and encourage them to take responsibility in their roles. This role should be done by coaches of the church. The coaches should have a good relationship with the leaders, and through the efforts of the coaches new leaders will continue to come forth.

Reward Right Behavior

⁶ Joel Comiskey, *Home Cell Group Explosion* (Houston, TX: Touch Publications, 1988), 60.

⁷ Bob Briner, and Ray Pritchard, *Leadership Lessons of Jesus* (New York, NY: Random House, 1998), 76.

⁸ Dave Earley, *Turning Members Into Leaders* (Houston, TX: Cell Group Resources, 2001), 48.

Mark Twain once said, “I can live up two months on a good compliment.”⁹ Most people will agree with this statement, however the majority of people are focused on mentioning each other’s failures rather than their successes. In starting small groups, the continual development of the small groups will occur through the giving out of awards. When giving out awards it will be important to make sure all members have equal opportunity to receive awards; it will be up to the small group leaders and the coaches to report regularly on the actions of the small groups members. The awards for the actions of the small groups members can be given out at church events, through these awards the small groups will be able to grow continuously.

Share the Vision Effectively

There is no further stating the importance of sharing the vision of the church. The church’s vision should be received from the Lord, and this vision should be based upon the Bible. The church should share the vision with the entire congregation, so that they know what they should try to do as a church. What methods can be used to effectively share God’s Word with the congregation as a whole? The answer lies with the leaders. The leaders should continually share with the members the vision that God has given the church; when this happens, the congregation they will not only the vision, but act upon it. The leaders need to emphasize the Great Commission, the Great Commandment and the New Commandment, that the Lord has given, reminding the members that it can be best accomplished through the small groups.

Have a Good Relationship with the Congregation

⁹ www.quotations.com, (accessed November 20011).

Walter Wright claims that “leadership is a relationship – a relationship in which one person seeks to influence the thoughts, behaviors, beliefs or values of another person.”¹⁰ Earley says, “The length and breadth of our influence on others is related to the depth of our relationships to with them.”¹¹ For the small group leaders to run their groups smoothly and effectively, it will be important for them to obtain the trust of their members. This trust is only obtainable through a personal relationship between the leaders and members. When each small group leaders develops a personal relationship with their members, the effect will be positive; if the leader is not able to establish a personal relationship with the members then the leader will not be able to have a positive influence on his members, no matter how talented they are as a leader.

Illuminated by the Holy Spirit

A small group leader always needs the help of the Holy Spirit; this help will come through the small group leader’s spiritual life. The spirituality of a person can only come when the person spends time with the Lord, in Bible reading, prayer, and applying it in their lives, every day. Additionally, the small group leader should put prayer at the top of their priority list. The leader should be a person of prayer, and they should at least pray for their group and personal needs, for at least one hour a day. Yonggi Cho says, “Prayer is the key to the revival of church and home cell groups.”¹² When leaders are tired and face difficult circumstances they need to come before the Lord and seek His help, when we pray the Lord will provide help,

¹⁰ Walter C. Wright, *Relational Leadership* (Waynesboro, GA: Paternoster Publishing, 2004), 2.

¹¹ Earley, *Turning Members Into Leaders*, 46.

¹² Paul Yonggi Cho, *45 Pastoring Years of Hope* (Seoul, Korea: Institute for Church Growth, 2006), 174.

wisdom, and understanding.¹³ When leaders come before the Lord with their problems, the members will see this in their leaders and do it for themselves, in their own lives.

Produce a Culture of Leadership

To have the small groups continue to grow and develop, the crucial factor will be the continual development of leaders. In a world where things change and develop from minute to minute leaders must be developed continually. Comiskey says that a tight-knit culture is one of the core values of Groups of 12.¹⁴ The development of various types of leaders will bring about unforeseen development in the small groups. For a church that desires to transition to small groups; they must work to develop a culture in which leaders continue to come forth.

¹³ See John 14:16 NASB.

¹⁴ Joel Comiskey, *Groups of 12* (Houston, TX: Touch Publications, 1999), 35-36.

APPENDIX A

ETERNAL LIFE BIBLE BAPTIST CHURCH MANUAL

NEW CONNECTIONS



Our Gateway to Membership

ILL HEE, CHO Senior Pastor

Dr. KYOUNG GIL, CHO, Executive Pastor

Eternal Life Bible Baptist Church

621-41 Chang Dong

Dobong-gu, Seoul 139-042

02-992-8679

www.ysbbc.org

““God’s will, in your Hands””.
Welcome!

Welcome to New Connections. We are delighted that you have decided to take this exciting course. New Connections was designed to give you an overview of the beliefs, purpose, philosophy, strategy, and ministries of Eternal Life Bible Baptist Church(ELBBC). We believe God has led us into a unique ministry. Please bring your manual to each class.

It is very important that you attend each class and do the assignments. We realize work or sickness might prevent you from attending occasionally. You can make up missed classes by watching the videotapes. If some unforeseen circumstances would cause you to miss more than one fourth of the classes, then we ask that you make them up in another New Connections class. Classes are held three times a year as part of our Life Training Electives.

It is our desire to build up the entire body of Christ, here and around the world. If you are coming to us from another local Bible preaching church, would you please notify your pastor concerning the reasons for leaving that church? Many times, misunderstandings occur that can be resolved by applying the Matthew 18:15 principles.

We are excited about the opportunities God has given us to reach our Jerusalem and the uttermost parts of the earth. We are also excited about the part you will play on God’s team here at ELBBC. God is not looking for numbers but soldiers.

May God bless you and give you many years of service for the Lord here at ELBBC.

Yours in the bonds of Calvary,

Pastor : CHO.KYOUNG GIL

“What is New Connections?”

Welcome to New Connections! New Connections is the gateway to membership at ELBBC. You must take the class to become a member, but you do not have to become a member just because you took the class. New Connections is designed to answer your questions about ELBBC H and to let you know what we expect of our members.

You are probably wondering right now...how can a membership class take 14 weeks? We have heard that from many people coming through New Connections, but at the end of the class, they had a better understanding of the church, its beliefs, purpose, philosophy, strategy, and ministries and they have thoroughly understood our reasoning.

We want you to know what the church you will become a member of believes, and how we function as a body. We do this to benefit you as a person.

Course Personnel

There are four main personnel that you will meet and work with in New Connections.

ILL HEE, Cho, *Senior Pastor*, teaches about half of the course. He deeply wants to get to know you during the class and for you to get to know him and the vision and call that he has for ELBBC and its members. As well, he wants each class member to know all that the church expects of its members, all that the members can expect of the church, and how together we can glorify God.

Our Ministry Coordinator helps to administer the class. He will also be interviewing each member of the class to see where they can fit at ELBBC. He has a passion to see people involved in ministry that fits what God has designed and enabled them to be and do.

The **Pastoral Staff** teach some of the other classes and will each be making a presentation of their ministry during the course. They want you to know what ministries the church has that will minister to you, and what opportunities they have for you to serve in their various ministries.

The **Deacons** will help interview you at the end of the class. They will express, once again, the commitment that the church is making to you and then ask you about the commitments that you are making to the church. They want you to get to know them and want to make sure that you understand what membership at ELBBC.

Course Goals

As we already stated, New Connections is designed to answer your questions about ELBBC and to let you know what we expect of our members. The goals for the course are two-fold:

- 1.) We want to **communicate** aspects of our belief and practice to new members.
 - a.) Doctrinal statement and beliefs of ELBBC
 - b.) Distinctives, organization, and polity of ELBBC
 - c.) History and vision of ELBBC
 - d.) Purposes of ELBBC
 - e.) Philosophy of ministry of ELBBC
 - f.) Strategies and ministries of ELBBC
 - g.) Commitments of ELBBC to their members

- 2.) We want to gain **commitments** of discipleship from new members.
 - a.) Testimony of salvation
 - b.) Testimony of baptism
 - c.) Testimony of belief
 - d.) Magnifying members
 - e.) Caring members
 - f.) Reproducing members
 - g.) Growing members
 - h.) Serving members

For a fuller understanding of the commitments of ELBBC to its members or of the members to ELBBC , see the *Church and Member Commitment* included in section 7.

Course Requirement

In order to successfully complete the New Connections course, each class member must meet the following requirements for the course:

- ◆ They must make up any classes missed. Missed classes can be made up through videotapes, attending only the missed classes in the next New Connections Wednesday elective or during a weekend New Connections elective. If your schedule would cause you to miss more than five or six classes, it would be best to repeat the class during the next session. There is just something about hearing the material and vision live, and about being involved in a class of people, that is missed with too many absences. We offer New Connections three or four times a year.

- ◆ They must complete a *Servant Profile* and be interviewed by the Ministry Coordinator – We really want to know who you are and how we can help you to be successful in your ministry at ELBBC .
- ◆ They must be interviewed and approved by a Pastor or Deacon for church membership – This will be done in conjunction with the *Church and Member Commitment*.

Class Schedule

Each class will follow a similar schedule.

7:00	Welcome and Prayer
7:20	Ice Breaker
7:30	Lesson
8:15	Q & A
8:25	Promotion of follow-up, preparation for commitment, reminder of homework

Please make every effort to be to the class on time. First, our New Connections class joins the rest of the other Life Training Electives in making Wednesday evening a night of corporate, church-wide prayer. Second, you will get to know the other members of the class better if you pray with them. Third, arriving late may mean that you disrupt the prayer time or miss it all together.

The *Ice Breaker* is a fun way to learn about other members of the class and to allow you to let the other members get to know you better.

The *Q & A* at the end of the class can either be about that night's lesson or about some other aspect of ELBBC. Please ask if you have a question, we want you to know all about us!

The *Promotion, preparation, and reminder* are designed to let you know what other Electives you may want to attend following New Connections, how that night's lesson relates to the commitment and interview at the end of the course, and what homework will prepare you for the next week's class.

“Who is Eternal Life Baptist Church?”

History of the Church

Eternal Life Bible Baptist Church which is located in Dobong-gu, Seoul was started by former pastor, Dukgon Kim and several families inside his home. Afterwards Pastor Kim became the first senior pastor of Eternal Life Bible Baptist Church for 17 years and retired in 1987. Pastor Ilhee Cho became the second senior pastor in 1987 and has been the senior pastor until now.

Eternal Life Bible Baptist Church is based upon the passage in 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”. Based upon these two verses the church has a mission statement of worship for all members, education for all members, missions for all members, and service for all members. The church has developed around these four statements and the church has grown along with the Seoul region.

The church has the following 5 doctrines.

1. The inerrancy of the Bible.
2. The virgin birth of Jesus Christ.
3. The sacrificial death of Jesus Christ.
4. The bodily resurrection of Jesus Christ.
5. The imminent second coming of Jesus Christ.

With these five doctrinal statements and the four principles of ministry, the ministry and growth of Eternal Life Bible Baptist Church happened from its inception in 1970; however towards the end of 1990 church growth began to dwindle. Currently there are about 400 registered members of Eternal Life Bible Baptist Church, with about 250 people in average attendance on Sunday worship services.

Organization of the Church

Eternal Life Bible Baptist Church is a Bible Baptist church and is organized around local leadership. Here, in a nutshell, is the organization of the church. Please refer to the organizational chart for understanding the relationships of the various individuals, refer to the *Church Constitution* to understand better the role of the *Senior Pastor* and *Deacons*, and refer to the church office for fuller job descriptions of the other staff.

The **Senior Pastor** is the leader of the congregation and of the staff. He is the leader of the congregation, but is also answerable to the congregation. He is assisted in his work as the chief executive and administrative officer of the church by the *Deacons* and *Church Staff*.

The **Deacons** are members of the congregation, meeting the qualifications of 1 Timothy 3 and Titus 2, who assist the *Senior Pastor* by providing counsel and advice, by overseeing the

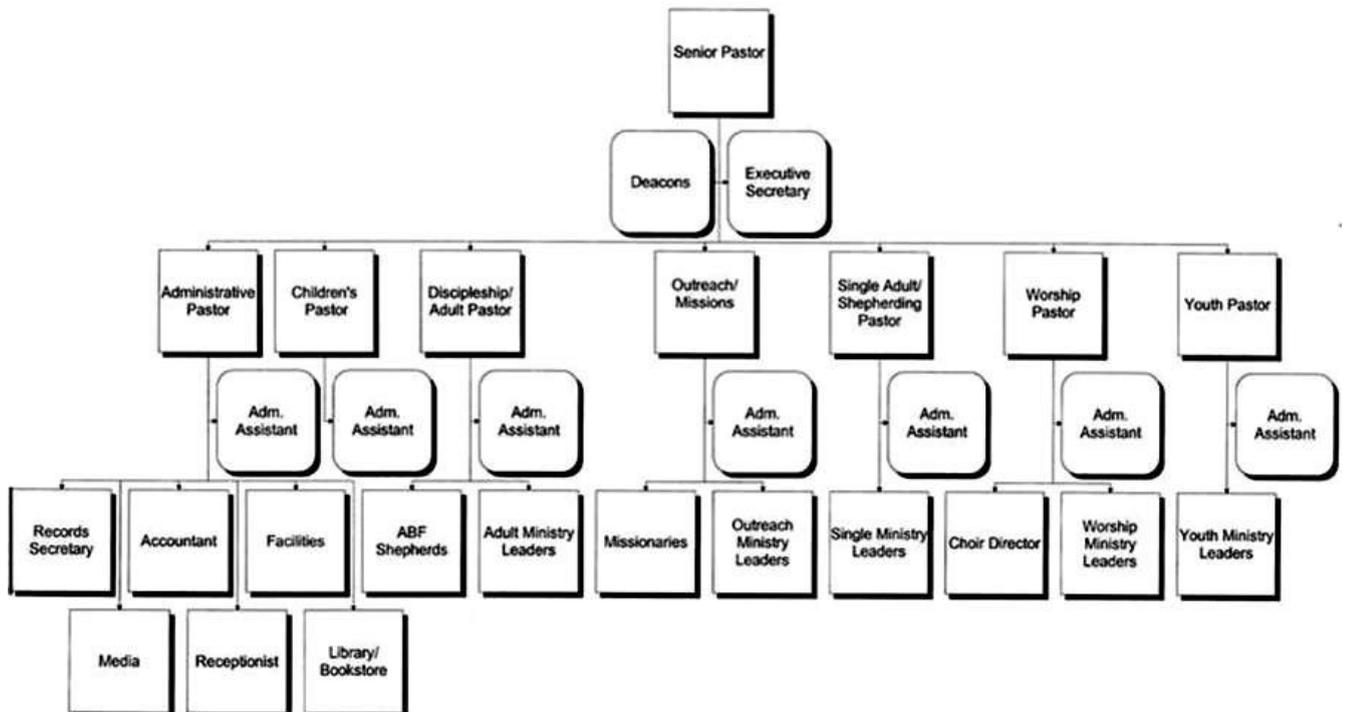
spiritual and financial concerns of the church, and by their involvement in the various other ministries of the church.

The **Church Staff** are employed by the church to work for the *Senior Pastor* either directly under his supervision or indirectly under the supervision of another staff member. *Pastors* are voted on and approved by a congregational vote. *Assistants* – those with administrative responsibilities, project management, and volunteer oversight; *Secretaries* – those with clerical work and business tasks; and *Support Staff* – those responsible for ministry and facility support, work under the supervision of one of the *Pastors*.

The **ABF Shepherds** are lay shepherds of the congregation. With the size of our congregation and our desire for fellowship, they have been given the responsibility of the leading and shepherding the small groups of the church. They work alongside of, and for, the pastoral staff – specifically, they are under the supervision of the *Adult Ministries Pastor*.

The **Missionaries** of the church are also viewed as part of the staff and overall organization of the church. The work of Missions is seen as the work of the church and the missionary is simply a member of our off-campus personnel.

The **Ministry Leaders** are lay people of the church that lead the various ministries under the direction of one of the *Pastors*. They head-up a specific portion of the ministry, oversee various projects and volunteers, and help advise the *Pastors* on various aspects of the congregation and ministry of the church.



Membership of the Church

Later in the *New Connections* course, we will look at **how** you can fit into ELBBC. But first, it is important for you to determine **whether** you should fit into ELBBC. There are good reasons to join a church and there are bad reasons to join a church.

The good reasons for joining a church include the need to be in a church that glorifies God, a church that preaches God's word, a church that shepherds the flock, and a church that reaches the lost. But even these good reasons are not enough to leave one church and go to another.

Our challenge to everyone coming for membership, from another local, Bible preaching church is to go back first to that church, talk to the pastor, and make sure that all issues and misunderstandings are taken care of first – the application of the principles in Matthew 18. ELBBC is just one portion of the Body of Christ and while we are excited about what God is doing here, we do not want to do anything to hurt another good church.

We also want people coming for membership to remember some basic interpersonal principles that will help them to become a long-time member of the church.

Basic Interpersonal Principles

1. **We need _____.** *No person is complete without others.* We are all part of the jigsaw puzzle God is putting together here at ELBBC. Moses needed Aaron to be his spokesman (Exodus 3). Paul needed Barnabas (Acts 13). Sanguine, outgoing personalities need the analytical, melancholy personalities. Without each member of the team, the team is incomplete. Just as a football team needs each position to win the game, so too the body of Christ needs each member playing his position to defeat our enemy.
2. **_____ are natural by-products of people working together.** *When a person first comes to a new church, everything seems wonderful.* They like the music, the program, the pastor, the staff and the people. Rarely do we step on one another person's toes in that initial relationship. (Perhaps the pastor steps on toes during his preaching, but he is paid to do that). *It is only after we become involved in a church and work closely with people that misunderstandings develop.* We think misunderstandings can not happen between Christians, but they do. When we think they won't happen and they do, we often flee rather than resolve the situation. When born-again believers leave a good Bible preaching church, it is more often from misunderstandings than theology, philosophy of ministry or methodology.
3. **Conflicts develop when we insist on _____ over the relationship.** *When Paul and Barnabas each insisted on their own opinion concerning whether or not to take John Mark on the Second Missionary Journey, the conflict dissolved their team (Acts 15:36-41).* Later Paul reversed his opinion about John Mark and requested Timothy to bring Mark with him (2 Timothy 4:11). When we insist on

our opinions and rights, it dissolves relationships. **A team must be willing to fulfill the biblical command to “Honor one another above yourselves”** (Romans 12:10).

4. **We must understand the principles of _____ people.** *First, you cannot change another person by direct action. You can change someone by force. But when the force is removed, they will go back to their former ways. Second, you can only change yourself. Third, when you change yourself, others will change in response to you. Never change yourself to get others to change. Yet, when you are more concerned about changing you, God in His time will change the actions of others. However, at that point you are so committed to the will of God that it doesn't matter if they change the way you want them to or not. If married couples knew and applied these change principles to their marriages, there would be fewer divorces. If church members applied these principles, there would be fewer spiritual casualties.*

7. What is the greatest pro of our Church?

8) Anything besides that_____

8. What is the greatest con of our church?

8) Anything besides that_____

9. I know the vision/purpose of our church?

10. How long do you pray a day?

- 1) Over an hour 2) Over thirty minutes 3) Over ten minutes
- 4) Under ten minutes 5) I don't pray.

11. How much do you read your Bible a day?

- 1) Over an hour 2) Over thirty minutes 3) Over ten minutes
- 4) Under ten minutes 5) I don't pray.

12. How much do you share your faith with others a year?

- 1) Over ten people 2) Over five people 3) Over one people 4) I don't evangelize.

II. Circle your thoughts for questions 13 through 40

Yes) The things that I do in church help with my faith.

Strongly Ag Agree Somewhat Disagree Strongly
 0 Strongly Agree / 1 Agree / 2 Somewhat Agree
 3. Disagree / 4. Strongly Disagree

13	0	1	2	3	4	The things that I do in church help with my faith.
14	0	1	2	3	4	Our church helps me to continually develop.
15	0	1	2	3	4	I know my spiritual gifts.
16	0	1	2	3	4	Our church helps congregation members to learn about their spiritual gifts.
17	0	1	2	3	4	The sermon messages help in my personal life.
18	0	1	2	3	4	The (kuyeok/prayer meeting/mission groups) in our church helps me to understand my personal problems.
19	0	1	2	3	4	When I need prayer, I have people who pray for me.
20	0	1	2	3	4	It is possible to talk with other people about my personal problems.
21	0	1	2	3	4	I experience God's grace in worship services.
22	0	1	2	3	4	I have an expectant heart for the worship services.
23	0	1	2	3	4	Our church services are recommendable to non-believers.
24	0	1	2	3	4	Our worship services are too long.
25	0	1	2	3	4	Our church needs a new system.
26	0	1	2	3	4	Our church leaders (ordination deacons, deaconess, deacons) serve our church with joy.
27	0	1	2	3	4	Our church leaders and staff establish regular plans.
28	0	1	2	3	4	Our church leaders and staff cooperate well.
29	0	1	2	3	4	Our church leaders and staff are trained and educated often.
30	0	1	2	3	4	Our church praises its volunteers.
31	0	1	2	3	4	I know our church system.
32	0	1	2	3	4	Our pastor does much of the work by himself.
33	0	1	2	3	4	There is a lot of joy and laughter in our church.
34	0	1	2	3	4	Our church helps in the development of our city.
35	0	1	2	3	4	I can explain the Gospel to others.
36	0	1	2	3	4	Our church helps new believers grow in their faith.
37	0	1	2	3	4	Our church registers new believers every year.
38	0	1	2	3	4	I know of church plants that come as a result of our church.
39	0	1	2	3	4	I am proud of our church.
40	0	1	2	3	4	I believe that God will use our church greatly in the future.

III . Small Group Survey

If a small group is started in our church, would you be interested in it?

Please mark with an X in the things that you are interested in.
(You can mark multiple things)

1. Movies
2. Dieting
3. HEALTH
4. School Parents
5. Personal development
6. Technical Training
7. Work or jobs
8. Marriage Preparation
9. Unwedded mothers
10. Cooking
11. Silvers (Retired People)
12. Photography
13. Internet usage
14. Mountain climbing
15. Discipleship Training
16. Intercessory Prayer
17. Book Clubs
18. Giving up smoking
19. Giving up drinking
20. Hair Stylist
21. Meeting of brave fathers
22. Meeting of wise fathers
23. Parents of teenagers
24. Newly wed couples
25. Early childhood education
26. Dinner
27. English conversations
28. Foreign culture
29. Japanese conversations
30. Chinese conversions
31. Sports (Write your sport _____)
32. Bible study (Write which book you would like to study; Ex:
Proverbs_____)

☞ Write about any other interests you might have for potential small groups.

☞ From the list above choose at least two groups that you might recommend to your friends.

☞ If you were to lead a small group, which one would you be interested in leading, which small group would you be interested in leading?
(If it's not in the list, please write it below.)

☞ If you have ever led a small group, please write your experience.
(Examples outside the church: Institutions/School/Work/Family/Any other places)

***** Thank you so much for participating in this survey *****

APPENDIX C

ETERNAL LIFE BIBLE BAPTIST 460 SMALL GROUP TRAINING MANUAL:

*Small Group
Leadership Training!*



**DEVELOPING GOD'S PEOPLE
FOR GOD'S GLORY
ONE GROUP AT A TIME!**

Eternal Life Bible Baptist Church
Seoul, Korea

Training Outline

6. **Why Set Your Sights on Leading a Small Group?**
 1. A disciple's search for Significance
 2. 5 Commitments of a Disciple
 3. A.C.T.S. church
 4. Seven Reasons to Become a Small Group Leader
 5. Just imagine... The power of Multiplication

7. **What is a Small Group?**
 - G. Small Group Essentials
 - H. G.R.O.U.P. Explanation
 - I. The different types of GROUPS
 - J. The three Leadership positions in a Small Group
 - K. What is a 5 Star Group?
 - L. What is a L.I.F.E. Group?

8. **What is Spiritual Leadership?**
 1. What is Three Dimensional Leadership?
 2. What are the Essentials of Spiritual Leadership?
 3. What is Effective Spiritual Leadership?
 4. What are Spiritual Weapons?

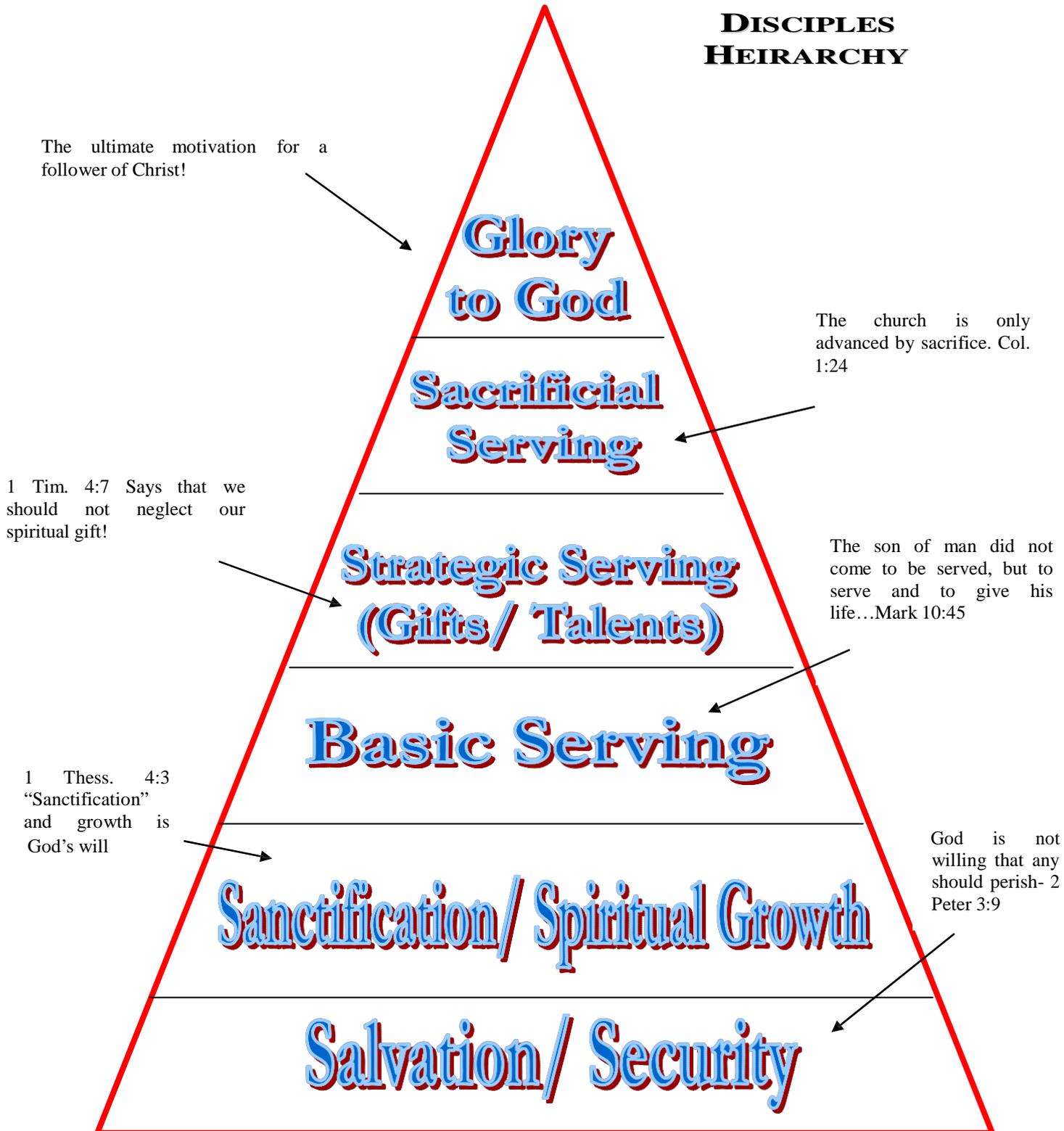
9. **How do I Lead a Group ?**
 - L. Small Group Leader Agreement
 - M. What does a Small Group Leader Do?
 - N. How to Lead a Group- Eight Habits
 - O. How to Lead a Discussion
 - P. How to Train an Apprentice
 - Q. How to Grow your Group
 - R. How to Multiply your Group
 - S. How to Handle the Children
 - T. How to Handle Difficult people
 - U. How to Start a New Group
 - V. How to Select a Good Host Home

10. **Small Group Basics**
 - K. Small Group Covenant
 - L. Suggested Meeting Time Agenda – Also see 4 W's below:
 - M. Approved Curriculums
 - N. Group Evaluation
 - O. Group Stages
 - P. Suggested Ice Breakers
 - Q. Base Path for Leader Development
 - R. Sample- Group Agenda's
 - S. Sample- Forms/ Reports

T. Sample- Sermon Series

Why Lead a Small Group?

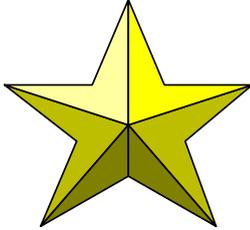
DISCIPLES HEIRARCHY



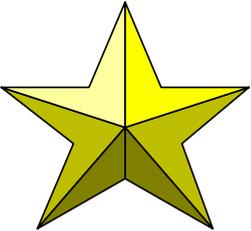
“A Disciple’s Search for Significance”

5 Commitments of a Disciple!

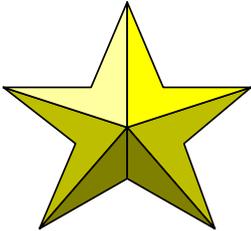
To Christ:
Saved and Baptized
101



To the Kingdom:
Disciples with a Life Mission! Fruitfulness
460



To Church;
In a Group, Basic Ministry and Giving/
201



To Service;
Using talents and gifts to mentor and multiply leaders. Influence.
401

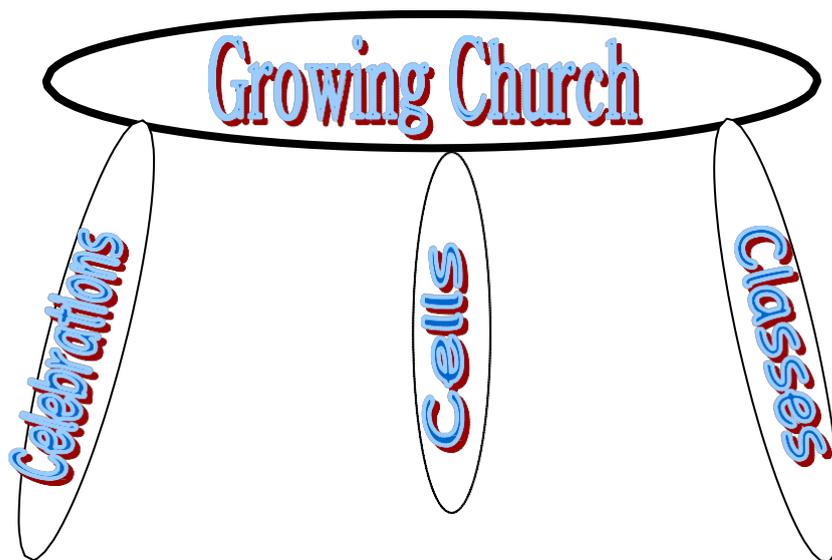


To the disciplines:
Word, Prayer, Tithing, Witnessing and harmony. Internalizing.
301



To Christ and His Kingdom!

We believe God wants our Church to Grow!



In order to support the Growing Church you need all three legs!

1. The celebration services *attract* them.
2. The cells *connect* them.
3. The classes and coaches *train* and *send* them.

If our goal is to “Win the Lost and Equip the Saints”... then... we need to...

“A.ttract”

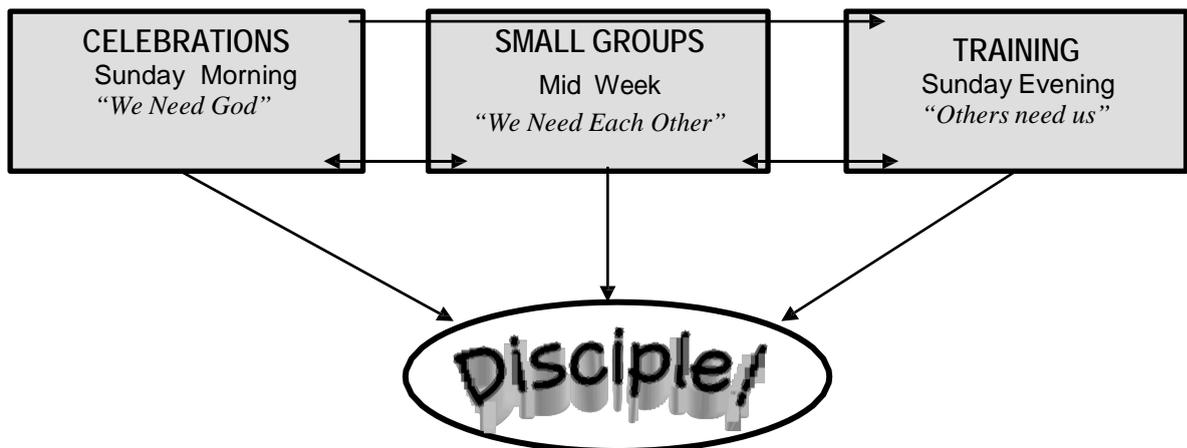
“C.onnect”
“T.rain”
“S.end”

460-BASIC TRAINING FOR SMALL GROUP LEADERS

“Why Set Your Sights on Leading a Small Group?”

Consider this...

1. Small Groups are challenging
2. Small Groups are rewarding
3. Small Groups have unbelievable potential
4. Small Groups are the perfect complement for our Celebration Service



5. Small Groups are Biblical
 - A. The Early Church Model- Acts 2:42-47
 - B. The Great Commandment - Matt. 22:38-40
 - C. The New Commandment- John 13 and 15
 - D. The Great Commission- Matt. 28/ Mark 16/ Lk. 24/ Jn. 20/ Acts 1
6. Small Groups are Proven- worldwide model

7. Small Groups are “Leader Factories”

Just Imagine...

The Power of Multiplication.

“One person can make a big difference.”

Goal:

An effective small group leader reproduces one new effective small group leader with a group and an apprentice every year.

In 10 years a cell leader could oversee 500 groups and thousands of people!

Year one:	You [A] and your apprentice [A2]	One group / 5-15 people
Year two:	You [A]and your new apprentice & a new leader [old A2 becomes new B] and their apprentice [B2]	Two groups / 10-30 people
Year three	A ,B + C,D	Four groups / 20-60 people
Year four	A,B,C,D + E,F,G,H	Eight groups / 40-120 people
Year five	A-H + I,J, K, L, M, N, O, P	16 groups / 80-240 people
Year six		32 groups / 160-480 people
Year seven		64 groups / 320-960 people
Year eight		128 groups / 640-19200 people
Year nine		256 groups/ 1280-3840 people
Year ten		512 groups / 2560- 7680 people

REQUIREMENTS FOR MULTIPLICATION

1. **GOALS:** Each leader needs a dated goal for the multiplication of their group.
2. **APPRENTICE:** A leader must have an apprentice before opening a new group. Groups need to begin pregnant for reproduction.
3. **COACHING:** Each leader who seeks to be a multiplier needs regular coaching that includes encouragement, training, accountability and prayer.

4. **DISCUSSION/APPLICATION BASED GROUPS:** Teaching based models don't reproduce to the third generation because not everyone has the gift of teaching. People without the gift of teaching can be dynamic multiplying leaders when the discussion application model is used.
5. **FOCUSED EFFORT:** The single common denominator of multiplying leaders is effort focused on the right things. Prayer, heart preparation, contacting of members, inviting of new people, communicating vision to their group, mentoring an apprentice, worship in Celebration, receiving coaching and training.

What is a Small Group?

SMALL GROUP ESSENTIALS

THE PURPOSE OF SMALL GROUPS :

- “Small Groups exist to honor God by making a positive eternal difference in the lives of people.”
- “We do this by helping people connect relationally in community where they can be **discipled, developed and cared for!**”

THE VISION OF SMALL GROUPS:

- We dream of the day when 80-90% of our Resident members are connected to a S.G.
- We dream of a day when we have groups for every strata of our culture.
- We dream of a day when we have groups in every suburb and subdivision around our Church.
- We dream of a day when our leaders are doing an excellent job of **discipling, developing and caring** for those entrusted to their care.
- We dream of a day when Groups are regularly birthing and multiplying new groups.
- We dream of a day when you look at a map of our county and it is covered with S.G. locations.
- We dream of a day when Church plants are collections of concentrations of S.G.’s.

THE VALUES OF SMALL GROUP MINISTRY:

- We value getting as many people connected as possible.
- We value growing groups in **quality and quantity**.
- We value geographic Groups.
- We value apprentices in every group.
- We value Coach’s who oversee Leader’s.
- We value Multiplying Groups.
- We value making disciples and leaders.

THE MAIN VEHICLES OF SMALL GROUPS:

- Our main vehicle is the blended L.I.F.E. Geographic Group.
- We have many different types of Groups.
- Our main curriculum is Sermon Series outlines.
- We have regular Coaching meetings.

- Regular Seminars and Conferences for our Leaders.
- We try to build accountability into everything we do.

G.R.O.U.P.

G.- Guided by a Leader: A group leader is someone who leads the lesson/discussion and sees to it that the goals of the group are being met. The leader also trains apprentices and turns in reports.

R.- Regular meeting times: Preferably weekly or twice a month. The goal here is that you meet often enough to get to know one another and recognize when someone is not connected or struggling.

O.- Opens God's word. When the group meets, time is set aside to examine to read and discuss God's Word either directly or through an approved curriculum.

U.- United in Love. Jesus commanded and the apostles exhorted us to "love one another". The group should be growing in its care and concern for each other.

P.- Prayer for one another. Time is set aside for the taking of prayer requests and prayer for the burdens and concerns of the group members as well as praying for new people to come either to the church or your group.

➤ **"The Basic D.N.A. of all groups!"**

Group Types

- A. Geographic/ Vine Groups
- B. Men's/ Accountability
- C. Women's/ Accountability
- D. Singles
- E. Student
- F. Discipleship/ Follow up
- G. Prayer
- H. Support
- I. Addictive Behavior Recovery
- J. Ministry/ Service Focus

- The Goal of Small Groups is to....
 - *Win the Lost!*
 - *Equip the Saved!*
 - *Create New Groups!*

Three Leadership Positions in a Group

- **Group Host(s)**
 - A. Arranges or provides location to meet for the group.
 - B. Sets up refreshment before the meeting time.
 - C. Arranges the chairs for best small group interaction.
 - D. Keeps the temperature around 70 degrees.
 - E. Coordinates and arranges childcare if needed.

- **Group Apprentice(s)**
 - A. Opens the group with an ice breaker.
 - B. Recognizes and introduces guests.
 - C. Plans the refreshment schedule.
 - D. Leads the outreach segment of the meeting time.
 - E. Leads the discussion/ teaching time once a month.
 - F. Takes attendance and turns in related reports.

- **Group Leader**
 - A. Sets the P.A.C.E. for the group members.
 - B. Decides on the approved curriculum and secures it.
 - C. Selects at least 1 apprentice leader and possibly two.
 - D. Prepares for the lesson and leads the discussion.
 - E. Trains the apprentice leader and gives the apprentice opportunities to lead with coaching.
 - F. Meets with his/her Coach on a regular basis. (At least monthly).
 - G. Attends all training/ equipping sessions and turns in weekly attendance reports.
 - H. Leads the group in growth planning and evangelistic efforts.
 - I. Guides the group toward reproduction of another group in 12-18 months.

- We want as many Groups as possible to have all 3 leadership positions!

460-BASIC TRAINING FOR SMALL GROUP LEADERS

Five Star Groups!



G.R.O.U.P. goals are being met



Apprentices are being mentored



Groups are reaching out to the lost



Group grows in quality and



Leaders are being coached

- “In order to have **Quantity** we must have **Quality**”
- We want every Group to strive to become a 5 star Group!

What is a L.I.F.E. Group?



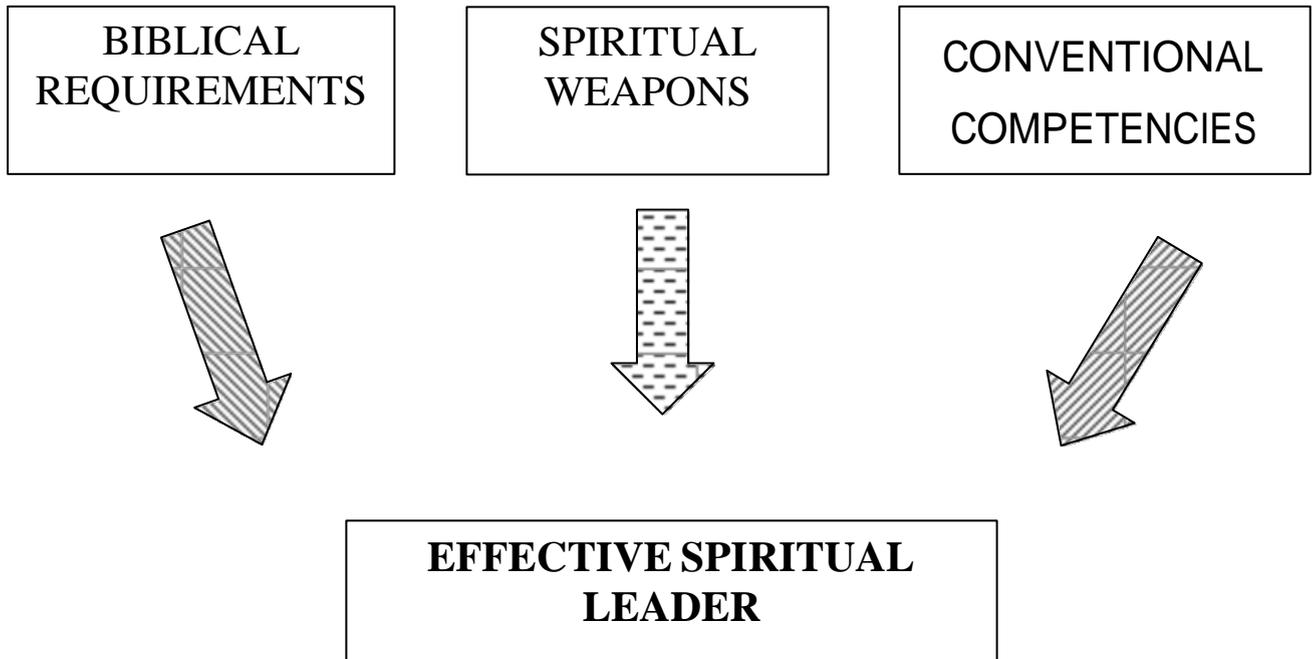
Jesus said in John 15 that He was the vine and we were the branches. If we aren't "connected" to Him, we can do nothing. Today the Church is the body of Christ. In order for our Groups to grow we must remain "connected" to Jesus and His body, the church. Life Groups are successful if they remain connected to the VINE.

- L**ove- We want to practice the one another's and show our love.
- I**nstruction- (Bible Study)
- F**ellowship- Regular times spent having fun together!
- E**quipping- each other to become disciples and multipliers of Groups for Jesus and the Kingdom of God.

➤ **We want as many people as possible to be connected to a L.I.F.E. Group!**

What is Spiritual
.Lead *j??*

Three Dimensions of Effective Spiritual Leadership



A spiritual leader is someone who meets the Biblical expectations. He or she is intimately acquainted with God and His ways. They also effectively practice the conventional competencies

Most teaching about leadership will go either in the direction of secular leadership competencies and some will go in the direction of Biblical leadership requirements, with fewer still going in the direction of spiritual weapons. I believe the effective model is to address all three areas.

The servant leader will assess what the potential leader/ disciple needs and will serve them by helping them to grow or develop in their

Spiritual Leadership Essentials

1. **What is a Spiritual Leader?:**
 - A. Quality person who loves and knows God. He or she influences others to do great things for God's kingdom and His glory.
 - B. Meets Biblical requirements.
 - C. Especially skilled in God's weapons or kingdom keys!
 - D. Also has many core leadership competencies

2. **Why should a person pursue leadership?**
 - A. Developing to your full potential is rewarding and fun.
 - B. Bringing the maximum amount of glory to God is expected.

3. **Why should a person develop others into leaders?**
 - A. To move the Kingdom of God forward and to hinder the kingdom of darkness
 - B. Because we will all stand before God one day and give an account of our lives

4. **Where do you find leaders?**
 - A. In your church/ develop a system that rewards and produces leaders
 - B. Win people to Christ/ win them to yourself/ win them to the cause
 - C. Look for people who have FAITH- Faithful/ Available/ Integrity/ Teachable/ Heart for God- Humble

5. **How to Select Leaders**
 - A. The Jesus Method- PRAY!
 - B. What to look for-Essential qualities: Called by God/ Vision/ Character/ Willingness/ Passion/ Aggressiveness/ Spirituality/ Biblical requirements/ Experience/ Basic Competencies
 - C. Give them some simple things to do- example, explain and evaluate
 - D. Increase the difficulty

6. **How to Motivate/ Empower Leaders:**
 - A. Spiritual Hierarchy of Purpose
 - B. Spend time with them
 - C. Feed them: spiritually/ emotionally/ intellectually
 - D. Stay ahead of them
 - E. Reward/ appreciate them- speak their love language

7. **What are some basic skills that Leaders need to do:**
 - A. Spiritual Weapons/ Keys- Skilled in prayer and fasting, the word of God, walking in the Spirit, presenting the gospel, faith, discipline, sacrifice, separation from the world, discipling and multiplication.
 - B. Practical Habits/ Keys- Dream and set goals, plan, organize/ establish priorities, communicate, recruit, train, disciple/ mentor, build teams and teamwork, accomplish objectives, appreciate/ reward/ motivate, solve problems, deal with people issues/ problems, and make good decisions

8. **How to Train**
 - A. Ministry Exposure- "Not a novice"- Apprenticeships
 - B. Basic Training- 460 for example

- C. Ministry Experience
- D. Advanced Training- e.g. 462 and book a month
- E. Constantly serving them by evaluating what they need next and helping them develop.

460-BASIC TRAINING FOR SMALL GROUP LEADERS

An Effective Spiritual Leader..

Is a quality person who knows God (and His ways) and influences others to do great things for God's glory.

1. **Is a Quality Person.** (Honest, loyal, energetic, proactive, overall has good character).
 - Is Faithful and can be trusted.

2. **Knows God:**
 - Spends at least an hour a day with God
 - Practices the arts of reflection (Journaling) and meditation
 - Can discern God's voice- John 10:27/ 1 Kings 19:12
 - Regularly has dreams and visions from God, that are God's plans

3. **Knows Gods ways:** Refer to "Keys to the Kingdom" sheet!

4. **Influences Others:**
 - Primarily through prayer
 - Good Example. Walks the talk.
 - Practices a Good Samaritan type of Love
 - Strategic Planner: looks ahead, reads, researches, networks, studies, sets priorities
 - Effective Communicator: Written, spoken, stories...
 - Good Recruiter: Knows what and who to look for; has criteria and is intuitive.
 - Good Trainer/ Equipper. Uses both classroom and personal training.
 - Is a motivator, mentor, and a multiplier of people. Rewards, appreciates, creates and maintains momentum.

5. **To Do:**
 - Is a person of action- Matt. 11:12
 - Leads others to action- Primarily the Great Commission and Commandment.

6. **Great Things:**
 - Has Big Faith in a Big God- wants to get out of the boat and walk on water.

7. **For God's Glory!**

- Wants God's name to be Hallowed, His kingdom to come, and His will to be done and all the glory to go to God.

460-BASIC TRAINING FOR SMALL GROUP LEADERS

Spiritual Weapons/Keys

Matt. 16:19 "I will give you the **keys of the kingdom** of heaven; and whatever you shall bind on earth shall be bound in heaven, and whatever you shall loose on earth shall be loosed in heaven."

2 Cor. 10:3 For though we walk in the flesh, we do not war according to the flesh, (4) for the **weapons of our warfare** are not of the flesh, but divinely powerful for the destruction of fortresses.

1. **Prayer:** Jesus gave several teachings on the importance and power of prayer. Most notable are Matt. 6:6 when He told us "to go into your inner room and pray to your Father who is in secret, and your Father who sees in secret will reward us openly." Luke 11 and 18; persistent,
2. **Prayer and Fasting:** Again Jesus says that certain spiritual victories are won only after we have prayed AND fasted (Matt. 17:21).
3. **Spirit Filled Ministry:** Jesus told His disciples to wait in Jerusalem until they had received the Spirit of Promise. Oftentimes we do not wait for or seek the Spirit in our service. Eph. And Gal. 5.
4. **The Word of God!** Heb. 4:12 says that God's word is living and active and sharper than any two edged sword. Let's use God's word! 2 Tim. 3:16-17.
5. **Faith:** Hebrews 11 describes for us the nature and purpose of faith. It also tells us that without faith we cannot please God. Big God, big plan, big faith, big help!
6. **Sacrifice:** Col. 1:24, 2 Cor. 11:23 ff the apostle Paul says he does his part in suffering for the cause of Christ. How about you?
7. **Love:** Good Samaritan type of love. It's what the world needs now, isn't it? Jesus said the world would know that we are his disciples if we have love for others.
8. **Righteousness/ Separation:** 2 Cor. 6: ... weapons of righteousness... clean vessel
9. **The Power of the Gospel of Christ.** "I am not ashamed of the Gospel of Christ for it is the power of God to everyone who believes," The message of Jesus Christ liberates people from sin, deceit, and the power of darkness. Rom. 1:16

10. **Multiplication:** The only way we can feed the multitudes is through the divine plan of multiplication! Matt 14:16; 15:32.

11. **Passion:** In Romans 12:8 we are told to lead with eagerness or zeal. The great commandment exhorts us to love God passionately. Let's lead with passion!

12. **Patience and Steadfastness.** Continuing to sow good works and plow, knowing that we were created to do so and that we will reap if we do not faint. Eph. 2:10 and 1 Cor. 15:58.

How Do I Lead A Group?

Small Group Leader Agreement

In my desire to take on the responsibility of shepherding and caring for a small group,

I have...

- Been a member for more than one year
- Prayed about the decision
- Been a part of a small group. Taken 301 Basic Discipleship and 460 Small group leadership Training
- Developed a prospect list
- Identified an apprentice and a host
- Met with the Small group Pastor or the district coach.

I am ...

- A member in good standing
- In agreement with the church's statement of Faith
- Willing to take the additional suggested training
- Willing to abstain from alcohol in any and all S.G. situations
- Willing to put down murmurings and be a team player
- Willing to lead my group in outreach and incorporating new members into the group on a regular basis
- Willing to turn in reports and communicate regularly with my coach
- Desirous to become a leader and a developer of leaders

Signed: _____

Date: _____

What does a Leader Do?

Small Group Leader Responsibilities:

1. Believes in and is committed to the following
 - F. Prayer; Pays the price and prays around an hour a day for self, family, group, church, lost.
 - G. Evangelistic: Has an outward focus and leads the group toward reaching out to the lost.
 - H. Goal Setting and Growing: Isn't afraid to set some God sized goals and prays and works hard at accomplishing them.
 - I. Equips Others: Primarily his or her assistant. Trains them to lead a group in just a few months.
 - J. Multiplies: Is not satisfied until reproduction of the group has taken place.
2. Decides on the approved curriculum and secures it.
3. Selects at least 1 apprentice leader and possibly two.
4. Prepares for the lesson and leads the discussion.
5. Meets with his/her Coach on a regular basis. (At least monthly).
6. Attends all training/ equipping sessions and turns in weekly attendance reports.
7. Leads the group in service or ministry projects.
8. Guides the group toward reproduction of another group in 12-18 months.

How to Prepare and Lead a Discussion

1. Select or choose an approved curriculum:
 - Serendipity Publishing
 - Nav Press
 - Sermon Series Outlines
2. If preparing your own outline:
 - Get approval from your leader or coach
 - Start with educational/ lesson objectives like:
 - ◆ Knowledge goals
 - ◆ Feeling goals
 - ◆ Doing/ Application goals
 - In addition to your Ice Breaker, have some good introduction questions
 - Always read a passage/ verse from the Bible
 - If teaching a passage; cover information like:
 - ◆ What does it say?
 - ◆ What does it mean?
 - ◆ How can I apply this to my life?
3. Try to have at least one question in the middle of your outline that you can use to go around the room and involve everyone with. Stay away from the lecture method. Ask open ended questions which have several possible answers.
4. Be clear on what you are hoping to accomplish with the lesson/ discussion.
5. Steer/ guide the discussion when it gets off track back to the path of accomplishing your goals.

How to Select and Train an Apprentice

1. Pray that God would send and reveal your apprentice.
2. Look for someone who is in your G.R.O.U.P.
3. Look for someone who has F.A.I.T.H.
 - Faithful
 - Available to meet with
 - Integrity/ Character
 - Teachable
 - Heart for God
4. Assign some responsibilities every week.
 - Ice Breaker
 - Introduction to the lesson
 - Prayer Time
 - Outreach Projects
 - Leading the Lesson
5. Meet with your apprentice before and after the GROUP time.
6. Allow them to lead one lesson/ discussion per month.
7. Encourage them to attend training sessions with you.
8. Use the evaluation guide on page 27 when monitoring his/her progress.
9. Help them start a new group.

10. Check back with them to see how they and their group is doing periodically.

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How to Grow your Group!

1. Pray for new people on a weekly basis
 - ◆ Use the “empty chair” every week to remind people that you are open to growth
 - ◆ Use a marker board to write the name of the people you are praying for to invite to church or to your group
 - ◆ Record and turn in the names of the people you are praying for; to the prayer team for additional prayer
 - ◆ Take time out of your group every week to pray
2. Use Sunday morning to go fishing for new people
3. Pay attention to New Members who come into the church about once a month
4. Pay attention to the start of new sermon series and invite people at the start of every new series
5. Invite new people on a regular basis to your group
6. Set monthly/ quarterly growth goals and work and pray to accomplish them

7. Cast the vision on a regular basis to start a new group from your group within one year

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How to Multiply Your Group!

1. Select and train an apprentice.
2. Set Group growth goals.
3. Communicate the values of multiplying your group to your group on a regular basis.
4. Pray for group growth.
5. Use the suggested growth methods.
6. Make sure your apprentice is taking the necessary training.
7. Grow your group until it averages between 14-16 people per week.
8. With your group develop a strategy and a projected new group birth date.

9. Discuss your progress and plans with your groups coach.
10. Announce and promote the new groups beginning date.

460-BASIC TRAINING FOR SMALL GROUP LEADERS

Child Care Options:

Child care is one of the biggest difficulties in leading a small group, and one for which there are no simplistic answers. A couple of the responses on the message board seem helpful.

One person said he would discourage hiring a babysitter. His church had tried something similar with the church's womens groups, and they needed two caregivers for the nursery-age children and one other for elementary-age children.

Instead, he suggests, encourage members of the groups to put their heads together to find creative solutions. Here are just a few options.

- 1. Parents pay for babysitting in their own homes. (Perhaps several parents who live nearby can go together.)**
- 2. Group members pool together for a babysitter at another home.**
- 3. Members rotate child care responsibilities on a weekly basis.**
- 4. Children are part of the group. (This has worked in a number of churches, but it takes lots of planning and patience.)**

Another respondent said that number three works well in his church. In all groups in which participants have children, the groups provide child care on a rotating basis. He says this promotes four things.

Each adult has the opportunity to transfer biblical values from his or her own perspective to the children. In other words, my kids benefit from your relationship with Jesus.

It promotes more of a sense of community among group members. Adults have the chance to see the faith and faithfulness of the children, and are therefore encouraged by them. It promotes the idea that children are important in the life of the church.

One church uses a confidential information form that each adult who cares for children must fill out. Only after the references are checked can the adults work with the children. This measure protects the church, children, parents, and children's workers.

Here are a few more ideas I've come across.

Work with the youth minister to help you set up something with some of the teens of the church to provide child care. This is not a "ministry" for the teenagers; they should be paid for their time.

Are there "grandparents" in the church whose grandchildren live far away? Ask them to play with and care for the children, perhaps in return for chores done around their houses by groups.

Remember that each group is different and has different needs, especially in relation to the age of the kids. So, one size child care may not fit all groups. Ultimately, child care decisions ought to be up to each group, but church leaders should be available to coordinate and problem-solve.

One more thing to consider. Child care workers need training and support. We should not just dump the kids in the hands of an untrained person who has no plan for working with the children. Materials need to be provided for the kids to learn at their levels. Can kids use resources that go along with what the parents are studying? Maybe some Christian videos, such as those in the McGee and Me series, can be used.

Small groups can be a great opportunity for the children to learn and grow as well as the adults. Since the kids see each other nearly every week, some of their best friendships may blossom in the group.

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Handling Difficult People

1. How to Control Talkative Members:

When one or two group members seem to be monopolizing the discussion, calling for contributions from others often helps: “What do the rest of you think?” or “Jack, what ideas do you have about this?”

In some situations you may have to take control of the discussion more strongly, and you may have to talk privately with the “talker,” explaining the necessity of group participation. You may be able to enlist him to help you draw others in. This will help him become more sensitive to the contributions of other people.

2. How to get back on track:

A verbal recognition of the fact that the discussion has gotten off on a tangent can usually help you get back to more relevant topics. You could say, “This is interesting. However, we’ve left our topic. Perhaps we could discuss this further after the group but for now....” Or you may present a thought-provoking question to draw the discussion back to the initial topic. Having an attitude of acceptance toward the tangent is important. Maintain the respect for each member’s opinions.

3. How to handle “wrong” answers:

If someone says something that you are quite sure is inaccurate or unbiblical, you may want to solicit a view point from someone else: “Okay, what do others think?” or “Does anyone know other Scripture passages that may help us here?” You may want to restate the issue, or ask another question that would help clarify or stimulate further thought. Always try to keep the person from losing “face” or becoming embarrassed if possible.

4. How to handle silence

Don’t be afraid of pauses, or try to fill in silent moments. If you give everyone time to think, they will bring up good points and ask good questions as the discussion progresses. By being patient, you may be surprised with the number of excellent thoughts

the group comes up with. These silent times may seem uncomfortable, but don't be embarrassed or feel as if you must say something.

5. How to handle difficult questions:

Don't be afraid of saying "I don't know" when a difficult question is asked. If you don't know the answer, don't pretend to. You can always look for the answer later, or ask someone else in the group to research it. There is no merit in being thought of as a supposed "know it all", only to find out you don't.

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Starting a New Group?

1. Have you been in a group before?
2. Are you currently an apprentice in a group?
3. Pray about the type of group you feel the Lord leading you start.
4. Talk with the Small groups Pastor or your district coach.
5. Select an apprentice for the new group.
6. Build a prospect list.
7. Pray for the people on your prospect list.
8. Work the prospect list. Mailings, phone calls, church chats, invitation cards and bulletin announcements.

9. Meet regularly for the first 4-5 weeks. About the 5th week begin talking about the group covenant and determine and ground rules for your group.

10. Continually cast the vision to grow and develop

460-BASIC TRAINING FOR SMALL GROUP LEADERS

Good Host Homes

The Small Group Host has the important ministry of hospitality. They accomplish this ministry by thinking about the needs of the guests. It is the host's responsibility to eliminate distractions that could hinder a person from being able to focus on spiritual matters because of a uncomfortable atmosphere. The host's job is to make sure people feel completely welcomed and wanted. Hosts are likely to be the first people with whom newcomers come in contact, so they have a tremendous opportunity to initiate an atmosphere of love and acceptance to all who walk through their doors. Hosting a small group is an honor, and it must be done with a commitment to excellence.

With the preceding in mind, consider the following guidelines for hosting a small group. It is important that hosts would be sensitive to the following issues and able to create an environment that would be conducive for a good meeting.

1. Be prepared. The first task of a host is to greet people when they come to the door. Newcomers are often the first to arrive. Their first impression of a group is critical. An excellent host will be ready well in advance of the starting time to greet people as they arrive.
2. Make sure that the meeting room is tidy and pleasant. Also, make sure that the bathroom is clean and supplied.
3. Greet everyone warmly. People come to a small group with any number of things on their mind. Some come from work. Others rushed out of the house while trying to

finish a quick meal. A warm greeting from a host can help people shift into the small group setting. An encouraging word can set the tone for an enjoyable evening.

4. Strike up a conversation. This is especially important for new people. Ask a few questions: "Where do you live?" "How did you hear about the small group?" "How is your week going?"
5. Be sure you are well supplied. Check to be sure you have plenty of pencils, paper, Bibles, study guides, so forth. Always have an extra chair or two. Have cups available for drinks and plates if you will be serving food.
6. Pay attention to the details. The following may seem a bit trivial, but careful attention to them will display an extra concern for your group members.
7. Check the lighting. Be sure the room where the small group is held is well lit. Also, meet in a circle where everyone can see each other's faces to facilitate equal participation and sharing. If your group is using a TV/VCR the host should have equipment that works well, has been set up in advance, and can clearly be seen by all group members. A black and white 12" TV should not be used.
8. Adjust the temperature. A room that is too cold can make it very difficult for people to get comfortable. They will be less likely to fellowship. A room that is too hot can cause people to fall asleep. Rooms warm up when warm bodies show up. One expert suggests 67 degrees as an ideal room temperature for groups. Offer to take people's coats when they come in.
9. Eliminate distractions. Put your pets (especially dogs and cats) in a separate room for the evening. Let the answering machine pick up your calls (turn off the ringer), and make sure the children are taken care of. Make sure that the room smells good. We can get so accustomed to the smells in our home that we don't notice them anymore: Pet odors, last night's dinner, heavy perfumes, even some room deodorants. Compensate for what might smell good to you, but is obnoxious to others: Set up a fan to pull air out of your meeting room, providing good ventilation. Also, play soft music as people arrive but turn it off before you begin. Eliminate other potentially disruptive sounds.
10. Is anyone hungry? Food is a great catalyst for community-building. Plan to have light snacks or dessert following your discussion. Make drinks available to group members. A great way to involve more people is to have a sign-up sheet for people to bring snacks.

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