

LIBERTY BAPTIST THEOLOGICAL SEMINARY

A MODEL TO RECRUIT AND IMPLEMENT VOLUNTEERS TO SERVE AND CREATE A
CULTURE OF BIBLICAL SERVANTHOOD IN THE CHURCH

A Thesis Project Submitted to
Liberty Baptist Theological Seminary
in partial fulfillment of the requirements
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DOCTOR OF MINISTRY

BY

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LIBERTY BAPTIST THEOLOGICAL SEMINARY

THESIS PROJECT APPROVAL SHEET

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ABSTRACT

A MODEL TO RECRUIT AND IMPLEMENT VOLUNTEERS TO SERVE AND CREATE A CULTURE OF BIBLICAL SERVANTHOOD IN THE CHURCH

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Liberty Baptist Theological Seminary, 2012

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The purpose of this project is to develop a viable and applicable model for finding and recruiting volunteers to serve the local church and create a culture of Biblical servanthood. The project focuses on: where to find potential volunteers; discerning the volunteer's giftedness; the enlisting process; interviews; and training the volunteer to serve. It also provides practical methods that allow the local church to create a culture of Biblical servanthood. The content of the project is built on the foundation of God's Word coupled with resources from experts in the field.

Abstract length: 91 words

DEDICATION

To Mary Anne, my beautiful wife, my inspiration to live for Christ, and our two children,
Rebekah and Ezra.

ACKNOWLEDGEMENT

Thanks to Pastor Mike Whitson, Rev. John Sprinkle and First Baptist Church of Indian Trail, NC
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CHAPTER ONE: INTRODUCTION

Introduction

This thesis project concentrates on volunteers and volunteerism in the local church. It spotlights the methods necessary to find, recruit, implement, and create an environment of Biblical servanthood. Volunteerism is a problem in today's church. Almost every church conference offers topics such as, "How to find volunteers." Tony Morgan states, "We see that about 20 to 25 percent of people end up doing most of the serving at church."¹ Obviously churches all over America are dealing with the same problem of finding enough volunteers to fulfill the ministry needs of the church. Many churches do not communicate the importance of volunteering, or struggle to be effective in finding people to serve. Service within and to the church is vital if we are going to equip the saints to reach this world for Christ. The current church culture, created over many years, must experience a seismic shift; a shift from, "it's all about me" to, "what can I do for the glory of God." Understanding true Biblical servanthood allows the local church to redefine its strategies and to develop believers who choose to be more involved in service. Churches sometimes turn people away because of an inward focus on themselves, Church traditions, or unwillingness to change. The Millennial Generation (those born between 1980 and 2000) is the largest generation in America's history.² Since Millennials are the largest American population, the church needs to become aware of how Millennials think, what they want to do, and what motivates them. Thom Rainer writes, "Millennials are already

¹ Tony Morgan, *The New Traditional Church* (Granger, IN, 2011), under Part One "Discipleship," eBook, <http://tonymorganlive.com/the-new-traditional-church/> (accessed August 27, 2011).

² Thom S. Rainer and Jess W. Rainer. *The Millennials: Connecting to America's largest Generation* (Nashville: B&H Publishing Group, 2011), 7.

beginning to think about how they can make a difference in the world. Three out of four Millennials believe it is their role in life to serve others. If 75 percent of Millennials begin to serve others, the impact for the future will be significant.”³

During his 20 plus year ministry career, this writer has experienced this same epidemic – the constant struggle to find enough willing people to staff all the ministry needs of the church. The need for a more effective method to find and deploy volunteers first became evident to the writer while attending a children’s ministry conference. As staff members from churches all over America began to discuss issues of the church, a recurring question from the group was, “How do you get people to serve in your ministry?” The writer thought that since his current church was a “megachurch,”⁴ surely there would be enough volunteers to staff Sunday school. It did not take long to see that the larger the church, the greater the need would be for volunteers. As ministers in the church, the following questions need to be answered:

- 1) Are we more concerned with people experiencing a worship service or developing them into servants of God?
- 2) Is it more valuable to connect with others in small groups or to serve?
- 3) Why are churches finding it difficult to find volunteers to staff the strategies and programs the particular church itself is so passionate about?
- 4) Is there something missing when it comes to people committing to serve?

Answering these questions may not be possible within the confines of this project, but this project will develop a better strategy to recruit and deploy volunteers to serve while simultaneously creating a culture of Biblical servanthood within the church.

³ Ibid, 37.

⁴Wikipedia, “Megachurch,” A Megachurch is a church having 2,000 or more in average weekend attendance. Our average worship attendance is over 2,700, available from <http://en.wikipedia.org/wiki/Megachurch> (accessed September 20, 2011).

Statement of the Problem

This thesis focuses on the growing struggle faced by most churches - finding volunteers willing to commit to serve in ministry. Christine Younts states, “God has already provided all the people necessary for you to fulfill his task.”⁵ Younts believes the local church has been given enough people to fulfill the mission of the whole church. Essentially, all the volunteers any church needs are already sitting in the pews; they just need to realize their giftedness and begin serving. Then the question may be, “Is the church trying to do too much in relation to the number of people attending the church?” God has supplied all of our needs even when it comes to volunteers, but most churches are overloaded with programs but not enough volunteers. This project assists the reader in recruiting and deploying volunteers into areas of service actually needed by the body. It also attempts to help church leaders develop a culture within the church walls that creates a Biblical servanthood philosophy among the volunteers.

The writer is a children’s pastor in a large church. Every week, finding volunteers to fill all the positions within the children’s ministry is an ordeal. The most difficult task in this writer’s years of ministry has been and continues to be recruiting volunteers to serve. In every situation this difficulty seems to stem from the church either not placing a high value on people serving or not creating a servant culture. Paul urges the church in Ephesians, “to equip the people for the work of service” (Ephesians 4:12, NIV).

⁵ Christine Younts, *Awesome Volunteers* (Loveland: Group, 2004), 15.

Terminology

In many cases, communication fails because understanding is lost due simply to the misuse or improper use of terms. The intended purpose for the definitions presented here is to help clarify some of the terms used in this project.

Volunteer – a person willing to use his/her spiritual gift(s) to serve God. This person is not remunerated to perform these services. Volunteer and Servant may be interchanged throughout the project.

Servant – (Mark 10:45) “one who gives himself or herself up to another’s will, whose service is used by Christ in extending and advancing His cause among humanity.”⁶

Biblical Servanthood – (Philippians 2:3-5) “one who prefers others over themselves sacrifice willingly, gives time and energy to benefit others, focus outward, and imitate Christ.”⁷ Tan says “true servanthood is characterized by loving obedience to the Lord, and compassionate ministry to others.”⁸

Recruit – to enlist individuals to serve in ministry areas of the church.

Implement – (Ephesians 4:11-12) equipping the servant/volunteer to carry out the task in which he/she feels led to participate. Training the servant/volunteer to effectively minister in the area of service in which they will equip others.

⁶ Denise Locker, *The Volunteer Book: A Guide for Churches and Nonprofits* (Kansas City: Beacon Hill Press, 2010), 7.

⁷ Nate Palmer, *Servanthood as Worship: The Privilege of Life in a Local Church* (Adelphi: Cruciform Press, 2010), 10.

⁸ Siang-Yang Tan, *Full Service: Moving from Self-Serve Christianity to Total Servanthood* (Grand Rapids: Baker Books, 2006), 45.

Culture – Lewis says culture “is the sum of attitudes, customs, and beliefs that distinguish one group of people from another. It is the lens through which a church views its life or meaning.”⁹

Blandino says simply culture is “the way we do things around here.”¹⁰

Statement of Limitations

This project has the potential to pursue a variety of angles and discussions, but this writer’s intent is to help churches recruit and deploy volunteers while giving churches insight into what the Bible teaches about Biblical servanthood. This project is not intended to be or address following areas:

- The author is using this project as a model and it is not proven nor tested.
- The churches surveyed are from the Southeastern parts of the United States and may not be applicable to churches in other regions (North Carolina, South Carolina, Mississippi and Texas).
- This project is not a training guide for churches (although it will offer many helpful tips and resources).
- This project is not a “how to” guide. It is not a step by step handbook for churches to put into operation. The information found in the project will be of great value to churches trying to create an environment of Biblical servanthood.

⁹ Robert Lewis, Wayne Cordeiro and Warren Bird, *Culture Shift: Transforming Your Church from the Inside Out* (San Francisco: Jossey-Bass, 2005), 12.

¹⁰Stephen Blandino, “8 Words that Define your Church’s Culture,” Stephen Blandino Blog, entry posted November 3, 2010, <http://stephenblandino.com/2010/11/8-words-that-define-your-churchs.html> (accessed August 27, 2011).

- This project is not an attempt to write an exhaustive commentary on Ephesians 4:7-16 or Philippians 2:1-11. The focal point of the project is the understanding of the model of believers serving in the local church.
- This project is not intended for ministries or service projects outside the church walls. The writer is only using the local church as his focal point. Many of the principles and resources in this project could be useful for programs outside the walls of the local church.

Theological Basis

God has given all Christians at least one gift to use for His kingdom's growth. Sadly, most believers do not understand or recognize that God has given them such spiritual gifts. Paul says, "But to each one of us grace was given according to the measure of Christ's gift" (Ephesians 4:7 NASB). The gift that Christ has given all believers is to be used specifically for the glory of God. MacArthur says, "We each have a gift that is measured out to us - with certain distinct capabilities, parameters, and purposes. Each of us is given a specific gift (singular) through which we are to minister in Christ's name."¹¹ This gift is to be used by called men of God including both ordained ministers and lay people who are created to volunteer in the ministry. Paul states in Ephesians 4:12 that the gifts are "for the equipping of the saints for the work of service, to the building up of the body of Christ." Just as he explains the "gift" Christ has given us, believers must also see the call to use that gift for His service. Christ's example of a servant is clearly identified in Philippians 2:7: "...but made Himself nothing, taking the very nature of a servant, being made in human likeness." Jesus as the model of a servant "doulos – a

¹¹ John MacArthur, *The MacArthur New Testament Commentary: Ephesians* (Chicago: Moody Press, 1986), 136.

bond-servant, a slave, He came to serve others,”¹² was His intent in coming to earth. Wiersbe puts it plainly when he says, “Jesus thought of others and became a servant!”¹³

Statement of Methodology

This project utilizes four different research methods. The first method is using the Word of God as a guide to show Jesus’ example of the supreme model of a servant. The writer exercises this source as authoritative and the ultimate source of information.

Secondly, outside experts in the fields of volunteers, servanthood, and understanding church culture are researched and presented. Gleaning from the books, blogs, magazine and other articles, doctoral theses and journals of these experts provides an in-depth look at these topics. The writer also applies his own more than twenty years of ministry experience serving in multiple churches as a resource.

Thirdly, the results from research arising out of personal interviews and surveys from five churches with different philosophies about servanthood are crucial to the writer’s development of the paper.

1. Kevin Qualls is the Senior Pastor of Southpointe Community Church in rural Pageland, SC. This is a modern church that relies on a simplistic approach to ministry and serving.
2. Joey Query is the Senior Pastor of Antioch Baptist Church in Monroe, NC. Antioch is a typical traditional Baptist church. It is a small church but it is big on serving.

¹² John MacArthur, *The MacArthur New Testament Commentary: Philippians* (Chicago: Moody Press, 2001), 129.

¹³ Warren Wiersbe, *Be Joyful: Even When Things Go Wrong You Can Have Joy* (Wheaton: Victor Books, 1984), 62.

3. Eric Smith is Senior Pastor of a new church plant in Jackson, Mississippi. North Ridge Church is a Missional church that believes its greatest influence is being servants.
4. Mike Johnson is the Children's Pastor at Fellowship Church in Grapevine Texas. Fellowship Church is a mega-church that instills in its people the value of serving.
5. Mike Blackwood is the Worship Pastor at Lifesong Church in Lyman, SC. Lifesong is passionate about reaching people but also just as passionate to serve people.

Lastly, the writer is currently serving as the minister to children at First Baptist Church Indian Trail in North Carolina. He will apply the plan of the church and the children's ministry as a guide for volunteer recruitment, implementation and as a model for creating a Biblical servanthood. The church has over 6,000 members and the children's ministry alone utilizes hundreds of volunteers every week.

Chapter Review

Chapter One – Introduction

In the first chapter, the author provides an overview of the entire project. This chapter develops the thesis and gives a synopsis of how the thesis is supported. The chapter also provides a review of the project methodology and gives an overview of the materials to be used throughout the process.

Chapter Two – Biblical Interpretation of Servanthood

This chapter explores the Biblical evidence of servanthood. It focuses on two main passages of scripture as its foundation: Ephesians 4:7-16 and Philippians 2:1-11. In Ephesians

4:7-16, Paul gives a discourse on the gifts that Christ gave us to use for His kingdom work. In Philippians 2:1-11, Paul paints a picture of who Christ is and the perfect model of a servant.

Chapter Three – Volunteers: Finding them in the Church

Every church has to find volunteers to serve in the programs it offers to those attending. This chapter considers a variety of ways and techniques that can be used to find these volunteers. It also looks at who can volunteer and volunteering myths. The writer will incorporate methods used to find volunteers used in his current ministry.

Chapter Four – Volunteers: Recruiting Them for the Ministry

Finding volunteers is easy for most ministers; it is getting those volunteers to serve that are difficult. The church is full of potential volunteers; getting believers to use their spiritual gifts for service is challenging. This chapter will discuss ways to identify the ministry needs, communicate the ministry needs, qualifications for a volunteer to serve, interviewing and enlisting volunteers.

Chapter Five – Volunteers: Implementing Them to Serve

Chapter five addresses the process of placing the volunteer into a role that best fits his/her giftedness. The chapter introduces and reviews a variety of assessment, analysis, and training techniques. The chapter also reviews how churches deploy volunteers into a variety of ministry positions. The Discovery Class at the writers own church is examined as a model to understand how a believer can find his/her place of service.

Chapter Six – Creating a Culture inside the Church that Moves People to Serve

This chapter delves into the idea of creating an environment of motivating people to serve. It develops a strategy that enables the church to become intentional in its approach of encouraging volunteers to service. The chapter also reviews the five churches interviewed and

compares each with the other. The goal is to discover a strategy for creating a culture of Biblical servanthood within the church.

Conclusion

The final chapter summarizes the project, taking all the information provided to present recommendations for implementation.

Literature Review

Biblical Content

Command to Serve

Jesus teaches his disciples about the mission of every believer. It is His desire that all men are to serve.

And Jesus came up and spoke to them, saying, “All authority has been given to Me in heaven and on earth. 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.” (Matthew 28:18-20)¹⁴

Serve

Jesus explains the role of a servant is to serve others so men and women might be saved.

“It is not this way among you, but whoever wishes to become great among you shall be your servant, and whoever wishes to be first among you shall be your slave; just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (Matthew 20:26-28)

“But it is not this way among you, but whoever wishes to become great among you shall be your servant; and whoever wishes to be first among you shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (Mark 10:43-45)

¹⁴ All Scripture cited from this point forward will be from the New American Standard Bible. Unless otherwise noted.

Jesus is teaching His disciples the true meaning of a servant. He just finished washing their feet when says, “Truly, truly, I say to you, a slave is not greater than his master, nor is one who is sent greater than the one who sent him” (John 13:16). Jesus calls Himself a “slave.” He is sent by Father and the disciples are sent out by Jesus.

Therefore if there is any encouragement in Christ, if there is any consolation of love, if there is any fellowship of the Spirit, if any affection and compassion, make my joy complete by being of the same mind, maintaining the same love, united in spirit, intent on one purpose. Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; do not merely look out for your own personal interests, but also for the interests of others. Have this attitude in yourselves which was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross. For this reason also, God highly exalted Him, and bestowed on Him the name which is above every name, so that at the name of Jesus EVERY KNEE WILL BOW, of those who are in heaven and on earth and under the earth, and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father. (Philippians 2:1-11)
Slaves, in all things obey those who are your masters on earth, not with external service, as those who merely please men, but with sincerity of heart, fearing the Lord. Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve. (Colossians 3:22-24)

Gifts

But to each one of us grace was given according to the measure of Christ’s gift. Therefore it says,

“WHEN HE ASCENDED ON HIGH,
HE LED CAPTIVE A HOST OF CAPTIVES,
AND HE GAVE GIFTS TO MEN.”

Now this expression, “He ascended,” what does it mean except that He also had descended into the lower parts of the earth? He who descended is Himself also He who ascended far above all the heavens, so that He might fill all things.) 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. Ephesians 4:7-16

Gifts Explained

All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, equipped for every good work. 2 Timothy 3:16-17

As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God. 1 Peter 4:10

Recruit

Again the next day John was standing with two of his disciples, and he looked at Jesus as He walked, and said, "Behold, the Lamb of God!" The two disciples heard him speak, and they followed Jesus. And Jesus turned and saw them following, and said to them, "What do you seek?" They said to Him, "Rabbi (which translated means Teacher), where are You staying?" He said to them, "Come, and you will see." So they came and saw where He was staying; and they stayed with Him that day, for it was about the tenth hour. One of the two who heard John speak and followed Him, was Andrew, Simon Peter's brother. He found first his own brother Simon and said to him, "We have found the Messiah" (which translated means Christ). He brought him to Jesus. Jesus looked at him and said, "You are Simon the son of John; you shall be called Cephas" (which is translated Peter). The next day He purposed to go into Galilee, and He found Philip. And Jesus said to him, "Follow Me." Now Philip was from Bethsaida, of the city of Andrew and Peter. Philip found Nathanael and said to him, "We have found Him of whom Moses in the Law and also the Prophets wrote—Jesus of Nazareth, the son of Joseph." Nathanael said to him, "Can any good thing come out of Nazareth?" Philip said to him, "Come and see." (John 1:35-46)

As He passed by, He saw Levi the son of Alphaeus sitting in the tax booth, and He said to him, "Follow Me!" And he got up and followed Him. (Mark 2:14)

Biblical Servant Resources

Don N. Howell, Jr. is the author of *Servants of the Servant*.¹⁵ He is a former professor of New Testament at Columbia Biblical Seminary in Columbia, South Carolina. His book gives a thorough examination of Biblical theology on leadership. Howell's book helps develop the basis of Biblical servanthood throughout this project.

*Servanthood as Worship*¹⁶ by Nate Palmer provides an understanding of the Biblical calling on all Christians to serve. "Serving in the church is not just the privilege of the few. It is the call of every Christian's life."¹⁷ Palmer's work helps to establish the foundation of why Christians must answer the call to serve.

Siang-Yang Tan's *Full Service*¹⁸ is a great book on moving the selfish Christian from thinking about them self to a Christian who sees serving others as Christ's model of servanthood. Tan's book helps define the model of Biblical servanthood and move the church to see its role as an agent for believers to be servants.

Volunteers – Finding and Implementing

The Church Volunteer Blog¹⁹ is a great resource focused on volunteers. This blog gives multiple sources for leadership, volunteers, and tips for leaders in the church. The information found on this site provides information to help develop this project in the area of volunteers.

¹⁵ Don N. Howell Jr., *Servants of the Servant: A Biblical Theology of Leadership* (Eugene: Wipf & Stock Publishers, 2003).

¹⁶ Palmer, *Servanthood as Worship*.

¹⁷ Ibid, 11.

¹⁸ Tan, *Full Service*.

¹⁹ Church Volunteer Blog, <http://www.churchvolunteercentral.com/blog/> (accessed August 27, 2011).

*The Volunteer Revolution*²⁰ by Bill Hybels gives personal accounts of people within the church who have found the true value in volunteering. This book provides insight into one of America's greatest churches about how they help lay people find their role in serving.

*Leading Smart*²¹ is a blog developed by Tim Stevens for leaders in the church. He is the Executive Pastor of Granger Community Church and the co-author with Tony Morgan of the book *Simply Strategic Volunteers*²². The blog and book are comprehensive resources to help create a successful volunteer ministry.

Denise Locker's book *The Volunteer Book*²³ offers tips and strategies for churches to find and develop volunteers. Locker gives practical tools for finding, training and structuring volunteers to be successful in the church. Her book is a great source of information within this project.

*The New Breed*²⁴ by Jonathan and Thomas McKee looks at 21st century volunteers. The church is changing and so are the people who are attending. This book focuses on the need to change how we create volunteers. The authors also give attention to training a new generation of leaders. McKee says, "As we approached the end of the 20th century and entered the new

²⁰ Bill Hybels, *The Volunteer Revolution: Unleashing the Power of Everybody* (Grand Rapids: Zondervan, 2004).

²¹ Leading Smart: Practical Stuff for Church Leaders Blog, <http://www.leadingsmart.com/> (accessed August 27, 2011).

²² Tony Morgan and Tim Stevens, *Simply Strategic Volunteers: Empowering People for Ministry* (Loveland: Group, 2005).

²³ Locker, *The Volunteer Book*.

²⁴ Jonathan McKee and Thomas W. McKee, *The New Breed: Understanding & Equipping the 21st Century Volunteer* (Loveland: Group, 2008).

millennium, developments and trends evolved that changed the way we need to operate.”²⁵ A new group of volunteers is coming and the church must be ready.

Jim Wideman’s book *Volunteers That Stick*²⁶ and Christine Younts’ book *Awesome Volunteers*²⁷ are both works dealing with volunteers as it pertains to Children’s Ministry. These two books are really the starting points for the writer’s passion for this project. Younts’ chapter on Servant Leadership was helpful to the writer when he began the process of Biblical servanthood within his own church ministry. And Jim Wideman’s chapter on Creating a “Volunteers Welcome” Culture was the starting point for recognizing the need to provide a culture within the church of volunteers wanting to serve. These books are important throughout the project.

Erik Rees’ book *S.H.A.P.E.: Finding & Fulfilling your Unique Purpose for Life*²⁸ is a great book for helping to discover a person’s purpose in life. He believes that God has a kingdom purpose for your life. Rees says, “Your Kingdom Purpose is way more than a career. It is a special commissioning from God to make a significant difference on this earth.”²⁹ In helping volunteers to find the right place to serve, they must understand how God has shaped them.

²⁵ Ibid, 17.

²⁶ Jim Wideman, *Volunteers That Stick* (Loveland: Group, 2004).

²⁷ Younts, *Awesome Volunteers*.

²⁸ Erik Rees, *S.H.A.P.E.: Finding & Fulfilling Your Unique Purpose for Life* (Grand Rapids: Zondervan, 2006).

²⁹ Ibid, 22.

Church Culture

Samuel R. Chand's book *Cracking your Church's Culture Code*³⁰ is a step by step guide intended to assist the church with identifying its current culture and to change its culture where necessary to become more effective in reaching people. Chand clearly explains that "Culture – not vision or strategy – is the most powerful factor in any organization."³¹ The culture in the church shapes how the church approaches everything from volunteers to processes and procedures.

www.christianitytoday.com³² is an online resource that provides leadership resources, church management ideas, leadership training, and discipleship for churches. It is utilized as a resource for this project to assist volunteer development and church culture ideas.

Wayne Cordeiro's books *The Irresistible Church*³³ and *Culture Shift*,³⁴ co-authored with Robert Lewis and Warren Bird, are practical books that aid the local church in becoming irresistible. These are about developing our church into a church that people love to attend, not because of programs or methods, but because the church is in tune with what God wants a church to be. These books provide practical insights applied in this project.

³⁰ Samuel R. Chand, *Cracking your Church's Culture Code: Seven Keys to Unleashing Vision & Inspiration* (Grand Rapids: Zondervan, 2011).

³¹Ibid, 2.

³² Christianity Today, <http://www.christianitytoday.com/> (accessed August 27, 2011).

³³ Wayne Cordeiro, *The Irresistible Church: 12 Traits of a Church Heaven Applauds* (Minneapolis: Bethany House, 2011).

³⁴ Lewis, Cordeiro and Bird, *Culture Shift*.

“Simple is in,”³⁵ says Rainer and Geiger in their book *Simple Church*.³⁶ The authors share how organizations all over the world are buying into the approach of keeping it simple - whether in marketing, advertising, or business principles. The church can learn a lot from such principles.

*The Millennials*³⁷ by Thom and Jess Rainer is a profound project that enlightens the reader to the millennial generation (1980-2000). The book provides essential information about the generation that is not only the largest generation but “on track to become America’s most educated generation.”³⁸ The research provided in this book gives vital information by envisioning where the world’s culture is leading Millennials and gives insight into today’s volunteers.

In Dino Rizzo’s book *Servolution*,³⁹ he gives practical resources and suggestions for churches to use. He says, “Servolution is a significant change in the course of history sparked by simple acts of kindness.”⁴⁰ A church can experience a revolution by simply serving others. His work will help build Biblical servanthood as a church culture mindset in this project.

Nelson Searcy and Jennifer Dykes Henson write in their book, *Fusion*⁴¹ that within “the first seven minutes of contact with your church, your first-time guests will know whether or not

³⁵ Thom S. Rainer and Eric Geiger, *Simple Church: Returning to God’s Process for Making Disciples* (Nashville: B&H Publishing Group, 2006), 8.

³⁶ Ibid.

³⁷ Rainer and Rainer, *The Millennials*.

³⁸ Ibid, 3.

³⁹ Dino Rizzo, *Servolution: Starting a Church Revolution through Serving* (Grand Rapids: Zondervan, 2006).

⁴⁰ Ibid, 18.

⁴¹ Nelson Searcy and Jennifer Dykes Henson, *Fusion: Turning First Time Guests into Fully-Engaged Members of Your Church* (Ventura: Regal, 2007).

they are coming back.”⁴² In the culture of the church today it is important that first impressions be a top priority. Being aware of how important those first few minutes are is a crucial piece of this project.

The Other 80 Percent,⁴³ by Scott Thumma and Warren Bird, is a research book on how to move people from inactivity in the church to committed servants. The practical resources found throughout the book provide methods to get the church see the need for serving.

Tony Morgan Live Blog⁴⁴ is a wealth of leadership, consulting, eBooks and practical church issues information. The blog is written by this leading strategist, writer, and speaker for the purpose of assisting churches to move forward from tough situations. His articles on volunteers, equipping and church culture will give greater insight into this project.

⁴² Ibid, 49.

⁴³ Scott Thumma and Warren Bird, *The Other 80 Percent: Turning your Church's Spectator into Active Participants* (San Francisco: Jossey-Bass, 2011).

⁴⁴ Tony Morgan, The Tony Morgan Live Blog, <http://tonymorganlive.com/> (accessed August 27, 2011).

CHAPTER TWO: BIBLICAL INTERPRETATION OF SERVANTHOOD

Introduction

The author's thesis is based on the principles found in God's Word. In order to understand the rationale of the author's thesis, it is necessary to demonstrate Jesus as the ultimate servant. His ministry on earth was to serve others. Jesus explains that the servant's role is to sacrificially give himself so men and women might be saved. In the books of Matthew and Mark, Jesus reveals His plan for serving others. The following verses show Christ's intention for us to be servants:

It is not this way among you, but whoever wishes to become great among you shall be your servant, and whoever wishes to be first among you shall be your slave; just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." (Matthew 20:26-28)

But it is not this way among you, but whoever wishes to become great among you shall be your servant; and whoever wishes to be first among you shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." (Mark 10:43-45)

Jesus teaches His disciples the true meaning of being a servant in the book of John. After He finished washing their feet He proclaimed, "Truly, truly, I say to you, a slave is not greater than his master, nor is one who is sent greater than the one who sent him" (John 13:16).

Colossians clearly states that we are to serve, but more importantly, we are to serve the Lord Jesus Christ, not man. When we are faithful with our service we are promised to "receive the reward of inheritance."

Slaves, in all things obey those who are your masters on earth, not with external service, as those who merely please men, but with sincerity of heart, fearing the Lord. Whatever you do,

do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve. (Colossians 3:22-24)

In order for a person to become a servant he must understand the fundamental fact of trusting Jesus Christ as Lord and Savior. Romans 10:9 states, “That if you confess with your mouth Jesus as Lord, and believe in your heart that God raised Him from the dead, you will be saved.” Salvation brings man into a personal relationship with God. When the relationship with God is complete, then we “become fellow citizens with God’s people and members of God’s household” (Ephesians 2:19). As God’s people, we are brought together to worship Him, fellowship together and equip each other. The church is the principle place in which we serve God and serve each other. Denise Locker says a servant is “one who gives himself or herself up to another’s will, whose service is used by Christ in extending and advancing His cause among humanity.”¹ Nate Palmer in his book *Servanthood as Worship* says, “Biblical service requires that we prefer others over ourselves that we sacrifice willingly, giving time and energy that could have been used for personal benefit to benefit others. Biblical service calls us to direct our focus outward.”² We are to serve because Christ gives us the necessary gifts to complete the work. Paul tells the church, “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” (Eph. 4:11-12). God’s intention for the believer is to serve and to use the gift in the local church. It is an essential part of a Christian’s life to

¹ Locker, *The Volunteer Book*, 7.

² Palmer, *Servanthood as Worship*, 10.

equip others according to Ephesians 4:12. Siang-Yang Tan says “true servanthood is characterized by loving obedience to the Lord, and compassionate ministry to others.”³

Biblical Evidence of Servanthood

The evidence of Biblical Servanthood is found in both the Old Testament and the New Testament. Moses, David and Nehemiah are Old Testament examples of showing obedience to God through being servants. From the New Testament, the exemplary life of Jesus Christ brings clarity to evidence that Biblical Servanthood is for all believers.

Old Testament

Moses is known for leading the people of Israel out of Egypt. His obedience in serving the Lord is principle in understanding a Biblical servant. Moses’ burning bush experience was God’s way of communicating to Moses to be the leader of His people. Though Moses was reluctant, he obeyed the call of God and led the Hebrew people out of Egypt. He adopted the role of a servant before the call of God. After the Lord divided the Red Sea and Moses safely lead God’s people across dry land, the Lord defended Moses as “His servant” (Exodus 14:31). In his book, *Servant of Servants*, Howell says, “The account of Moses’ death inscribes on his epitaph, as it were, ‘servant of the Lord’” (Deut. 34:5).⁴ Throughout the history of Israel and Christendom, Moses is known for having a servant’s heart.

David is a model leader for God. The Lord sought him out because he wanted a man who was “after His own heart” (1 Samuel 13:14). Howell states, “The vibrant phrase describes one who will share God’s heart for leading the people to obey the covenant and will view the

³ Tan, *Full Service*, 45.

⁴ Howell, *Servants of Servants*, 8.

kingship as a stewardship of the Lord's people who are his inheritance."⁵ David had a heart for God. He also showed great faith when he stood up against Goliath when no one else would. In Acts 13:36, the Bible says David "had served the purposes of God in his own generation."

David was a great leader and served God until his last days.

Nehemiah was a cupbearer for the king before he became a great leader in his time. His concern was over the spiritual and physical well being of the Jewish community and it grieved him. Prayer was important to Nehemiah. He understood that a servant leader spent time with God. Through his prayer life, Nehemiah was moved to rebuild the walls around Jerusalem. He prayed, wept, planned and worked until the walls were rebuilt. In Nehemiah 1:11, he called out to the Lord and asked Him to hear the prayers of "His servant." Nehemiah was a servant to the Lord and a great leader to the people. Howell comments, "Nehemiah's success as a mobilizer, his ability to win the confidence and move the will of so many people in one direction, lies in the selfless and sacrificial example that, with God's favor, transformed a community of disgrace into a community of joy."⁶ Nehemiah's involvement in his community was more than that of a civic leader, but more like a shepherd to his flock. He demonstrated the heart of a servant leader.

Jesus as the Model

New Testament

Paul was in prison when he wrote the book of Philippians. The audience in this book was the church of Philippi. False teachers were infiltrating their church and Paul's letter to was written to help them find joy in living for Jesus. Wiersbe says, "Paul's letter to the Philippian church is something of a missionary thank-you letter, but it is much more than that. It is the

⁵ Ibid, 73.

⁶ Ibid, 127.

sharing of Paul's secret of Christian joy!"⁷ In the first chapter, Paul is encouraging them to be joyful in the blessings of God. He continues to thank them for their encouragement and support. In chapter two, Paul gives a description of Christ as a servant. This description serves as a role model for the church of Philippi and for all Christians.

In the first eleven verses of chapter two, Paul clearly identifies Jesus as the Model

Servant:

Therefore if there is any encouragement in Christ, if there is any consolation of love, if there is any fellowship of the Spirit, if any affection and compassion, make my joy complete by being of the same mind, maintaining the same love, united in spirit, intent on one purpose. Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; do not merely look out for your own personal interests, but also for the interests of others. Have this attitude in yourselves which was also in Christ Jesus, who, although He existed in the form of God, did not regard equality with God a thing to be grasped, but emptied Himself, taking the form of a bond-servant, and being made in the likeness of men. Being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross. For this reason also, God highly exalted Him, and bestowed on Him the name which is above every name, so that at the name of Jesus EVERY KNEE WILL BOW, of those who are in heaven and on earth and under the earth, and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father. (Philippians. 2:1-11)

Unity in the Believer Philippians 2:1-4

Paul communicates in Philippians 2:1-2, as a follower of Christ we need to be “of the same mind, same love, united in spirit and intent on one purpose.” Melick in his commentary on this verse says, “The four statements recall the blessings of being in a Christian community.”⁸ Finding unity with other believers, unity in the church and unity with Christ is Paul's message to the Philippians. MacArthur states that these four spiritual marks in this one verse “presents a full

⁷ Wiersbe, *Be Joyful*, 14.

⁸ Richard R. Melick Jr., *The New American Commentary: An Exegetical and Theological Exposition of Holy Scriptures; Philippians, Colossians, Philemon*. Vol. 32(Nashville: B&H Publishing, 1991), 93.

circle of unity...which basically refers again to the mind.”⁹ They complement each other and should be the guidelines that all believers look to when striving for unity.

In verses three and four, Paul indicates five means for unity. Of the five, three are negative while the other two are positive. Paul is helping the believer to see how they are to achieve spiritual unity in the body. Wiersbe says “True spiritual unity comes from within; it is a matter of the heart.”¹⁰

The first is a negative: selfishness. It is clear why Paul would list selfishness as the first means to unity. Selfishness is the root of man’s sinfulness. When man desires to do things his way instead of God’s way, it will lead to destruction. The destruction of a unified church can be detrimental to the church’s survival. “The word accurately describes someone who strives to advance himself by using flattery, false accusation, contentiousness, and any other tactic that seems advantageous.”¹¹ A servant in the body of Christ needs to be a person void of self-righteous motives or personal goals.

The second means of unity is also a negative: empty conceit. Empty conceit is the characteristic of a person that seeks after his own personal glory. The Greek word *kenodoxia* is translated “empty glory” or as the King James Version says “vain glory.” John Phillips says, “Selfishness pulls the other person down; vain glory pulls oneself up.”¹² The committed servant will never promote himself above anyone else. He is more focused on serving others.

⁹ MacArthur, *Philippians*, 109.

¹⁰ Wiersbe, *Be Joyful*, 58.

¹¹ MacArthur, *Philippians*, 110.

¹² John Phillips, *Exploring Ephesians & Philippians: An Expository Commentary* (Grand Rapids: Kregel Publications, 1995), 78.

The third means is “humility of mind; regard of one another as more important than yourselves.” Paul listed two negative means of unity and now lists a positive form of unity. Unlike self-promotion or self-glory, humility of mind is a complete contrast. Humility is when we yield ourselves to Christ to be a servant and use it for the Glory of God.¹³ The full appreciation of valuing others above oneself is a true servant for God.

The fourth means of unity, found in Philippians is, “do not merely look out for your own personal interests.” Paul is emphasizing personal interests is not to be the focus. Jesus’ focus was doing God’s will in everything. His life was not about personal interest. He “did not come to be served, but to serve, and to give His life a ransom for many,” (Matthew 20:28). “‘Others’ is the key idea in Philippians 2:3-4; the believer’s eyes are turned away from himself and focused on the needs of others,” comments Wiersbe.¹⁴ The servant is not to look out for his own personal interest.

The last means of unity is concerning you with “the interests of others.” This last quality lets the believer know of their responsibility to care for others. MacArthur believes this last principle is written “primarily to relationships between believers, especially those working together in ministry.”¹⁵ Believers are to care for the interest of those within the local church. However, just as the believers are responsible for each other, it is also important to care for those attending the local church. A Biblical servant will always care for other people. To better understand Jesus as the model of a servant the believer must grasp the true nature of being unified.

¹³ Wiersbe, *Be Joyful*, 58.

¹⁴ *Ibid*, 58-59.

¹⁵ MacArthur, *Philippians*, 114.

These five means promote unity within the body. When believers grasp and truly comprehend that they are not to be selfish, not live with empty conceit, have humility of the mind, understand that serving is not about personal interest and focus on the interest of others, then encouragement and unity will come to the church. Unity among believers will naturally lead the church toward Biblical service.

Jesus, the Submissive Servant – Philippians 2:5-11

As Paul continues, he will give an example of a Biblical servant. Bill Hybels says Philippians 2 is “the most countercultural chapter in the Bible.”¹⁶ Jesus left all the riches of Heaven and came to earth. “This downward mobility is against the flow of cultural values.”¹⁷ This passage of scripture is full of theological treasures. Paul shares the life of Christ in His humility to serve others. Today’s culture is concerned with wealth and fame. Jesus wants to please the Father by going against such thoughts by lowering Himself. This passage of scripture is debated on its form and theological implications among theologians and scholars. Melick says, “Once questions of form and function are answered, there are questions about the details of exegesis. Almost every word of the text has been debated.”¹⁸ The author will only use this passage for clarity of Christ being a servant and not debate form and theological issues.

In verse five, Paul tells the church at Philippi to “have this attitude in yourselves which was also in Christ Jesus.” Many translations say, “let this mind be in you”¹⁹ instead of “have this

¹⁶ Bill Hybels and Rob Wilkins, *Descending Into Greatness* (Grand Rapids: Zondervan, 1993), 16.

¹⁷ Gene C. Wilkes, *Jesus on Leadership: Timeless Wisdom on Servant Leadership* (Carol Stream: Tyndale House Publications, Inc., 1998), 39.

¹⁸ Melick, *Philippians*, 96.

¹⁹ NKJV and KJV

attitude in yourself.” The Greek word used for mind is “phroneo” meaning “to think of, to be mindful of, or attitude.”²⁰ It is Paul’s intent for all believers to live as Christ. MacArthur believes “Paul was not merely describing the Incarnation to reveal its theological truths, but that He presents the supreme, unparalleled example of humility to serve as the most powerful motive to believers’ humility.”²¹ Paul sets up the next few verses to make the believer think about their attitude. The phrase “this attitude” is looking back at Philippians 2:1-4 about not being selfish and looks forward to Christ’s fulfillment of humility. Having the attitude of Christ brings unity in the church. When believers submit themselves to humility then they will experience the freedom of serving others. Paul was not singling out believers when he said “in yourselves” but directing his thoughts towards the church. The church as a body is to have the attitude of Christ’s humility.

Philippians 2:6, Paul writes, “Who, although He existed in the form of God, did not regard equality with God a thing to be grasped...” Paul wants to be clear as to the person of Christ. The word “existed” is the Greek word “huparcho” which is a present active participle of the verb meaning the continuance state or existence.²² In other words, Christ is still God even though He left heaven to become man. He never ceases to be God; though He does give up His divine rights. He suffered the worst possible form of death to show His humility. Jesus has the power and the right to stop His own death but chooses to complete His Father’s will. Paul gives the church a statement to show Christ’s deity and Christ’s refusal to be selfish. He does not hold on to the position of the divine Son of God, but He is still divine.

²⁰ Phillips, *Exploring Ephesians and Philippians*, 81.

²¹ MacArthur, *Philippians*, 119.

²² *Ibid*, 122.

Paul continues in verse seven of Philippians 2, "...but emptied Himself, taking the form of a bond-servant, and being made into the likeness of men." As Jesus made His downward position from God to man, Paul emphasized that Christ "emptied Himself." Phillips explains Christ's position as:

In the act of becoming a servant, the Lord Jesus deliberately abandoned the glory and majesty He had with the Father before the worlds began. The Lord did not empty Himself of His divine attributes. He did not cease to be God even though He took upon Himself the outward characteristics of a servant. He assumed all that was essentially human without relinquishing anything that was essentially divine.²³

His likeness of a man was like any other man on the earth. He carried the same attributes as all humans do while continuing to be God.

He forsook all of heaven to be a man, and not just any man, but a "bond-servant." "Doulos" is the Greek word used in Philippians 2:7 for "bond-servant." The word translates "slave or to make a servant, subject."²⁴ Jesus did not become any man's slave but became a bond-servant of His Father. A bond-servant carries the burden of another. His Father's mission was for Christ to carry the burden of sin. Jesus proved Himself to be a servant by His death on the cross. The believer becomes a servant to God when he puts his faith in Christ. It is God's desire that all believers live a life exemplary to Christ. In Falwell's commentary he states "The form of a slave refers to His mode of expression."²⁵ As believers, we are to take on the mode of being a slave or bond-servant to those we serve.

²³ Phillips, *Exploring Ephesians and Philippians*, 83.

²⁴ Spiros Zodihates, ed. *The Complete Word Study New Testament: King James Version* (Iowa Falls: World Bible Publishers, Inc., 1991), 907.

²⁵ Jerry Falwell, ed. *Liberty Bible Commentary: New Testament* (Lynchburg: The Old time Gospel Hour, 1982), 573.

In verse eight, Paul spoke to the price Jesus was willing to pay to be a bond-servant, “Being found in the appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on the cross.” Jesus appeared to be an ordinary man, living among ordinary people. To the eyes of men, He appeared to be like them, but inside He was still God. He allowed Himself to sacrifice everything to be a servant. “He humbled Himself” so that the hearts and lives of men could find redemption from destruction. The word “humbled” means the “idea of lying low.”²⁶ Jesus lowered Himself to mankind. His servant heart allows men to identify with his sacrificial nature. Howell gives an analogy of the descending nature of Christ from Heaven to earth to become a humbled servant:

The humility of Christ is enacted in two descending levels. First, the preexistent Christ made himself nothing by becoming a man and a servant (doulos). There is no emptying of divine attributes, but rather an assumption of humanity and servanthood (2:7). Second, the incarnate Christ then humbled himself, demonstrating the full extent of obedience to his Father by dying on the cross (2:8). The lowest point in the descent is now reached. From the prerogatives of deity to the abasements of a shameful death Christ voluntarily passed.²⁷

Jesus’ example of humility and sacrifice gives a picture of a Biblical servant. Wiersbe states, “Many people are willing to serve others if it does not cost them anything.”²⁸ Service towards others will cost something. Sacrifice will always be significant in true Christian service.

Philippians 2:9-11, Paul points out Christ’s supreme intention is to Glorify God.

For this reason also, God highly exalted Him, and bestowed on Him the name which is above every name, so that at the name of Jesus EVERY KNEE WILL BOW, of those who are in heaven and on earth and under the earth, and that every tongue will confess that Jesus Christ is Lord, to the glory of God the Father.

²⁶ MacArthur, *Philippians*, 132.

²⁷ Howell, *Servants of Servants*, 18-19.

²⁸ Wiersbe, *Be Joyful*, 63.

When Christ humbled Himself on the cross, God exalted Him for His glory. Wilkes believes that the phrase “God highly exalted Him” is the key to the entire chapter. He goes on to say:

Exalt is the same word Jesus used in his illustration at the banquet. God exalted his Son after Jesus humbled himself in the obedience to death on the cross. Peter, who was present at Jesus’ lesson on humility recorded in Luke 14, told the first Christians to “humble yourselves, therefore, under God’s mighty hand, that he may lift you up in due time” (1 Peter 5:6). Exalt in the dictionary of faith means God lifts up those who have humbled themselves before him and his purposes.²⁹

As servants of God, the best way to glorify God is to serve. Serving others brings God the glory He deserves. It is God’s choice to decide who is elevated to higher places of leadership or responsibility. John MacArthur gives this outline in his commentary for Philippians 2:9-11:

The Source of Christ’s Exaltation (9a) – Throughout the entire passage preceding verse nine, Jesus was going downward towards man but in verses 9-11 it reminds us that through His humility He is the exalted one. His exaltation is Christ’s steps upward, His resurrection, His ascension, His coronation and His intercession.

The Title of Christ’s Exaltation (9b) – God freely gives Him the name that is above every other name. The highest rank that God can give is given to His Son. In verse 11, it states His title as “Jesus Christ is Lord.” MacArthur says, “Lord is the title of majesty, authority, honor, and sovereignty.”³⁰ The title “Lord” is the ultimate authority that is given and rules over everything.

²⁹ Wilkes, *Jesus on Leadership*, 40.

³⁰ MacArthur, *Philippians*, 143.

The Response to Christ's Exaltation (10-11a) – It is due to the exaltation of Christ that everyone will bow and call Him Lord of all. Many Christians claim Jesus as their personal Savior but deny His Lordship over their lives.

The Purpose of Christ's Exaltation (11b) – The main purpose for the exaltation of Jesus is to glorify the Father. Falwell comments, "God is glorified when men openly acknowledge Christ as Lord."³¹

The Philippian passage is written to understand the value of a servant. Paul paints a picture of Christ and His humility. As believers in Christ, it is the desire of Christ for all to serve with humility. Paul encourages the church at Philippi to serve each other. "His life was a picture of humble service. Anyone who follows him will find herself on a downward path to greatness."³² The humble servant is not to desire man's recognition but to glorify the Father who deserves our faithful service. The Biblical servant is the one who humbles himself to the position of service. In James 4:10 it says, "Humble yourselves in the presence of the Lord, and He will exalt you." The opposite of humility is pride. Pride will drive a servant to places he may desire rather than places God wants him to be.

Equipping the Saints

The church is the body of believers. These believers come in a variety of levels of maturity. Some believers are mature and desire to do the work God calls them to do. Spiritual babies can grow into maturity but many will choose not to. Nate Palmer says, "The local church, in essence, is not a building or a liturgy. It is not a collection of ministries, or a set of shared

³¹ Falwell, *Liberty Bible Commentary*, 574.

³² Wilkes, *Jesus on Leadership*, 39.

beliefs and practices. As the language of the New Testament makes clear, a church is composed of people.”³³ It is sad that most believers remain spiritual babies throughout their lives. God’s plan for believers is to grow spiritually through the work of the Holy Spirit. While growing into maturity, it is the responsibility of the mature believers to help others grow into maturity, “for the equipping of the saints for the work of service” (Eph. 4:15). In Hebrews, it tells us to continue meeting together so we can encourage one another (Heb. 10:25). Building one another up to grow into maturity in the faith is foundational for the church and its believers. In 1 Peter 4:10, we are “employed to serve one another as good stewards.”

The Apostle Paul gave insight into God’s plan for equipping others to become Biblical servants. Paul believed the church is the place where believers should be equipped for ministry. It is essential for Christians to understand that equipping begins within the church. In Ephesians 4:7-16, Paul writes,

But to each one of us grace was given according to the measure of Christ’s gift.
Therefore it says,

“WHEN HE ASCENDED ON HIGH,
HE LED CAPTIVE A HOST OF CAPTIVES,
AND HE GAVE GIFTS TO MEN.”

(Now this *expression*, “He ascended,” what does it mean except that He also had descended into the lower parts of the earth? He who descended is Himself also He who ascended far above all the heavens, so that He might fill all things.) 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.

³³ Palmer, *Servanthood as Worship*, 25.

This passage of scripture identifies that gifts are for the believer, gifts are for the church, and God has a purpose for these gifts.

God's Gift to the Believer (7-10)

In Ephesians 4:7-10, Paul explained that every believer has a special gift from Christ. He urged believers to walk in unity and gave seven spiritual realities: one body, one spirit, one hope, one Lord, one faith, one baptism and one God the Father. Warren Wiersbe believes, "God has given each believer at least one spiritual gift, and this gift is to be used for the unifying and edifying of the body of Christ."³⁴ According to Ephesians 4:7, every believer is given grace from Christ. The word "grace," *charis*, is translated as "God's self-motivated, self-generated, sovereign act of giving."³⁵ It communicates the idea of free or undeserved favor of God. God gave of His Son, Jesus, and now gives graciously as a gift. Christ measures every gift for every believer. Paul's idea in this verse is to reveal that the gift is special. Christ specifically gives you the gift He wants you to have so others can be edified. Phillips says, "The gifts are given so that we can manifest to the world and to one another the marvelous traits and abilities of the Lord Jesus."³⁶

Paul added clarification to his dialogue on gifts when he quoted Psalm 68:18 to show how Christ earned the right to give gifts. Paul was providing a picture of a triumphant King who won the battle and was returning to his city. Upon his return, the captives were set free and gifts were given to his cheering countrymen. The passage in Psalms is a victory hymn by David; the

³⁴ Warren Wiersbe, *Be Rich: Are You Loosing the Things Money Can't Buy?* (Wheaton: Victor Books, 1981), 99.

³⁵ MacArthur, *Ephesians*, 134.

³⁶ Phillips, *Exploring Ephesians and Philippians*, 115.

Ephesians reference pertains to Jesus. “He ascended on high...” Christ is in heaven and claimed His rightful place. “He led captive a host of captives...” His death and resurrection set the people free from bondage and sin. “And He gave gifts to men,” Christ’s return to the Father allows Him to bestow the trophies to his followers. Jesus sends the Holy Spirit to earth to give men His gifts of grace. It is through Christ’s obedience to the Father that Christ has the right to bestow such gifts to the believer.

God’s Gift for the Church (11)

In verse 11, Paul wrote that Jesus “gave” because of His sovereignty and authority given to Him by His Father. The offices listed in this verse are for the body of the church. The office titles are the gifted men within the church and the primary functions they hold.

Apostles – means “one who is sent on a mission.”³⁷ An apostle is one who Jesus appoints. Most conservative scholars believe that an apostle has visibly seen the risen Lord and no apostles are active in today’s world. They were only in the New Testament era.

Prophets – Liberty Bible Commentary says, “These men were both foretellers and forthtellers. They received their message from God and delivered it for God and to man.”³⁸ The work of the prophets is over and their work established the local church.

Evangelists – Evangelist are men who share the good news of Jesus Christ. They preach and explain the good news of salvation through Jesus Christ. MacArthur states, “New Testament

³⁷ Wiersbe, *Be Rich*, 100.

³⁸ Falwell, *Liberty Bible Commentary*, 551.

evangelists were missionaries and church planters who went where Christ was not named and led people to faith in the Savior.”³⁹ The role of the evangelist is to reach the lost with the gospel.

Pastors and Teachers – These two titles refer to one office with two functions. The Pastor/Teacher is the overseer of the church. They give direction to the church through church polity (Acts 15:22), to oversee (Acts 20:28), to ordain others (1 Tim. 4:14), to rule, teach, and preach (1 Tim. 5:17); to exhort and refute (Titus 1:9), and to act as shepherds, setting an example for all (1 Pet. 5:1-3).⁴⁰ This gift is given to the one who loves the church and the people in the church. He teaches the truth of God’s Word and helps the sheep to grow into maturity. The word for pastor here means “shepherd.” The pastor shepherds his sheep and teaches sound doctrine. MacArthur says the “main task is to protect the sheep.”⁴¹ The verse continues to describe the role of the pastor/teacher as one who equips the people for service and builds them up. A Pastor/Teacher trains his flock to maturity and provides restoration so God can use them for His service. The leader is to equip the saints for the work of the ministry so that the Body of Christ is built up.

God’s Purpose of the Gift (12-16)

Next, Paul gave the reason Jesus gave these gifts to men. There are eight purposes Paul emphasizes in the next five verses. These spiritual gifts are for men and women to use for service in the ministry, theologically and practically. “In the simplest possible terms Paul here sets forth God’s progressive plan for His church: equipping to service to building up.”⁴² The

³⁹ MacArthur, *Ephesians*, 143.

⁴⁰ Ibid, 149

⁴¹ MacArthur, *The Body Dynamic*, 76.

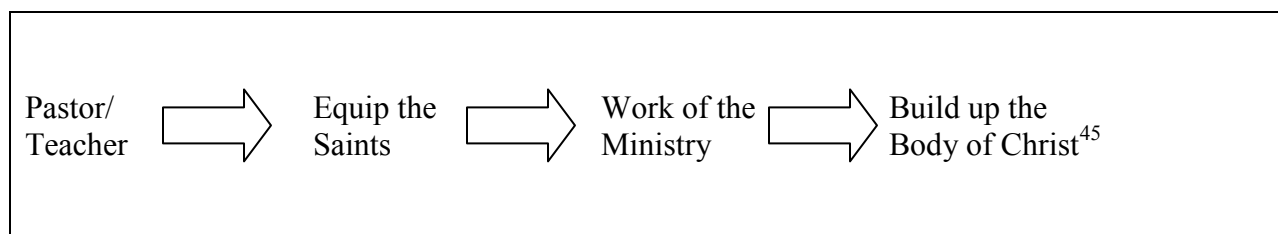
⁴² MacArthur, *Ephesians*, 152.

purpose is to give men the proper tools to honor the Lord and to help others to grow into spiritual maturity.

Equipping - The word *katarismos* (equipping) means to fit together, perfect or complete.⁴³ It denotes a medical term like fitting or setting the bone in place. To equip a believer is to train and guide them to obedience and away from sin. Gifted men are to help the believer become complete in their obedience for Christ.

Service - It is not the responsibility of these gifted men to do the “works of service,” but to equip others to serve. It is God’s plan that the Pastor/Teacher train men and women to carry out the tasks of the church.

Building Up - The result of equipping the believers for service is the “building up of the body of Christ.” Believers are to be growing spiritually as well as building the body of Christ. Palmer states that, “Clearly, being properly equipped for works in ministry is an essential part of the Christian life, and God intends for this equipping to take place in the local churches.”⁴⁴



⁴³ Zodihates, *The Complete Word Study*, 926.

⁴⁴ Palmer, *Servanthood as Worship*, 28.

⁴⁵ Stanley A. Gillcash, “A Strategy for Developing Kingdom Leaders through Discipleship and Mentoring for New Hope Baptist Church” (Doctoral Diss., Liberty University, 2010), 28.

Unity of Faith - Paul encouraged believers to be mature in their faith and to properly do the work of the ministry so unity would prevail. Once the church has a foundation of truth then it can experience unity in faith.

Knowledge of Christ – Paul wanted each believer to have a deep knowledge of Christ. This deep knowledge is a part of God’s pattern of developing the body of believers to grasp His plan for unity.

Spiritual Maturity – MacArthur says, “God’s great desire for His church is that every believer, without exception, come to be like His Son (Rom. 8:29), manifesting the character qualities of the One who is the only measure of the full-grown, perfect, mature man.”⁴⁶

Sound Doctrine – In verse 14, Paul wrote that we are no longer to be little children, deceived by false doctrine and tricked by men. The properly equipped believer will not give into immature teaching and false craftiness of men. The leaders of the church are to guide its flock to know the truths of God’s Word.

Love – Speaking in truth is a direct result of a person’s love towards someone else. Paul said believers and leaders are to “speak the truth in love” in verse 15. Mature believers speak the truth in love.

Growth - In verse 16, Paul tells the Ephesians believer that they are to “grow up in all aspects” of Christlikeness. As the church body matures spiritually, the body parts work better together according to each one’s function, resulting in growth. The world will know that the Body of Christ is functioning properly when it sees the love of Christ causing growth within the church.

It is the plan of God to bring maturity to all believers. Paul gave us the plan God orchestrated for the church in Ephesians 4:7-16. The design of God’s master plan is to move the

⁴⁶ Macarthur, *Ephesians*, 157.

believer towards Biblical Servanthood. A mature believer equipping other believers is the model for serving.

Summary

The Bible is very clear in stating that all believers have at least one spiritual gift (Romans 12:6-8, 1 Corinthians 12:8-10:28). These gifts are for serving others. In 1 Peter 4:10, it says “As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.” Seeing Jesus as the model servant in Philipians 2, and understanding God’s plan for men to serve in Ephesians 4, it is evident that men and women are to become Biblical servants. Palmer says, “...the fact is that Biblical Servanthood is a reaction to God, a response to a holy God’s forgiveness of our sins. We do not serve for salvation, but from salvation. Serving is intended to magnify the gospel, not replace it. Our serving is a manifestation, an outworking, an evidence of our faith in Christ.”⁴⁷

⁴⁷ Palmer, *Servanthood as Worship*, 43.

CHAPTER THREE: VOLUNTEERS - FINDING THEM IN THE CHURCH

Introduction

Every minister of every church has the task of finding volunteers to do the work of the ministry. Getting volunteers to serve in ministry is not a simple mission. Denise Locker says, “Finding volunteers can seem like an overwhelming task.”¹ Jesus was also in need of volunteers while here on earth. The twelve disciples became the working hands and feet of Jesus’ ministry. In Mark 10:45, Jesus shared, “For even the Son of Man did not come to be served, but to serve...” He gave every believer an example of how we are to live: in sacrificial service of others. This chapter considers a variety of ways that will help churches find volunteers. It also looks at who can volunteer and at volunteering concerns. The writer will also illustrate methods he uses in his current ministry to find volunteers.

Identifying Potential Volunteers

Jesus was the best at finding volunteers to serve. In the choosing of the twelve men who became His apostles, Jesus simply found them where they were and asked them to serve. In Luke 5, Jesus was teaching the Word as He got into the boat. The crowd grew large and He needed to distance Himself from the crowd. The boat belonged to Simon Peter, and so Simon Peter’s boat became a pulpit from which Jesus spoke. When the lesson was over, Jesus turned his attention to the fisherman and began teaching a lesson about serving. The lesson that day was no longer about a fisherman, but about Simon Peter becoming a fisher of men. Throughout Jesus’ ministry, He was giving people opportunities to use their gifts to reach people. Reaching

¹Denise Locker, *The Volunteer Book: A Guide for Churches and Nonprofits*. (Kansas: Beacon Hill Press, 2010), 23.

people for the Kingdom of God is the goal of every Christian volunteer. A volunteer is a person willing to use his or her spiritual gift to serve God for His kingdom growth. Jesus knew where to look for the right people at the right time. He knew that Simon Peter had influence on those in the fishing community because as soon as Simon became a follower of Jesus, James and John wanted to be a part of something bigger than they were.

Finding volunteers in the ministry is crucial to the success of any ministry. In addition, it is just as important to find the right volunteers. Jim Wideman says, “I’d rather have no volunteers than the wrong volunteers.”² Getting the right volunteers in the right spot is the goal in recruiting. It is crucial to know what your needs are before you begin the process. In Wideman’s book *Children’s Ministry Leadership*, he gives ten bases that need to be covered to attract the right kind of volunteers for your ministry.

1. Determine exactly what needs doing – make a list of your needs.
2. Identify the abilities you need in volunteers – what are their skills and desires?
3. Don’t ask more than people are willing to give – what is the commitment level of the volunteer.
4. Give people job descriptions – put what is expected of the job in writing.
5. Focus on your current volunteers – look at the volunteers within. Your leader may already be serving in your ministry.
6. Raise the skill level of your staff and volunteers – train them to be better leaders.
7. Recruit constantly – find people who are not serving and go after them.
8. Use current volunteers to find more volunteers – use those serving already to recruit.
9. Determine your church culture – is your church trained on attracting people to serve?

² Jim Wideman, *Children’s Ministry Leadership: The You-Can-Do-It Guide*. (Loveland: Group, 2003), 99.

10. Pray that the Lord will send workers – pray!³

The local church has the task of finding volunteers to meet all the needs of the ministry. Scott Thumma and Warren Bird in their book, *The Other 80 Percent*, says, “your church has far too many people who are willing to let 20 percent of the membership engage in most of the church’s work.”⁴ It is the work of the leaders to help people see, “we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand and that we should walk in them” (Ephesians 2:10). The goal is to find places in the church where volunteers can be found and communicate to them the call of God for them to be serving in the church. Most churches have at least six places where volunteers can be found: Worship Services, Small Groups, Serving in Other Areas, Large Events, Ministry Fairs, and One-on-One.

Worship Services

Joey Query, the Senior Pastor of Antioch Baptist Church says, “I frequently if not weekly mention serving (volunteering) in some capacity from the pulpit.”⁵ He knows on a weekly basis he has a crowd of people who will hear his call for the people of God to serve. The worship service in most cases is the largest and easiest way to communicate the needs of the ministry. Senior Pastors have a captive audience every Sunday. The largest groups of Christians gather on Sunday mornings to hear their Pastors share from God’s Word. The pastor sets the atmosphere of what is important in the church by His passion and communication. Wideman says, “Your pastor is the one who can help establish a culture where service is expected – a culture that opens

³ Ibid., 99-107.

⁴ Bird and Thumma, *The Other 80 Percent*, xiii.

⁵ Joey Query, email interview to author, February 6, 2012.

the floodgates of people who want to find a place to plug in.”⁶ Volunteers are sitting in our pews every Sunday waiting for someone to tell them they are needed to serve. It is not only through the words of the Pastor that serving is communicated, but through the use of media, music, and announcements. The different avenues of the worship service can help ministries find potential volunteers, as well. Some options are having a special song sung about letting God use you, or graphics projected on the screen about areas of service. Appealing to all the senses of a person can communicate volunteer need during the worship experience.

Small Groups

Many churches use Small Group ministries to gather groups of people together to dig deeper into God’s Word, fellowship and hold each other accountable. These small groups carry many different titles like Sunday school, Life Groups or Connection Groups. For this discussion, the author will use the term small groups. These gatherings typically are the more committed people of the church. They will attend a small group and a worship service within the same day, but some churches do offer small groups on days other than Sunday. The greatest potential for volunteers is usually found in the small group setting. Small groups tend to discuss the information about the church programs and ministries. The teachers in these small groups are volunteers and are the best at finding volunteers. Asking the small group leaders about potential volunteers is a great resource for recruiting.

Volunteers Serving in other Areas

Volunteers are often serving in other ministries and looking for the right fit according to their giftedness. Often time’s people are serving in the wrong areas because of pressure or no

⁶ Wideman, *Volunteers That Stick*, 70.

one else stepped up to serve. Offering the opportunity to explore other ministries to see if God may be calling them to serve is another avenue.

Large Events

The church will coordinate a few large group events each year that will need lots of volunteers. These volunteers will sign up to help when the church provides a ministry event that will draw hundreds to thousands of people. The annual Easter egg hunt, Vacation Bible School and any community outreach event bring out potential volunteers for all ministry areas to tap into. The men who pick up trash and the ladies in the kitchen are using their giftedness to serve. Those gifted people have talents that should be utilized in local church ministries on a weekly basis. People typically want to be a part of something bigger than they are and they desire to make a difference.

Ministry Fairs

An effective way to find volunteers is a ministry fair. A ministry fair is where every ministry of the church sets up a booth emphasizing their ministry. It takes place once or twice a year and allows volunteers to browse through all the ministry opportunities available at the church. Morgan and Stevens say, “The best thing about the fairs is that they give a general overview of all the serving opportunities available in the church.”⁷ All you have to do is take names of the people who show interest and then contact them within a few days to be sure they get plugged in to the ministry as soon as possible.

⁷ Morgan and Stevens, *Simply Strategic Volunteers*, 63.

One on One

Relationships are vital in people's lives. Everyone has at least one relationship that can lead to a potential person who can volunteer in a ministry area. Jesus built relationships with tax collectors, prostitutes, fishermen, and religious people. His main objectives were to lead them to Himself, and to have them serve. Paul is a great example of how Jesus personally changed his life, and Paul in turn served the Lord through his telling the world about Jesus. It is not only through building relationships that we find volunteers but it also through simply asking people to serve. Nick Blevins says, "It's also important to remember that the stage is not the only way to communicate; some people need to be asked in person."⁸

Finding Volunteers at First Baptist Indian Trail

The author uses these methods currently within his church. The recruit plan for the Children's Ministry of First Baptist Church is vital for finding potential volunteers. It is a four step process that is being modeled for this current thesis. The first step to finding a volunteer is to pray. All leaders currently serving in Children's area will be praying for volunteers to have open hearts, for people to see the value in serving and for strength as they recruit volunteers. As they are praying, an informational piece is given to everyone in the church to pray for specific items. This piece provides the congregation an opportunity to pray for the ministry and to allow God to prick their heart for volunteering. This is a two week process of leaders in the children

⁸ Nick Blevins, article "10 Questions to Increase Volunteer Engagement," Tony Morgan Live Blog, posted September 29, 2011, http://tonymorganlive.com/2011/09/29/10-questions-to-increase-volunteer-engagement/?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+TonyMorganOneOfTheSimplyStrategicGuys+%28tonymorganlive.com%29&utm_content=Google+Feedfetcher (accessed February 14, 2012).

and preschool ministries visiting every Small group class and handing each adult informational prayer card. The prayer card will communicate the following information;

What to pray for:

1. **Children** “*And Jesus took the **children** in his arms, place his hands on them and blessed them.*” —*Mark 10:16*
2. **Children’s Leadership Team** “*...for the **equipping** of the saints for the working of service, to the building up of the body of Christ.*” —*Ephesians 4:12*
3. **Volunteers serving every week in Children’s Ministry** “*Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you **serve**.*” —*Colossians 3:23-24*
4. **Others to see the value in serving in Children’s Ministry** “*Each of you should use whatever gift you have received to **serve others**, as faithful stewards of God’s grace in its various forms.*” — *1 Peter 4:10*

It is the goal for everyone in the church to find a place to use their gifts and serve. After the two weeks of prayer, Step two, an additional informational piece will be circulated to all small groups about the Biblical Mandate to serve. It will be a clear concise tool to help people see the call on their life as believers to serve the local church and around the world. The informational piece will have the following information:

Jesus is the Ultimate Model for Serving - “*for even the Son of Man did not come to be served, but to **serve**, and to give His life a ransom for many.*” *Mark 10:45*

All Believers have a Special Gift to use for Serving - *Ephesians 4:7-16, 1 Peter 4:10-11,*

All Believers are to Serve the Lord - “*Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you **serve**.*” —*Colossians 3:23-24*

All Believers are to Serve Others - “*Each of you should use whatever gift you have*

*received to **serve others**, as faithful stewards of God’s grace in its various forms.” — 1 Peter 4:10*

Nate Palmer says, “Serving in the church is not just the privilege of the few. It is the call of every Christian’s life.”⁹ It is a core principle of the church. The author never communicates “needs or cries for help.” This tends to scare people away but communicating statements like Pastor Ed Young tells his church, “If you are not serving then you are swerving off of God’s plan.”¹⁰

Our step three is the “Go Fishing” model used by Mike Johnson at Fellowship Church in Grapevine, Texas.¹¹ It incorporates the three ways leaders and current volunteers will find potential volunteers.

The first is the net – casting the net into a large audience and calling for volunteers. A video is created to showcase Children’s Ministry to the Sunday morning Worship crowd. It pushes the potential volunteer to visit the ministry area or informational booth outside of the auditorium. A full campaign of signage, display table, informational piece in all Small Group classes and Sunday Morning worship services. The campaign asks for volunteers to sign up for training in May.

The second is a pole – the fishing pole is where you cast a line into a smaller pool of potential volunteers. Every paid leader in the Children’s Ministry makes a personal visit to the small groups to share the vision of serving. They will answer questions and hand out information explaining the current ministry opportunities.

⁹ Palmer, *Servanthood as Worship*, 11.

¹⁰ Ed Young Jr. *Fellowship Church Ed Young: Seek First the Kingdom of God*. Available from <http://fellowshipedy263.wordpress.com/2011/12/19/seek-first-the-kingdom-of-god/> (accessed Feb. 20, 2012).

¹¹ Mike Johnson and Carter Strey, email/audio files to author, April 5, 2012.

The third is a spear – this is a personal one on one attempt to get volunteers. The leadership will approach individuals about serving in the church. The best volunteers come from this approach. Tim Stevens calls this “shoulder-tapping.”¹² Every volunteer is to tap the shoulder of someone who is not serving and invite them to serve. It is the people in their everyday life who are potential volunteers in your ministry area.

Step four is to keep our volunteers serving. The greatest ministries are the ones who keep people coming back year after year to serve. When a volunteer realizes how simple and how easy it is to serve, then they will stay for a long time. The best recruiters are the ones already serving. Susan Ellis says, “If you want your current volunteers to recruit more volunteers, ask them to do so.”¹³ The cultural environment of the church and the expectation of people serving will not only keep volunteers, but attract new ones as well. The Children’s ministry strives to cultivate a volunteer friendly atmosphere. It accomplishes this by holding to five core principles:

One – Leadership to volunteer ratio – One staff person over 30 volunteers

Two – Effective training tools and limited meetings

Three – Easy to use curriculum

Four – Zero responsibility for finding substitutes. All substitutes are the responsibility of hired staff.

Five – Family Friendly - If a volunteer has a family event, we encourage them to attend it and we will make a volunteer is in place during your absence.

These five core principles have helped the author keep volunteers and attract potential volunteers.

¹² Morgan and Stevens, *Simply Strategic Volunteers*, 45.

¹³ Susan J. Ellis, *The Volunteer Recruitment Book (and Membership Development) Book* (Philadelphia: Energize, 2002), 73.

Who Can Volunteer in the Local Church?

In 1 Peter 2:9 it says, “you are a chosen race, a royal priesthood, a holy nation, a people for God’s own possession, so that you may proclaim the excellencies of Him who has called you out of the darkness into His marvelous light.” This means every believer is a priest no matter when they show up for church. A priest is one who works in the church. They do the work of the ministry or serve. Every person who claims to have a relationship with Jesus Christ is to do the work of the ministry. The Bible is clear that every believer has at least one spiritual gift and the gift was given to the believer to grow God’s kingdom. Wideman says, “The bottom line is this: Every Christian in your church needs to be volunteering for some ministry position, either inside the church or outside in the community.”¹⁴ It is obvious that believers can volunteer and should be serving in some capacity in the local church. The question then, is this: can a non-believer and a non-member serve in the local church?

Volunteering Concerns

It is true that churches need volunteers to carry out the mission of reaching lost people and training believers, but the question is who is supposed to be doing all the work? In most churches, the Sunday morning attendees are more than enough to handle all the volunteering needs of the church. Christine Younts states, “God has already provided all the people necessary for you to fulfill his task.”¹⁵ Younts believes the local church has been given enough people to fulfill the mission of the whole church. Essentially, all the volunteers any church needs are already sitting in the pews; they just need to realize their giftedness and begin serving. The

¹⁴ Wideman, *Volunteers That Stick*, 30-31.

¹⁵ Younts, *Awesome Volunteers*, 15.

problem is that most churches are not utilizing everyone and the need of volunteers is too great to overcome. The local church is faced with some tough questions. Do all volunteers need to be believers? Can a volunteer serve in the church if he or she is not a member? Does the lifestyle of the volunteer matter?

It is a matter of debate on whether a non-believer or non-church member can serve in the local church. It is clear that a non-believer should not be teaching from God's Word in a small group or a person with a criminal record serve in the children's area, but they can do something. The roles of volunteers can vary from trash collection and cleaning toilets to greeters, ushers, parking cars and changing diapers. The ministry in the church has hundreds of roles that need volunteers to fill, and many can be delegated to non-believers and non-members. All of the gospel narratives share the stories of Christ approaching men and women and asking them to be a part of the Christian ministry. They left everything behind to follow the Rabbi. Did they know what their spiritual gifts were or were they a part of a community of believers? No, they were just asked to follow Him. Jesus met Matthew one day working as a tax collector and simply asked him to, "Follow Me" (Luke 5:27-28). Matthew left everything behind and began to be a volunteer for the Kingdom of God. The Pharisees were upset with Jesus because he was fellowshiping with sinners. Jesus knew that Matthew would become a believer because Matthew was serving. Mark Waltz in his book *Lasting Impressions* says, "God used braying asses, cunning prostitutes, a womanizing iron man, and a thick-headed fisherman to accomplish his work. I don't know why that would be different in our time and culture."¹⁶ It is through serving that many non-believers will experience the saving grace of God and non-members will

¹⁶ Mark L. Waltz, *First Impressions: Creating Wow Experiences in Your Church* (Loveland: Group, 2005), 116-117.

buy into the importance of joining the local church. Helping them to take the next step in their faith journey is what the church is all about.

Kevin Qualls is the Senior Pastor of South Pointe Fellowship in Pageland, SC. He depends on volunteers to help carry the ministry of the church. The church uses non-believers and non-members in limited roles. Pastor Kevin says, “We believe connecting through serving leads people to Jesus if they are not a Christ-follower.”¹⁷ Churches like South Pointe Fellowship are seeing the need to have non-believers and non-members serve. Not to fill positions of service, but more importantly, to help them find a personal relationship with Christ.

The lifestyle of someone serving in the local church can be of great concern. The volunteer who is a former sex offender does not need to be around children. The town drunk should not be the greeter at the door of the church. Everybody has struggles in life, some are private and some are very public. The new era of social media makes known rather easily of people’s struggles and desires. Facebook can show a person’s lifestyle by the pictures being posted. A Twitter user will share his or her thoughts rather easily. God values every soul and wants everyone to draw closer to Him. The church will benefit greatly by utilizing a person’s giftedness. Waltz says, “He matters to God and has other qualities that can be used in community and service. God created and values everyone. Everyone can make a contribution. And everyone needs to be connected.”¹⁸

Summary

Identifying potential volunteers in the local church is crucial for the ministries to succeed. The task of serving others helps the volunteer to grow in his or her faith journey and

¹⁷ Kevin Qualls, email interview to author, February 21, 2012.

¹⁸ Waltz, *First Impressions*, 117.

fulfills the call of God on every believer's life to use their gifts. Tony Morgan says, "No matter what your passion or skill is, there's a place for you to give your time and energy to serve Jesus by serving others."¹⁹ The key to finding these people to volunteer is to know that they are already within your grasp. It is imperative that we help them to see the value of serving and plug them in to making an impact for the Kingdom of God.

¹⁹ Morgan and Stevens, *Simply Strategic Volunteers*, 134.

CHAPTER FOUR: VOLUNTEERS - RECRUITING THEM FOR MINISTRY

Introduction

Finding volunteers is easy for most ministers; having volunteers commit to serve is the difficult part. The church is full of potential volunteers. Motivating believers to use their spiritual gifts for service is challenging. As future ministry needs arise within the church, more volunteers are required to fill the tasks. Most ministries have a time period in which to enlist volunteers to serve. When the time frame has expired, current volunteers have the option to continue serving in their current role or to move on to serve elsewhere. The recruiting process for most churches occurs on a weekly basis. For example, the church seems to always be in need of nursery workers or leaders for a youth event. The constant need and plea for volunteers can be exhausting and overwhelming. Mike Johnson, the Children's Director at Fellowship Church says, "Our church makes announcements every weekend asking for volunteers."¹ His is one of America's largest churches with over 19,000 people in attendance each week. Yes, volunteer problems are issues even in the largest of churches. The church needs volunteers and must recruit people to serve in order to fulfill the great commission. Tina Houser says, "...realize that this is not something you do in one day. It is an ongoing process; that means it never stops!"²

This chapter will discuss ways to identify the ministry needs, communicate the ministry needs, qualifications for a volunteer to serve, interviewing and enlisting volunteers.

¹ Mike Johnson and Carter Strey, email/audio files to author, April 5, 2012.

²Tina Houser, *Building Children's Ministry: A Practical Guide* (Nashville: Thomas Nelson, 2007), 77.

Identifying the Ministry Needs

A common theme throughout all churches is that there is a desperate need to recruit more volunteers. The author attends many conferences throughout the years and this question often comes up: “How do you get enough volunteers to serve in the church?” Churches are searching for the answer to such a question. Part of the issue in most churches is not simply filling a vacancy but identifying the real need. Is the vacancy a nursery worker to change diapers or a teacher to teach a class? Identifying the real need of the vacancy is crucial to finding the right volunteer. Susan J. Ellis in her book, *The Volunteer Recruitment Book*, says, “People will come forward and offer their help if you actively spread the word about your organization’s need. The actual problem is something altogether different: Having meaningful work for people to do once they’ve joined up.”³ Knowing the actual need of the vacancy will not only help in the recruiting process, but will also bring the most qualified person. Jim Wideman believes, “...you don’t need “more volunteers.” You have very specific needs for specifically gifted people. Not just any warm body will do.”⁴ A person willing to serve wants to know what the real need is.

The following are some questions to consider when filling a vacancy:

1. What position are you trying to fill?
2. Do you have a job description for the position?
3. What are the qualities in a volunteer that are needed?
4. Is the position absolutely necessary or can it be restructured or handled by someone already serving?
5. What are the tasks that need to be filled each week?

³ Ellis, *The Volunteer Recruitment (and Membership Development) Book*, 1.

⁴ Wideman, *Children’s Ministry Leadership*, 99.

6. What is the time commitment for the position?
7. Is there an age requirement for the position?
8. Can the position be filled by a non-member or unsaved volunteer?
9. Does the position require a background check?
10. How will the volunteer be trained for the position?

Once the ten questions have been answered, a clearer idea of what you are looking for can be identified.

Communicating the Ministry Needs

“If you ask the average volunteer why he or she started serving at a particular time in a particular place, most will shrug their shoulders and say, “Because someone asked me,” shares Bill Hybels.⁵ There is a fine line when communicating the needs of the ministry. If you communicate that you are desperate for volunteers, it may sound like a crumbling ministry and no one wants to be on a sinking ship. If you do not communicate the need, then how does anyone know that volunteers are desired? Finding a way to invite people to serve instead of pleading with them will allow potential volunteers to the opportunity as a service instead of fulfilling a duty. Using the right words to encourage people to serve is valuable when you want to motivate them to serve. Morgan says, “Instead of telling people what you need, tell them how you can help them use their gifts and experiences. Explain how they can find purpose and fulfillment. Communicate the mission and vision of the ministry, and then tell them how they could influence the lives of others by filling a particular role.”⁶ Al Newell says to communicate

⁵Hybels, *The Volunteer Revolution*, 105.

⁶ Morgan and Stevens, *Simply Strategic Volunteers*, 17.

differently, “Simply determine never to recruit to a task and instead recruit to a ministry.”⁷

Helping potential volunteers to see a ministry opportunity instead of simply another need, will increase the interest of the people. It calls people to a vision - not to a task - that needs to be accomplished. Sharing opportunities to serve can be communicated in multiple ways: cast serving as a vision of the church, using worship guides and printed materials, multimedia avenues, live testimonies, via the pulpit and current volunteers.

Casting the Vision of the Church

One of the many ways to communicate the need for volunteers is for it to be the vision of the church. The church must make it a priority to express that it expects its people to serve, using the gifts that God has given them. Vision casting is the key to having a successful volunteer ministry. The five churches that were interviewed all commented on the fact that the vision of the church is to communicate the importance of serving.

Pastor Eric Smith at North Ridge Church places serving as one of its five core values. He says, “Serving is a core value and it is practiced not just preached.”⁸

Pastor Kevin Qualls at South Pointe Fellowship Church has as its core value of “focused outreach” to encourage the church to serve. “We believe connecting through serving leads people to Jesus if they are not a Christ-follower.”⁹

Pastor Joey Query believes his vision casting of serving has created a culture of serving within his church.¹⁰

⁷ Al Newell, online article “4 Monster Recruiting Mistakes,” www.churchleaders.com (accessed February 14, 2012).

⁸ Eric Smith, email interview to author, February 15, 2012.

⁹ Kevin Qualls, email interview to author, February 21, 2012.

Pastor Mike Johnson, Children's Pastor at Fellowship Church says that the church casts the vision of volunteering on a weekly basis. It is always before the people of Fellowship Church.¹¹

Pastor Mike Blackwood, Worship Pastor at Lifesong Church says, "I think people want to serve because it is really who we are as a church. Our pastor truly leads from this mindset and it filters into every area of ministry."¹²

Worship Guide and Printed Materials

The most common source of communicating opportunities to serve in the church is the use of printed materials. The Worship Guide, Bulletin or Newsletters are typically a Minister's main source of recruiting for volunteers. Tina Houser comments though, "Many children's pastors or directors have the idea they can run an article in the church newsletter asking for help and people will call the next day. Understand, that's a nice dream, but it's not a reality."¹³ The non-response of such measures frequently leaves the ministry discouraged and confused as to why people do not want to serve. But printed materials can assist in promoting ministry needs and help people to see how the ministry is impacting other people. Using these sources to publicize volunteer opportunities in a ministry area will help people notice that God is doing something great.

¹⁰ Joey Query, email interview to author, February 6, 2012.

¹¹ Mike Johnson and Carter Strey, email/audio files to author, April 5, 2012.

¹² Mike Blackwood, email interview to author, March 26, 2012.

¹³ Houser, *Building Children's Ministry*, 73.

Video

The use of multimedia in the church has grown so much in the last few years. Churches of the smallest size are using multimedia technology for announcements and worship songs displayed on a screen. Computers are a necessity in the church today and communicating the need for volunteers is on projection screens in worship services across America.

Announcements are flashing on the screen to give the church valuable information of upcoming events and multiple opportunities for people to serve. A simple PowerPoint slide of the ministry opportunity may catch someone's attention. The best use of the multimedia is a video. The moment when the service is about to begin, a video can bring a touching moment to worship about serving.

Testimonies

Telling a story is a powerful tool for communicating just about everything. The story from a missionary can raise support for a mission project better than a printed article or flyer. The same is true for finding volunteers to serve. Sharing opportunities to volunteer will be more effective from someone who is currently serving. The testimony of someone's life having an impact on others motivates people to want to join the effort. A person serving in the area of a vacancy can articulate the need of volunteers better than most other sources of communication. The testimony of a person brings conviction, passion and a real heartbeat to the ministry. It helps people see that a real person can serve in this area. Using people to share the real ministry expectation of the need will help others see the true opportunity to serve.

Pulpit

Jim Wideman shares, “Your best children’s ministry recruiter is your Pastor.”¹⁴ This statement is true about every ministry in the church. If the Senior Pastor is passionate about people serving then he will be the best one to communicate the need from the pulpit. The main worship time has the most people at one time to communicate openings for people to serve. The captive audience will listen to the Pastor as he shares with the church. Tim Stevens suggest we should “use our services to motivate people toward action. Why not suggest a “next step” every week?”¹⁵ He believes people need to be motivated every week to take the “next step” in ministry and serve. Communicating from the main focal area of the weekend, the worship center will generate the most interest of the people.

Current Volunteers

Volunteers who are serving can be the best publicity for other volunteers to serve in a ministry area. Encouraging volunteers to talk about the opportunities of serving will reach more people than the staff member can carry. Ten volunteers going through the many facets of life will encounter 100’s of people every day. A staff person in an office may only come in contact with a few people and most of those are already serving the church. Building a network of volunteers who will communicate the need to people in their sphere of influence can be a great tool. Bill Hybels at Willow Creek Community Church says, “Despite our best efforts to publicly

¹⁴ Wideman, *Volunteers That Stick*, 71.

¹⁵ Morgan and Stevens, *Simply Strategic Volunteers*, 105.

communicate needs and ask people to serve, by far the most effective ask is the personal one – and the more personal, the better. In fact, volunteers make the best volunteer recruiters.”¹⁶

Qualifications for Volunteers to Serve

Most people want to make a difference in the world around them. The problem seems to be finding the right place to serve and the time commitment. The church can use people and usually is begging for them to give of their time. Once a person feels like they want to serve, the church as a rule has a long list of qualifications the volunteer needs to agree too. The qualification list can, and many times does, turn willing volunteers away. The church has debated for years over who can serve and who should serve. Churches are full of believers, but they also have non-believers. Can a non-believer serve? Can the one who has not joined the church serve? How about the ones who are trying to decide if God wants them to plant their life into this particular church - can they serve to see if it is a fit? There are lots of questions to be answered and the church must deal with these in order to have a firm grasp on who can serve in the church. There at least six areas of commitment that a church needs to consider when dealing with qualifications of a volunteer.

Commitment to Christ

It is always best to have believers in Christ serving in all areas of the church. If only it were that easy. An effective church that is growing and reaching out to the lost will have non-believers and they will want to serve. Tim Stevens says, “There must be places in your church

¹⁶ Hybels, *The Volunteer Revolution*, 106.

for non-Christians.”¹⁷ The positions of ministry for non-believers need to be in areas that do not require them to teach the Bible or put them in a leadership role with a spiritual emphasis. Non-believers can serve and are gifted to serve. They can help in the multimedia studio or be a greeter. Finding the right places for them will help them in their spiritual journey of finding Christ. Eric Smith of North Ridge Church says, “Non-believers can serve but there are certain things we would not have an unbeliever do. We allow them to serve because it is sometimes a way to reach them with the gospel.”¹⁸

Commitment to the Local Church

Every church is different on how they approach the aspect of a church member or non-member serving as with a believer and non-believer. A commitment to the local church is evident if the person wants to serve. Every volunteer may be asked to sign a commitment form and they typically ask for statements of faith, membership status and acceptance of church policies. The church will realize the effectiveness of relationship building with the lost if they allow non-members to serve in certain roles. “We must build relationships because that is where life change happens,” comments Tim Stevens.¹⁹ He believes when the church sees the value in letting people serve, then lives will change through relationships and the church will see the impact on other people’s lives.

¹⁷ Morgan and Stevens, *Simply Strategic Volunteers*, 109.

¹⁸ Eric Smith, interview.

¹⁹ Morgan and Stevens, *Simply Strategic Volunteers*, 110.

Commitment to the Mission and Purpose of the Church

The church has a purpose and the main purpose is the Great Commission.²⁰ It is to reach the world with the gospel of Christ and to train them to serve Him. The volunteer should understand this concept. People who typically want to serve in church, believer or not, should understand why the church exists. Each church has its own sets of values, purpose statements, and vision. Every volunteer is typically given these as he or she begins to volunteer. It gives the volunteer a purpose behind the serving opportunities. As the volunteer serves from week to week these statements and beliefs should become real to them as they experience life change happening around them. Their service to others will begin to impact their personal life and they will see more clearly why the church exists.

Commitment to a Balanced Christian Lifestyle

A commitment to a balanced Christian lifestyle is probably where most churches struggle with volunteers wanting to serve. It appears believers have difficulty living the committed Christian life, and a non-believer would clearly not be committed to such a life. The question, however, is really about how the church handles a volunteer who is living in sin? Tim Stevens gives six filters to help deal with these situations:

Christ Filter – When a non-believer sins we apply the “Christ Filter” because our expectations of them are different. Their next step is not giving up the sin but trusting Christ as Savior.

²⁰ Matthew 28:18-20 - And Jesus came up and spoke to them, saying, “All authority has been given to Me in heaven and on earth. 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.”

Maturity Filter – The brand-new believer is not at the same maturity level as a seasoned believer. Handling known sin with these young Christians will be different. Applying a high standard to the seasoned believers is crucial.

Leadership Filter – People serving in leadership positions should be held to higher expectations. The roles that do not have leadership titles can be dealt with in lesser degrees than resigning. Leadership positions carry a higher commitment and more people are involved in their direct ministry.

Impact Filter – What is the impact of the sin? Is it personal, or affecting others? All sin is damaging and deciding the when and how you approach it will be the deciding factor of its impact on others and the church.

Intent Filter – Deciphering the intent of the sin is essential to the decision of what to do. The habitual sin needs to be dealt with immediately and counseling may be needed to help. The filter of intent is very important when determining a response.

Scope Filter – or called “position filter” or “influence filter” – The size of the influence can determine how it is handled. The person influencing a small group would not be as great as a worship leader over a large group. The impact of the sin can affect more people when the position or influence is more visible and further reaching.²¹

Each situation must be handled with prayer, wise counsel and privately. The lifestyle of the volunteer can be devastating to a ministry, but handling it the right way can lead to a successful ministry outcome and lives being changed forever.

²¹ Morgan and Stevens, *Simply Strategic Volunteers*, 114-115.

Commitment to Teamwork

A volunteer will need to be able to work with others as a team. The goal of the particular service position must be clearly identified in order to achieve the best results for success.

Working together to accomplish the goal with the best attitude will foster teamwork. Volunteers, no matter if they are believers, non-believers or church members must understand the terminology of teamwork. Encourage volunteers to work together for the cause of Christ.

Commitment to Training

Locker says, “Success can depend on how well-prepared volunteers are to complete their tasks. So spending time on the front end can save you a great deal of heartache, time, frustration and conflict.”²² One of the toughest qualifications of volunteering is training. Any leader can tell you that a very low amount of committed volunteers will show up for a training session. They will serve in assigned areas, show up on time, and even work double shifts, but struggle to attend a time of training. Each ministry needs to find what works to train their volunteers. Every volunteer should desire training in the area they are serving in. “On the job training” is more effective than a one-time crash course.

Interviewing and Enlisting Volunteers

The interview process of a potential volunteer will help place him/her in the right place at the right time. Christopher W. Pritchard writes, “The interview is the deciding-factor regarding whether or not a candidate (volunteer) will be offered the position. After all the sourcing, screening, background checks, and references are complete, it is often the interviewer’s gut

²² Locker, *The Volunteer Book*, 55.

feeling that swings the decision one way or another.”²³ Typically at this point in the recruiting process, they have heard the call for an opportunity to serve, have been in contact with the leader in charge of the ministry area, agreed to the qualifications, filled out any paperwork. The ministry leader is now ready to contact the potential volunteer and set up an interview. The interview typically happens in two ways, face to face or over the phone.

Jim Wideman says, “Nobody gets assigned to a volunteer job until he or she is interviewed. Period. No exceptions.”²⁴ He believes this strongly and gives six essential reasons:

1. Interviews let you nudge volunteers in the right direction. Volunteers need to hear about all the opportunities that are available.
2. Interviews let you minister to potential volunteers. Hearing people tell you their story can help you minister to them better.
3. Interviews give you permission to background screening. Background checks must be given to potential volunteers working with children.
4. Interviews let you understand volunteers’ motives. It helps you find out why they want to serve.
5. Interviews help you refer volunteers. Not every person you interview is a fit for your ministry but you can refer them to another ministry.
6. Interviews get the right people into the right jobs. Finding the right people to serve in the right area will save time and resources.²⁵

²³ Christopher W. Pritchard, *101 Strategies for Recruiting Success: Where, When, and How to Find the Right People Every Time* (New York: Amacon, 2007), 128.

²⁴ Wideman, *Volunteers That Stick*, 100.

²⁵ *Ibid.*, 100-103.

The interview process will also help the volunteer to see the area they will be serving. Taking time during the interview to tour the facility will help them feel more comfortable when they start serving. This is also the best time to discuss the job description, expectations, roles and responsibilities. Jonathan and Thomas McKee suggest, “We need to be clear with person before they commit to the organization by presenting all the roles and responsibilities clearly. That includes letting them know about fingerprinting, training, and any other requirements.”²⁶ It is also good to have them fill out a questionnaire so the best possible fit is found for the volunteer.

After the interviewing process comes the critical point of actually enlisting the volunteer. The word “enlist” means “to secure the support and aid of or to win over.”²⁷ Finally, it is always beneficial for both parties to take time and pray. Before the volunteer commits or you sign off on the position, take a few days and pray. The point when the volunteer says, “Yes, I will serve,” needs to be well thought and prayed through.

²⁶ McKee, *The New Breed*, 29.

²⁷ *Merriam-Webster Online*, s.v. “Enlist,” accessed March 19, 2012, <http://www.merriam-webster.com/dictionary/enlist> .

CHAPTER FIVE: VOLUNTEERS - IMPLEMENTING THEM TO SERVE

Introduction

To review, the last two chapters have dealt with finding the potential volunteer and recruiting volunteers. This chapter will take you to the place of implementing the volunteer to serve in a place that best fits their giftedness by discovering God's design and discovering God's place of service for them. In 1 Timothy 4:14 says, "Do not neglect the spiritual gift within you, which was bestowed on you..." As the volunteer discovers his/her giftedness and passion, then they can find the best opportunity for ministry. Implementing the volunteer means to equip them with the tools to carry out the task that they feel God has called them to do.

Discovering God's Design

Every team has a specific design in order to be effective. A sports team must have all the players in the right place and perform the task that the coach has assigned them to do. One player not doing what is expected of him can cause the entire team to fall apart and potentially lose the game. God has a design for His church. MacArthur says, "God has put us on His team and given us both the resources and the obligation to "play" our positions in the Body of Christ."¹ Finding the position that God has called us to is the obligation of every believer. For the team to be effective and win, the believer needs to know his/her place in ministry. One missing player can disrupt the entire game plan. In Ephesians 2:10, the Bible says, "For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them." God has created every individual specifically for His mission and

¹ MacArthur, *The Body Dynamic*, 21.

purpose. Erik Rees in his book, *S.H.A.P.E.* says, “Once you discover who you are, then you can start figuring out what God has planned for you, the specific way he designed you to make a difference in the world for him.”²

The apostle Paul writes in 1 Corinthians 12:12-27;

For even as the body is one and *yet* has many members, and all the members of the body, though they are many, are one body, so also is Christ. For by one Spirit we were all baptized into one body, whether Jews or Greeks, whether slaves or free, and we were all made to drink of one Spirit. For the body is not one member, but many. If the foot says, “Because I am not a hand, I am not *a part* of the body,” it is not for this reason any the less *a part* of the body. And if the ear says, “Because I am not an eye, I am not *a part* of the body,” it is not for this reason any the less *a part* of the body. If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? But now God has placed the members, each one of them, in the body, just as He desired. If they were all one member, where would the body be? But now there are many members, but one body. And the eye cannot say to the hand, “I have no need of you”; or again the head to the feet, “I have no need of you.” On the contrary, it is much truer that the members of the body which seem to be weaker are necessary; and those *members* of the body which we deem less honorable, on these we bestow more abundant honor, and our less presentable members become much more presentable, whereas our more presentable members have no need *of it*. But God has *so* composed the body, giving more abundant honor to that *member* which lacked, so that there may be no division in the body, but *that* the members may have the same care for one another. And if one member suffers, all the members suffer with it; if *one* member is honored, all the members rejoice with it. Now you are Christ’s body, and individually members of it.

Paul explains the Body of Christ and how each part of the body has a function. Just like the human body works together, so does the Body of Christ. The way God designs each individual is unique to the way they will be used in the local church. Every person’s unique and specific quality has a ministry that only they can perform. Rees defines this as their “Kingdom Purpose – your specific contribution to the body of Christ, within your generation, that causes you to totally depend on God and authentically display his love toward others – all through the

² Rees, *S.H.A.P.E.: Finding & Fulfilling Your Unique Purpose for Life*, 19.

expression of your unique S.H.A.P.E.”³ God’s design is to realize that every believer has a place in the Body of Christ and a function to fulfill God’s purpose.

To better understand God’s design for a potential volunteer one will need to uncover the five distinctions of discovering a volunteer’s purpose for serving: spiritual gifts, passions, abilities, personality trait, and life experiences.

Spiritual Gifts

The spiritual gifts are found in Romans 12, 1 Corinthians 12, and Ephesians 4. The apostle Paul makes it clear in 1 Corinthians 12:1, that he “does not want you to be unaware” concerning the spiritual gifts. In other words, do not be uninformed or you may miss out on God’s blessing for your life. John MacArthur says, “No congregation will be what the Holy Spirit gifted it and empowered it to be until it properly understands and exercises spiritual gifts.”⁴ To understand them, we first need to know what the spiritual gifts are not. Rees gives the three statements to explain, “First, your spiritual gifts are not the same as your personality traits. Second, spiritual gifts are not the same as natural talents. Third, spiritual gifts are not the same as the fruit of the Spirit in Galatians 5:22-23.”⁵

Spiritual gifts are unique in that God gives them to us to use for His ultimate purpose. MacArthur says, “A spiritual gift is a channel through which the Holy Spirit ministers to the body.”⁶ Rees defines it as, “A God-given special ability, given to every believer at conversion

³ Ibid., 22, Rees uses the word S.H.A.P.E. help people remember the five factors God uses to prepare and equip people for their purpose in life. The five shaping tools are Spiritual gifts, Heart, Abilities, Personality, and Experiences.

⁴ MacArthur, *The Body Dynamic*, 102.

⁵ Rees, *S.H.A.P.E.*, 34.

⁶ MacArthur, *The Body Dynamic*, 102.

by the Holy Spirit, to share his love and strengthen the body of Christ.”⁷ These gifts are given to the one who has trusted Jesus Christ as Lord and Savior. At conversion, the Spirit of God gives each believer at least one spiritual gift.

God gives every believer a spiritual gift for “the common good” (I Corinthians 12:7). The gift is not given for selfish reasons or for self-promotion, but for the good of the church. It is to be used to exalt the Savior and the building of His kingdom. The goal is to use your gift for the church and to bless others. The question is how do you know what spiritual gift or gifts you have? Rees gives two keys to “discovering your gifts: 1) examining what gifts you think you may have, and then, 2) serving in various roles to see which ones bring the greatest fulfillment for you and the greatest results for God.”⁸ Here is a list of the spiritual gifts definitions taken from the authors church Discovery Study Guide,⁹

Administration 1 Corinthians 14:40

This person is goal and objective oriented. He often has strong organizational abilities that make it possible to coordinate resources in order to accomplish tasks as quickly as possible. Because of being motivated by accomplishing desired tasks, this person often derives great satisfaction from viewing the results of what he has accomplished. Become involved in a ministry in which you can utilize these strengths to carry out specific goals of the church.

Evangelism Acts 8:26-40

This person has an especially strong desire to share the Gospel with non believers in every possible situation and through all possible means. His greatest joy in ministry is seeing non believers won to Christ. Because of an overwhelming desire to “fulfill the Great Commission”, he would rather devote considerable effort to the ministry of evangelism than to other church programs which exist for the edification of believers. He looks for areas where the need for the Gospel is the greatest, and is willing to make personal sacrifices to share the gospel. Become involved in a ministry that places a great emphasis on sharing the Gospel and reaching out to those who are unchurched.

⁷ Rees, *S.H.A.P.E.*, 34.

⁸ Rees, *S.H.A.P.E.*, 36.

⁹ *Discovery*, Study Guide, First Baptist Church of Indian Trail, NC, updated 2011. (see Appendix D).

Exhortation Acts 14:22

This person has a special ability to encourage others in the body of Christ by giving them needed words of comfort, courage and counsel at times of need or crisis. He is especially attracted to individuals who are genuinely seeking spiritual growth and often is willing to share past personal failures to help motivate others toward greater spiritual maturity. He is able to make accurate assessments of spiritual needs and has the ability to explain truth with logical reasoning, giving step by step instructions which are easy to follow. Become involved in a ministry where you can use your strengths to minister one on one with people in need.

Giving II Corinthians 8:1-7

This person has the ability to give material goods and financial resources with joy, so the needs of the Lord's work are met. He often can discern wise investments, and is usually a very effective money manager. While desiring to give quietly and without recognition, he is encouraged when he knows needs were met and prayers were answered. He is more likely to give at the Lord's promptings than at man's appeals and has a great ability to see financial needs others may overlook. You should consider not only what ministries of the church to support with your personal finances but how your example can motivate others to follow the Lord's leadership in their own giving.

Helps

This person is motivated by a desire to further the ministry by meeting genuine needs of another individual, usually someone in a leadership position. He enjoys bringing immediate help to key individuals in order to relieve their burdens and responsibilities. While he is willing to do whatever is needed, he is motivated more from a desire to provide assistance than from a desire to accomplish particular tasks. Though very similar to the ministry area of "Service", one with this gift is prompted more by the "need" rather than by the task to be performed. Become involved in a ministry in which you can provide assistance to someone in a leadership role to enable them to be more effective than they would be without you.

Hospitality 1 Peter 4:9-10

This person has the ability to make guests feel comfortable and "at home". He has the desire to provide a warm welcome to guests whether in a ministry or social setting. He often delights in opening his home to individuals or groups, and often looks for special opportunities to exercise this gifting to minister to others. Become involved in a ministry where you can help make others in the church feel "at home".

Leadership Hebrews 13:7, 17

This person has the ability to lead others toward spiritual growth. He is often considered a visionary and has the ability to set goals and motivate others toward the accomplishment of these goals. He usually has an ability to communicate effectively to large groups of people, and is often chosen for leadership positions because of his ability to accomplish goals without getting "off track". While similar to a gifting in the area of "Administration", someone with this gift is often more concerned with the "big picture"

than the incremental details of accomplishing the goal. Become involved in a ministry in which you can help lead others in accomplishing the goals of the church.

Mercy Luke 10:30-37

This person has immediate compassion for those suffering physically, mentally or emotionally. He derives great joy in meeting the needs of others, and often has a tendency to attract people who are in distress. He usually has a need for friendships in which there is deep communication and mutual commitment. He has the ability to draw out the feelings of others while also being vulnerable to hurts, both personally and to those which others are experiencing. He often would rather remove the causes of hurts than look for benefits from them. He has a tendency to avoid confrontation and firmness, and often closes his spirit to others whom he feels are overly harsh or critical. Become involved in a ministry that enables you to minister to those who are hurting and who need the sensitivity you have to offer.

Prophecy 1 Corinthians 14:31

This person has the ability to proclaim God's truth without compromise. He has strong convictions and expects others to as well. He has the need to express himself verbally, especially regarding right and wrong, and may be quick to make judgments of others and to speak his opinion. He may be painfully direct when correcting others, possessing an unusual ability to discern the sincerity of others. He is persuasive in defining right and wrong, and is very persistent in expressing his feelings regarding the need for change. Become involved in a ministry where you can challenge others to live by God's standards as set forth in His Word.

Service Acts 6:1-7

This person has the ability to perform any task with joy which benefits others and meets practical needs. He may have the tendency to disregard personal health and comfort to serve others. He often has difficulty saying "no" when asked to serve. He frequently has an attention for details, and appreciates having clear instructions to follow. He enjoys the process of serving as much as the end result, and derives satisfaction from being with others who are also serving. Become involved in a ministry in where your strengths of faithfulness and attention to detail can be utilized.

Shepherding 1 Peter 5:2-4

This person has the unique ability to take responsibility for the long term spiritual growth of a group of believers. He sees it as his responsibility to guide, feed and protect a flock of followers in Christ. He is motivated by a desire to see those under him enjoying spiritual health and growth. Become involved in a ministry where discipleship is emphasized, and you can guide others to greater maturity in their spiritual walk.

Teaching Ephesians 4:12-13

This person has the ability to explain God's truth so there is an understanding and application in the lives of others. He has a desire to research and present truth in an organized and systematic sequence. He is often alert to details, and places a great deal of emphasis on accuracy. He is motivated by the desire to learn and share knowledge with

others, and he believes strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. Become involved in a ministry which you can challenge others with the Bible truths discovered in your personal studies.

Many others sources are available for believers to discover their spiritual gifts. Elmer Towns offers an online spiritual gifts questionnaire.¹⁰ This questionnaire will help define your spiritual gift and help you to begin using your gift. It is ninety questions and will take approximately twenty minutes to complete.

Identifying your spiritual gift is the first step in discovering where God wants to use the believer in the local church. The next step is discovering your passion.

Passion

The Bible says in Colossians 3:23-24, “whatever you do, do your work heartily, as for the Lord rather than for men; knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve.” Everybody is passionate about something. The desires and dreams of our heart define who we are as a person. The goal is to find those passions and use them for God’s glory. Rees identifies five passion principles to help clarify your heartbeat;

1. Know what drives you. Discover the cravings the Creator has put in you.
2. Know who you care about. God has placed people in your life for you to reach.
3. Know the needs you will meet. Determine the needs you intend to meet.
4. Know the cause you will help conquer. Find out what God is stirring in your heart to do.
5. Know your ultimate dream for God’s kingdom. Find your deepest desires and it will reveal your deepest calling.¹¹

The passion of your heart is always a great way to serve God. Potential volunteers will serve

¹⁰Elmer Towns, “Spiritual Gifts Questionnaire,” Elmer Towns Blog, http://www.elmertowns.com/spiritual_gifts_test/ (accessed 5/8/12).

¹¹ Rees, *S.H.A.P.E.*, 56-63.

better if they are doing something they are passionate about. Once the volunteer has discovered his/her passions, then they can move on to what they are naturally good at, abilities.

Abilities

Inside of every person is something they love doing. Throughout our lives we find things we are good at, and enjoy doing. These things bring about exhilaration inside of who you are. Sometimes it may not be that you are necessarily good at it but you enjoy it, like playing a particular sport. It could simply be enjoying the camaraderie or the thrill of competitiveness.

Rees observes:

“Throughout your life, you discover things you naturally love to do. That also means there are certain things you can’t live without doing. The things you enjoy doing make work more like play. When opportunities to do those things arise, they trigger an energized anticipation to get started. It doesn’t seem tiring or time-consuming. People in your life may even comment that what you do seems effortless because of the ease and sense of joy that’s evident when you do it.”¹²

Using your natural abilities for God by serving in areas that bring you delight will bring satisfaction. Below is a list of natural abilities taken from First Baptist Church Discovery Study Guide:

Artistic Ability: to conceptualize, picture, draw, paint, photograph, or make renderings

Counseling Ability: to listen, encourage and guide with sensitivity

Counting Ability: to work with numbers, data or money

Classifying Ability: to systematize & file books, data, records, materials to be retrieved easily

Composing Ability: to write music or lyrics

Decorating Ability: to beautify a setting for a special event

Editing Ability: to proofread or rewrite

Entertaining Ability: to perform, act, dance, and speak

Evaluating Ability: to analyze data and draw conclusions

Feeding Ability: to create meals for large or small groups

IT Ability: to understand computer “lingo”, diagnose and change problems on a website

Interviewing Ability: to discover what others are really like

Construction Ability: to understand blueprints, build or remodel rooms and buildings

¹² Ibid., 69.

Musical Ability: to use your voice in a choir, praise team or to play an instrument

Mechanical Operating Ability: to operate equipment, tools, or machinery

Managing Ability: to supervise people to accomplish a task or event and coordinate the details

Planning Ability: to strategize, design and organize programs and events involved

Promoting Ability: to advertise or promote events and activities

Public Relations Ability: to handle complaints and unhappy customers with care and courtesy

Recall Ability: to remember or recall names and faces

Resourceful Ability: to search out and find inexpensive materials or resources needed

Repairing Ability: to fix, restore, maintain

Recruiting Ability: to enlist and motivate people to get involved

Researching Ability: to read, gather information, collect data

Teaching Ability: to explain, train, demonstrate, tutor

Transportation Ability: to use your skill & CDL license to transport people to and from off-site events

Writing Ability: to write articles, letters, books

Welcoming Ability: to convey warmth, develop rapport, make others feel comfortable¹³

This list is not an exhaustive list but would help identify some areas of a person's abilities.

The goal is to find areas where you excel at so that God is honored in your serving. Serving in the wrong area will discourage the believer and may not be glorifying to the Lord. The next distinction is discovering your personality profile.

Personality Profile

A personality profile or relational style helps to identify a person's temperament. It also helps to clarify a person's strengths and weaknesses as they relate to other people. Mel Carbonell in his book *How to Solve the People Puzzle: Understanding Personality Patterns* comments, "Understanding personality patterns is one of the keys to improving your relationships and solving the people puzzle."¹⁴ Everybody has a unique personality that God has

¹³ *Discovery*, Study Guide, First Baptist Church of Indian Trail, NC, updated 2011. (see Appendix D).

¹⁴ Mels Carbonell, *How to Solve the People Puzzle: Your Personal In-depth Handbook of Human Behavior Science and DISC Personality Types*. (Blue Ridge: Uniquely You Resources, 2008), 7.

given for the purpose of glorifying Him. “Just as the Lord gave you unique spiritual gifts, passions, and abilities, the personality you have also is his gift to you,” according to Rees.¹⁵

There are many different ways to explain the different personality traits that people possess. The author will use personality types found in Mel Carbonell’s book. He uses a simple approach for developing and putting together the different patterns of a person’s personality profile. The Four Temperament Model of Human Behavior is describe in a simple format he calls “DISC.” Each letter of “DISC” represents a personality profile. He divides the four models into four quadrants;

D – Active/Task-oriented – directing, driving, demanding, dominating, determined, decisive and doing

I – Active/People-oriented – inspiring, influencing, inducing, impressing, interactive, and interested in people

S – Passive/People-oriented – steady, stable, shy, security-oriented, servant, submissive, and specialist

C – Passive/Task-oriented – cautious, competent, calculating, compliant, careful, and contemplative¹⁶

The “DISC” profile reveals strengths and weaknesses, leadership styles, conflict management and many facets of understanding of who you are and how you relate to others. Carbonell makes known that many people are not typically one personality type but may be a combination of types, such as “D/I” or “D/I/S.” These personality traits can be mixture of various strengths and weakness, leadership styles and so forth.

Carbonell offers assessments online at <https://www.uniquelyyou.com/>.¹⁷ The assessment will help a volunteer discover his/her personality type. The assessment is a list of words that

¹⁵ Rees, *S.H.A.P.E.*, 82.

¹⁶ Carbonell, *How to Solve the People Puzzle*, 14.

¹⁷ Mels Carbonell, “Uniquelyyou.com, Solving the people puzzle,” <https://www.uniquelyyou.com/index.php> (accessed 5/9/2012).

describes personality. From word groups of four, the volunteer will first select the word that most describes them, then the next best word until all four words are given a numerical value. Once the assessment is completed, a chart is filled in with the totals and a person's personality is discovered. The last step to discover God's design for your life is your personal experiences in life.

Life Experiences

Life brings a lot experiences throughout the years. Sometimes they are joyful and sometimes very painful. A person's life experiences can be very helpful to others. Potential volunteers can use their past experiences to serve others to get through difficult times, celebrate joyous events or simply create memorable moments. God can use any life experience to grow His kingdom. Taking time to identify some of the meaningful experiences in your life and looking at the most difficult ones will help maximize your volunteering potential to serve others. Rees gives five areas for a potential volunteer to think about as he/she discovers how life experiences can help them find the best place to serve:

- 1) Personally – meaningful to you.
- 2) Vocationally – pattern of achievement
- 3) Relationally – marriage, children, co-workers, or friends
- 4) Educationally – degrees, specific training, or special interest
- 5) Spiritually – maturity, spiritual growth, or spiritual gift¹⁸

Thinking about these life experiences and how God has blessed you or gotten you through a tough time can be beneficial to others. Your life experiences could be from past volunteering opportunities. Using the past opportunities of serving can be of great value to the opportunity needed in the current church.

¹⁸ Rees, *S.H.A.P.E.*, 98.

Discovering God's Design at First Baptist Church Indian Trail

In the author's church, every person desiring to volunteer in ministry must complete a class called "Discovery."¹⁹ The Discovery class is a two and a half hour commitment offered on a Sunday morning. It is also mandatory for those wanting to join the church. The class covers four basic sessions.

1) "Discovering My Meaning" – it answers the question of "What is my meaning?" It covers the plan of salvation and making Jesus Lord of your Life.

2) "Discovering Church Membership" – it talks about the importance of Church membership and how it impacts your life. This section deals with the church's Mission Statement, Core Values, Strategy and the Mission Measures.

The Mission Statement puts feet to the overall belief of the church: "*Love and lead everyone we meet into an everyday walk with Christ.*" It gives the individual member an overarching goal to achieve. The Core Values are the daily points of reference that give the church direction and focus.

F-Focused Outreach – share your faith

B-Biblical Truth – teach the truths of the Bible to help guide them

C-Christ-centered Worship – worshipping Jesus in spirit and truth

I-Intentional Care – showing the love of Christ to others

T-Transformed Lives – guide people to a life changing relationship with Jesus

The Strategy is the five step development for a believer at FBCIT. 1) Encounter Jesus through corporate worship, 2) Discover FBCIT through the Discovery Class 3) Connect with others through our Life Group ministry, 4) Serve by using your gifts and abilities, and 5) Share your faith.

¹⁹ *Discovery*, Study Guide, First Baptist Church of Indian Trail, NC, updated 2011. (see Appendix D).

The Mission Measures is how we measure a person's spiritual growth at FBCIT. 1) Walk Obediently - to becoming more like Jesus, 2) Worship Passionately – visible difference in a person's worship, 3) Witness Consistently – sharing their faith with others.

3) “Discovering Spiritual Maturity” – to help establish the disciplines and habits to lead to a deeper walk with God.

4) “Discovering My Ministry” – is to help the believer to discover his/her S.H.A.R.E. profile and how you can begin to serve. This section also allows the believer to take some time and go through the “My Ministry Map.”

S – Spiritual Gifts – This is an assessment to find out your spiritual gift.

H – Heartbeat – an analysis of what your dreams and desires are.

A – Abilities – an analysis of what you are good at.

R – Relational Style – The DISC profile – identifying your temperament.

E – Experiences – what kind of experiences have you had.

The last part of the “Discovering My Ministry” is the Opportunities page. This is a list of serving opportunities in the church. It allows the believer to check off areas they may be interested in serving.

Once the potential volunteer has completed the Discovery class and filled out all the paper work, a ministry profile is generated. It lists all the information that is needed to place the volunteer in the best possible place of service. The profile lists the name, email, phone number, occupation, heartbeat (passion), abilities, experiences, ministry interest, DISC, and spiritual gift. Ministers of the church are given a copy and make contact with those interested in their ministry area.

Discovering Your Place of Service

Once a volunteer has discovered his/her unique design from God, they can then move on to expressing God's purpose for their lives by serving. The goal of discovering God's design is to help the volunteer to narrow down potential places to serve. Rees developed a five step process called "GRASP."²⁰

- 1) Get with God – spend time with God and ask for His plan for you.
- 2) Realize your Kingdom Dream – think about where you would like to serve.
- 3) Activate your Serving Sweet Spot – align your God-given uniqueness with your dream.
- 4) Seek Wisdom – meet with your volunteer coordinator or Pastor.
- 5) Plan your test drive – try it out.

The potential volunteer should feel comfortable looking for their best fit for service.

Discovering the right place can take time and will be most beneficial to the volunteer and the team if the right place is found.

Training the volunteer is a crucial part of a successful placement. Wilkes says, "To encourage someone to become involved in ministry is not enough. Encouragement without training is like enthusiasm without direction: You move around a lot, but little gets done!"²¹ Too many times churches invite others to serve but leave them guessing about what they are to be doing. In Ephesians 4:12, the ministers are told to equip the saints so the ministry can be carried out for the body of Christ. Locker provides a "few key characteristics that are essential to any successful training program, realizing first of all that every volunteer in your area is a gift and they deserve respect. They are giving of their time and service. Secondly, be responsible and train them. It can be done in multiple ways: verbal, written, or by demonstration. Third:

²⁰ Rees, *S.H.A.P.E.*, 167.

²¹ Wilkes, *Jesus on Leadership*, 191.

accountability. Who does the volunteer report to? Provide a consistent accountability to leadership.”²²

Training methods come in a variety of formats. Each ministry can decide what the best way is to train its volunteers. Younts suggests, “As you develop a well-rounded training program, above all, be creative! Keep working at it until you develop the mix of team-based apprenticeship training, classroom training, and alternative training idea that works for your ministry.”²³

²² Locker, *The Volunteer Handbook*, 57.

²³ Younts, *Awesome Volunteers*, 96.

CHAPTER SIX: CREATING A CULTURE INSIDE THE CHURCH THAT MOVES PEOPLE TO SERVE

Introduction

The word *culture* is defined as “the set of shared attitudes, values, goals, and practices that characterizes an institution or organization,” in the Merriam-Webster Dictionary.¹ Every church in the world has created a culture within its walls. They may not realize that a culture can exist but churches have attitudes, values, goals and practices that define who they are. Robert Lewis, Wayne Cordeiro and Warren Bird wrote a book called *Culture Shift*, and they say, “Though invisible to the untrained eye, its power is undeniable. Culture gives color and flavor to everything your church is and does. Like a powerful current running through your church, it can move you inland or take you farther out to sea.”² The underlining structure of the church determines what moves it and gives it passion. Some churches are passionate about foreign missions or Sunday school. They might even be focused on the worship experience. These things are not bad in and of themselves, but becoming so focused on these can make it the church’s culture and the result is the neglect of nurturing spiritual growth or reaching the lost.

Samuel Chand writes in his book, *Cracking Your Church’s Culture Code*, “The culture of an organization – particularly in churches – shapes individual morale, teamwork, effectiveness, and outcomes.”³ The visions and strategy a church uses to promote its passion usually impacts

¹Merriam-Webster Online, s.v. “culture,” accessed 5/9/12, <http://www.merriam-webster.com/dictionary/culture?show=0&t=1336570986>.

² Lewis, Cordeiro and Bird, *Culture Shift*, 3.

³ Chand, *Cracking your Church’s Culture Code*, 2.

the programs and worship services, but the culture of the church is about the people. The people are the most important part of an organization like the church.

Jesus created a culture with his life. His life was about serving others and sacrificing Himself so lives could be changed. In Matthew 20:28 Jesus said, “Just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” His values, attitude, goals and practices all revolved around pleasing the Father. The mission of Jesus was to pay the price so men and women could be redeemed to the Father. Jesus was also a great motivator of moving people to serve. Many times it was as simple as asking people to “Follow Me” (Matthew 4:19). Creating a culture of people serving others is part of God’s ultimate plan for man. In Ephesians 4:11 it states that we are to, “equip the saints for the work of service, to the building up of the body of Christ.”

This chapter will develop a strategy to help the church create a culture of Biblical servanthood. Christ is the ultimate example, and the culture He created and provided the local church with is a plan to create a culture of people wanting to serve others.

Identifying Current Church Culture

As noted in previous chapters, churches are struggling to find volunteers. The strain stems from the church not emphasizing the basic foundation that all believers are created to serve. For the church to change the culture of begging for volunteers, it must begin the process of identifying its current culture and calling attention to Biblical servanthood. To simply identify the church culture, Lewis, Cordeiro and Bird developed four ingredients to bring it into focus:

- 1) Leadership and Values - What values do members of your church’s leadership communicate by their lifestyle? Leaders, more than anyone else, set the cultural climate of the church.

- 2) Vision Statement – Is your church’s vision something people can identify with and use to measure their spiritual lives?
- 3) Symbols, ceremonies, celebrations – The things you honor, remember, and cheer for are the things you most value.
- 4) You as leader – What do I want to accomplish here at this church? As a leader, you consciously or unconsciously pull everything you do toward the things you really value.⁴

These four ingredients will provide the church with what it values the most. The most important value of the church is its culture. Chand provides a tool to help “uncover the nature of your existing culture and identify the steps of change,”⁵ by using the Seven Keys to Culture. These seven keys will help the team see the culture your church is producing but also see what needs to change. Culture is always determined by the leadership of the church. The leadership is setting the tone of why your church is emphasizing what it does.

- 1) Control – Determining who has control. Making sure that the team is not experiencing turf battles. “Team members need to see themselves as partners in a grand venture, not competing for control over others, not carving out territory to defend to the death, but using delegated authority for the common good,” comments Chand.⁶ How is control managed by the leadership?
- 2) Understanding – keeping team members focused on the tasks. Chand believes, “Every person on a team needs to have a clear grasp of the vision, his or her role, the gifts and contributions of the team members, and the way the team functions.”⁷ Does everyone know the vision of the church?

⁴ Lewis, Cordeiro and Bird, *Culture Shift*, 48.

⁵ Chand, *Cracking your Church’s Culture Code*, 3. <http://freeculturesurvey.com/>. A free culture survey is offered by Dr. Sam Chand.

⁶ Ibid., 47.

⁷ Ibid., 48.

- 3) Leadership – a great team will develop leaders to accomplish the tasks. Chand comments, “Many church teams focus on training people to accomplish tasks, but neglect the essential role of developing leaders.”⁸ Is the church developing leaders or just finding people to fulfill a task?
- 4) Trust – the team must have mutual trust. “Trust grows in an environment that is HOT: honest, open, and transparent,” says Chand.⁹ How is trust being built on the team?
- 5) Unafraid – the team is not afraid to share ideas and thoughts. Chand says, “Courage, support, and innovation go hand in hand in inspiring cultures.”¹⁰ Does the team allow opinions on every topic?
- 6) Responsive – Healthy teams will communicate effectively no matter how small the situation may be. “Leaders in healthy cultures work hard to disseminate information among the departments and get by and up and down the chain of command and between teams,” believes Chand.¹¹ How responsive is the team towards communication?
- 7) Execution – the team always follows through with decisions that have been made by the entire team. Chand strongly believes, “A relentless pursuit of excellence in execution is a catalyst – not a hindrance – for healthy relationships.”¹² Does the team execute the plans that have been decided on?

⁸ Ibid., 50.

⁹ Ibid., 51-52.

¹⁰ Ibid., 54.

¹¹ Ibid., 56.

These seven keys can start the process of figuring out the culture of the church, and can help make the change when it is not one of Biblical servanthood. Chand goes on further to comment;

“Changing a culture requires tremendous patience. We can rearrange boxes on an organizational chart in a moment, but changing culture is heart surgery. Culture is not only what we do, but also why and how we do it. Culture is about the heart and head, and then it shapes what we do with our hands. Leaders need a healthy dose of creativity as they take their teams through cultural change.”¹³

Developing a Strategy that Cultivates a Biblical Servanthood Culture

Identifying the church’s current culture will begin the process of understanding where the church needs to go next. Lewis, Cordeiro and Bird say, “Culture announces its identity through everything you do. The values of your culture – stated or unstated, thought out or intentional – shape the feel, behavior, and attitude of a congregation more than anything else.”¹⁴ The next step is to develop a culture that moves the church towards Biblical servanthood. To develop a new culture, the leadership of the church needs to look at four critical areas: Leadership, Communication and Language, Vision and Clarity, and Attraction and Value. These four areas will transform what your church sees as its culture. Then it will begin to breathe the purpose that God has intended for the church to be.

Leadership

The leadership of the church is always the first to shape the culture of the church. A church with a long history can be known for its traditions and many times the traditions becomes

¹² Ibid.

¹³ Ibid., 59-60.

¹⁴ Lewis, Cordeiro and Bird, *Culture Shift*, 41.

it culture. New leaders in an old church can and usually struggle to change a church's traditional culture. The process can take years and may go through multiple staff changes before it can change. Lewis says, "As a leader in your church, you have the privilege, along with other leaders, of shifting your congregation's culture. If you assess that the culture isn't healthy, you have not only the privilege, but the responsibility to shift it."¹⁵ The choice to change the culture can be of kingdom value. The leader must be sold out on idea of culture change. If the people of the church are ever going to buy-in on the idea of Biblical servanthood, the leader must be all in. His team must be on board one-hundred percent. To have a culture that is about Biblical servanthood, the leaders need to be the first to model what it means to serve. Be creative on how the key leaders are seen serving others like Jesus would serve others.

Communication and Language

Words are powerful. It can shape who we are and what we will become. A child at an early age will believe whatever his parents tell him he is. If the parents communicate he is "stupid," he may grow up believing he is stupid. Our words affect the environment that we are leading. The leader of the church can communicate his belief of a value or truth and the church will eventually follow him. "The words we use, and the way we use them, define organizational culture,"¹⁶ Chand shares about how vocabulary defines culture. Once the team has identified what they want the new culture to be, start communicating it everywhere. Using words that will help volunteers relate and understand. Tim Stevens says, "Even when you aren't talking about

¹⁵ Ibid., 54.

¹⁶ Chand, *Cracking your Church's Culture Code*, 62.

serving and making a difference, figure out ways to show how people are making a difference.”¹⁷

Sometimes communication happens without using words but by expression through action.

Jesus modeled such actions by just serving others.

Vision and Clarity

Vision and clarity is what helps identify what you are communicating to the people. The vision is what the leader believes to be the movement God wants to accomplish in the church. Clarity is communicating it as clearly and understandable as possible. The leader needs be “simple, understandable and exact”¹⁸ comments Mancini, when it comes to the vision of Biblical servanthood. Clarity of the vision helps the people to receive it as a natural process. Mancini says, “Clarity becomes critical for shaping culture. It does not force ideas, values, attitudes, and actions onto people but allows them to be naturally captured.”¹⁹ Mancini lists nine dynamics that occur when a leader is clear about the vision;

- 1) Clarity makes uniqueness undeniable – a leader is to draw attention to the stated vision so that it is attractive and undeniable.
- 2) Clarity makes direction unquestionable – make the vision so clear that people are drawn to the direction you want them to go.
- 3) Clarity makes enthusiasm transferable – the leader’s enthusiasm should transpire to people, making them excited about the vision.
- 4) Clarity makes work meaningful – the leader needs to always keep the purpose of the vision in focus. Keep the reality of goal in the forefront.
- 5) Clarity makes synergy possible – clarity of the vision will help leaders work together.
- 6) Clarity makes success definable – sharing the outcome of the vision will bring everybody on board. The success of the vision is the definable goal.
- 7) Clarity makes focus sustainable – keeping the task simple and not allowing too many things to be done all at once.

¹⁷ Morgan and Stevens, *Simply Strategic Volunteers*, 119.

¹⁸ Will Mancini, *Church Unique: How Missional Leaders Cast Vision, Capture Culture, and Create Movement* (San Francisco: Jossey-Bass, 2008), 52.

¹⁹ *Ibid.*, 53.

- 8) Clarity makes leadership credible – having creativity with clarity will build momentum. Success of consistency will give more credibility to a leader and people will follow.
- 9) Clarity makes uncertainty approachable – communicating with clarity can bring inspiration and expectation.²⁰

Attraction and Value

Jim Wideman in his book, *Children's Ministry Leadership*, he says, "If you want to attract excellent volunteers, you've got to create a culture of excellence, an organization that's almost magnetic. Ministries like those not only attract great people, they hang onto great people."²¹ Attraction and value are a big part of our world today. Everybody wants the best value possible with the best experience possible. Companies like Starbucks, Apple, and Disney have based their business models on value and attraction. Walking into one of these places and a person is immediately drawn to the appearance and the exceptional value. Value does not mean it is cheap but you get the best product on the market. This should be true in our approach to the culture of the church. A potential volunteer should want to serve in the church and be excited about making an impact on the world. Stevens says, "This is crucial to creating a church culture in which volunteering is normal, the members are the ministers, and people feel valued for the roles they fill and parts they play."²² A great way to place attraction and value in the culture is to develop a brand. Branding helps the people in the church understand the ministry and the impact they might have on other people. Morgan says, "Creating quality brands within your church not

²⁰ Ibid., 53-55.

²¹ Wideman, *Children's Ministry Leadership*, 98.

²² Morgan and Stevens, *Simply Strategic Volunteers*, 119.

only helps attract new people who are served by those ministries, but it also helps with recruiting volunteers.”²³ A brand needs to be “simple, visually appealing and have a creative approach.”²⁴

Cultural Change that Motivates Volunteers to Serve

Changing a culture within the church is not an easy task. Churches have settled into complacency and being comfortable. The leadership of the church is partly to blame for the lack of volunteers wanting to serve, so changing that trend will be tough. Chand says, “Changing a culture requires clear thinking, concerted effort, enormous courage, and tenacious consistency.”²⁵ Here are five ways the church can motivate volunteers to serve: Be Biblical, Be Intentional, Be Visionary, Be on Board, and Believe It.

Be Biblical

The first step into cultural change that will motivate people to serve is a clear understanding of Biblical servanthood from God’s Word. The leaders must train the church by teaching what the Bible says about serving, spiritual gifts, equipping others and following the example of Christ. The leaders will be sharing the benefits of everyone using their spiritual gifts to serve others. A study of Philippians 2:1-11, “Jesus as the Model” and Ephesian 4:7-16, “Equipping the Saints for Service” are good scriptures to start formulating a Biblical servanthood culture. Lewis shares some practical steps that New Hope Church uses for making their cultural known;

- 1) Live them as qualities we are, more than programs we do.
- 2) Bleed them into sermons and other public messages.
- 3) Link them to our mission statement as we talk about them.

²³ Ibid., 211.

²⁴ Ibid.

²⁵ Chand, *Cracking your Church’s Culture Code*, 137.

- 4) Post them in conspicuous places.
- 5) Hold everyone accountable to them.²⁶

Be Intentional

Intentionality is fundamental for a new culture to permeate the surroundings. The leaders of the church are talking, sharing, and living a Biblical servanthood on purpose so others will see that it is a real purpose of the church. The leaders can say they want the church to be a serving church but if they are not being intentional about it, no one will follow. Being intentional with your vision will eventually cause a momentum of change if the leaders will stay focused. Lewis says at Fellowship Church in Hawaii, “We don’t ask if you will serve, but where.”²⁷ The intentionality of the culture will be a momentum shift of, if you join this church, then you will be serving. John Maxwell writes, “Momentum is the greatest of all change agents. More than 90 percent of the successful changes we’ve instituted in our organization have been the results of creating momentum before asking people to change.”²⁸ Maxwell also writes on how to maximize the momentum:

- 1) Develop an appreciation for it early
- 2) Know the key ingredients of it immediately
- 3) Pour resources into it always²⁹

Be Visionary

The vision of the culture change must come from the top. The Senior Pastor will need to be the main communicator of the vision. Mancini says that every time,

²⁶ Lewis, Cordeiro and Bird, *Culture Shift*, 120.

²⁷ Ibid., 130.

²⁸ John Maxwell, *Developing the Leaders Around You* (Nashville: Thomas Nelson, 1995), 18.

²⁹ Ibid.

An interaction on behalf of the church has transpired, the church's vision (culture) glows brighter or dims in the tiniest little increments. The leader's role is to crank up the wattage. The visionary cares too much about the message to let it just blow in the wind, unattended. Rather, he grabs his message and affixes it to a kite for all to see.³⁰

Vision is also more than an image. The image the church portrays is valuable, but not as valuable as the vision. Wayne Cordeiro in his book *The Irresistible Church* says a trait "of an irresistible church is living heart first. It's the opposite of living image first. It means working and serving God with true passion. It means living with an intrinsic desire to travel the pathways down which God invites us."³¹ The vision of the church is the heart of the church. Sharing the heart of the church will be the vision that will carry the church towards Biblical servanthood. The vision will permeate into the culture of the people to serve others.

Be on Board

The ministry of the church has to buy into the culture of Biblical servanthood that the staff is trying to create. Larry Osborne writes in his book *Sticky Teams*, "It's hard to have a winning team with losing players..."³² The most difficult task of creating a new climate or culture is when you have dissention within the people. The church will join the ride when the Pastor has communicated clearly the vision and done his homework with regards to possible issues that may arise. The church leadership needs to not only verbalize their unity but also live out the culture by serving.

³⁰ Mancini, *Church Unique*, 221.

³¹ Cordeiro, *The Irresistible Church*, 46.

³² Larry Osborne, *Sticky Teams: Keeping Your Leadership Team and Staff on the Same Page* (Grand Rapids: Zondervan, 2010), 47.

Believe it

This is a simple task, but churches seem to forget what they believe when it comes to culture change. It is easy to revert back to the ways the church used to believe. When changing its culture, the church must know the leadership really believes the new pattern. Lewis says, “Leaders, more than anyone else, set the cultural climate of a church. In many ways, they are a church’s living totem.”³³ The thing the leader values the most will be what he believes. It is very important to believe in the culture that you want to create.

Incorporating these five principles can motivate people to want to serve. The work of the leadership to change how people see the church and what they are supposed to be doing will not come easy. It is the effort of a thought-out plan coupled with a God-sized vision that will create such a movement among God’s people. Tim Stevens believes there are three main factors that will attract or repel potential leaders:

- 1) The Vision – It is the vision that draws people. They want to make a difference and make their lives matter for God.
- 2) The Leader – If the leader is not respected then the vision will not matter much to the people.
- 3) The Team – The people who are serving need to like the team they are serving on. They can love the vision and the leader, but if they cannot work with the team, then they will not stick around.³⁴

³³ Lewis, Cordeiro and Bird, *Culture Shift*, 48.

³⁴ Morgan and Stevens, *Simply Strategic Volunteers*, 49.

Questionnaire Responses to Biblical Servant and Culture

The five churches interviewed in this thesis are from different areas of the Southeast and are of varying sizes. The largest church, Fellowship Church in Grapevine, Texas has an average attendance of 19,000 and the smallest is South Pointe Fellowship in Pageland, South Carolina averages 125 on Sunday. The common thread to all five of these churches is the focus on serving. They all thrive to have a Biblical servanthood model that allows people to serve others. Although none of these churches have it down perfectly and do struggle at times to find enough volunteers, they all make it a point of emphasis to share the vision that everyone serves to reach more people for the Kingdom.

Question #1

The first question was, “Has the church developed a set of Core Values or a Strategy statement? If so, what are they?” The author wanted to see if the churches have incorporated serving or Biblical servanthood into the church’s overall vision or mission statement. Kevin Qualls is the Senior Pastor at South Pointe Fellowship in Pageland, SC and he shares that they have five main values, “Focused Outreach, Biblical Truth, Christ-Centered Worship, Intentional Care, and Transformed Lives.”³⁵ Eric Smith is the Senior Pastor at North Ridge Church in Madison, MS. He shared that his church has five core values: Full Devotion, Authenticity, Community, Truth, and Service. His mission statement is “to reach people with the Gospel of Jesus Christ, help them to become passionate followers of Him, and inspire them to live out His mission for their lives.”³⁶ Mike Blackwood is the Worship Pastor at LifeSong Church in Lyman,

³⁵Kevin Qualls, interview.

³⁶ Eric Smith, interview.

SC and he commented that at “LifeSong Church, we filter every idea, program, and budget request through our purpose statement. If what we plan doesn’t help us meet our purpose, then we don’t do it. Our purpose at LifeSong Church is summarized in a single statement: ‘We want people to know how to live like Jesus, love like Jesus and leave what Jesus left behind.’ Our purpose is based on our church verse Luke 10:27 ‘Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind’; and, ‘Love your neighbor as yourself.’ It is our deepest honor to love people and allow Jesus to use us to be ‘Missionaries where we live, work and play.’”³⁷ Mike Johnson is the Children’s Director at Fellowship Church in Grapevine, Texas. He shared, “reach up equals worship to God, reach out equals evangelism, reach in equals discipleship.”³⁸ Joey Query is the Senior Pastor at Antioch Baptist Church in Monroe, NC and shared his mission statement: “We are a growing fellowship of believers, united and empowered by the Holy Spirit, committed to glorify God by reaching and teaching others to follow Christ.”³⁹ Though many of these churches do not incorporate the words “serve” or “serving” in their actual statements or values, they all believe it is a core understanding of the church.

Question #2

The second question asked was, “How does your church make volunteering/serving easy for your congregation?” The question from the author was to get the interviewees to think about

³⁷ Mike Blackwood, interview.

³⁸ Mike Johnson and Carter Strey, interview.

³⁹ Joey Query, interview.

the role of volunteering as it pertains to their church and how they have made it easy for potential volunteers to serve.

Qualls said “We keep the opportunities in front of the people...first time visitors can start serving the next week if they would like, for example, in the Parking Lot ministry.”⁴⁰

Smith’s church provides a connection card for attendees to sign if they are interested in serving and he makes it a part of the membership class to have people sign up to serve. He said the biggest way they make serving easy is: “Every Second Sunday of the month our church does not have a typical gathering, but our whole congregation goes out and serves our city, so there is no way our people do not have an easy way to serve.”⁴¹

LifeSong Church is “constantly creating mission opportunities within our community for our attendees to participate in. Service has very much become an ‘outside of the church’ mentality for attendees. We have also created what we call Leadership Greenhouse. Key leaders are chosen or they step forward to participate in this process. It is a multi-week commitment where our senior pastor leads them to become more intentional leaders in their areas of service or they identify other areas of giftedness and serve in those areas. This has allowed us to move away from the ‘staff does it mentality’ as well, and we give it away. This process has been very successful. One other key component is empowerment. Each person who serves at Lifesong is encouraged to replace themselves through identifying people to serve and then train them.”⁴²

Mike Johnson believes the opposite about making service easy; he says “I can’t say that we make it easy. Usually we ask our volunteers to do even more. Born out of the whole attitude

⁴⁰ Qualls, interview.

⁴¹ Smith, interview.

⁴² Blackwood, interview.

that as a church we feel like the minimum obligation we can meet is to serve in the church. It is something God calls us to and commands us to do, and the only way we grow and mature in our faith is by serving others. We feel Christians should be serving and volunteering and we are going to cast vision in other ways, rather than making it easy for them.”⁴³ Joey Query, the most traditional of the leaders interviewed said, “We have a nominating committee that is charged with finding volunteers to serve in the various ministry positions each year. As a committee we consider spiritual giftedness and try to match giftedness with service positions to encourage personal growth and satisfaction.”⁴⁴

Question #3

The third question asked in the questionnaire was, “How often do you mention serving to the main congregation?” Churches are constantly begging for volunteers to serve. The churches interviewed in this paper are no different, but they do it with intentionality and purpose. It is not a pleading but an expectation of all believers. Query of Antioch Baptist Church commented,

The Bible teaches throughout the NT that Christians are to be imitators of Christ, and one way we are to imitate him is in service. That includes serving within and without the body of Christ. I preach expositional through books of the Bible, so I frequently, if not weekly, mention serving in some capacity from the pulpit. I do not plead with the congregation to help in the nursery or to teach the children because I don’t need to. They regularly hear preached from God’s Word, that the Christian life is a life marked by service. In response, when opportunities to serve arise, they do so joyfully. With that being said, our church is not growing so rapidly that we have had to add a lot of new classes or ministries mid-year necessitating lots of additional volunteers. However, when those opportunities arise I don’t think we will struggle to fill them.⁴⁵

⁴³ Johnson and Strey, interview.

⁴⁴ Query, interview.

⁴⁵ Query, interview.

Kevin Qualls and Mike Blackwood shared that their churches are constantly mentioning the opportunities to serve. “Every week we talk about living out the Gospel through serving others, so the idea is not just to serve on Sunday mornings, but serving is part of our culture,”⁴⁶ commented Eric Smith. At Fellowship Church, sermon series’ throughout the year on serving is common. Johnson even said that, “Our senior pastor mentions it A LOT, and from a weekend announcement standpoint, I bet it is nearly every weekend.”⁴⁷

Question #4

For the fourth question, it was asked, “Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?” All five of the leaders in the churches interviewed believe they have created a culture of serving. They all were very clear in their response. The way they measure the culture was different for each church.

South Pointe Fellowship – Qualls believes it is “measured by the percentage of attendees who serve in some capacity.”⁴⁸

North Ridge Church – “We send out everyone in our congregation out each second Sunday, and we also have most of the people who are members serving in some type of capacity,”⁴⁹

LifeSong Church – ‘We measure it by the abundance of people who sign up to serve,’⁵⁰ states Blackwood.

⁴⁶ Smith, interview.

⁴⁷ Johnson and Strey, interview.

⁴⁸ Qualls, interview.

⁴⁹ Smith, interview.

⁵⁰ Blackwood, interview.

Fellowship Church – “We want people when they attend Fellowship Church to understand that 99% of what makes us run is volunteering. So, if you are going to get involved and plugged-in to the life of Fellowship Church, that is just what is expected of you. I guess we measure it according to the number of volunteers we have,”⁵¹ Johnson commented.

Antioch Baptist – “There is no true measurement of such a culture other than seeing the hearts of the people. Given that we cannot do that, we must look at indicators such as participation and willingness to get involved,”⁵² shares Query.

Question #5

The fifth question in the questionnaire was, “How does your church enlist its volunteers?” The point of the question is to identify multiple ways to enlist potential volunteers. Every church has its methods for finding, recruiting, and enlisting people to serve in ministry. South Pointe Fellowship and North Ridge Church have a membership that helps the volunteer to identify their spiritual gifts and places them according to their giftedness. They also use current leaders to recruit. At LifeSong Church, Blackwood says they use, “Personal recruiting as well as our pastor communicating from the stage and an intentional follow-up plan from our team leaders.”⁵³ Mike Johnson shared how they enlist volunteers in the Children’s Ministry at Fellowship Church:

- 1) The Net – A general call to the congregation.
- 2) A Pole – Look for specific types of gifted people.

⁵¹ Johnson and Strey, interview.

⁵² Query, interview.

⁵³ Blackwood, interview.

3) A Spear – Find the person God has laid on your heart.⁵⁴

Joey Query continues to use, “A nominating committee who prayerfully considers the gifts and talents of our church members and then strives to match giftedness with opportunities to serve. The committee is then responsible for communicating these opportunities individually to church members and to enlist volunteers for the upcoming year.”⁵⁵

Question #6

The sixth question asked in the questionnaire was the following, “Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?” Four of the five churches answered “yes” to offering a New Members class. Joey Query, Antioch Baptist Church, said, “No. However, I interview each prospective member and discuss spiritual gifts and the importance of them serving within the church body prior to membership.”⁵⁶ The other four churches all emphasize spiritual gifts as part of their New Members class.

Question #7

“Does your church offer training classes for volunteers?” was the seventh question asked. There seems to be a trend of not offering training classes. Of the churches questioned, only one actually offers a classroom setting for training - North Ridge Church. The other four churches offer either one-on-one or hands-on training.

⁵⁴ Johnson and Strey, interview.

⁵⁵ Query, interview.

⁵⁶ Ibid.

Question #8

Question eight of the questionnaire was, “Why do people want to serve in your church?” The question was to make the leader assess why volunteers choose to serve in their particular church.

Qualls – “We make it fun and they believe it is expected.”⁵⁷

Smith – “Because they are seeing life change and we emphasize that their service changes lives!”⁵⁸

Blackwood – “I think people want to serve because it really is who we are. Our goal is to impact the community as much as possible. Our pastor truly leads from this mindset and it filters into every area of ministry.”⁵⁹

Johnson – “We put an emphasis on realizing that if they are going to grow and mature, they need to serve. Loving others is to love God, and loving others comes through serving. Hopefully that will give them a desire to serve.”⁶⁰

Query – “It’s an exciting place to worship and serve. They realize that it’s not only an honor to serve, but it’s also their responsibility to serve and to use the gifts they have been uniquely given. Not to mention, they truly enjoy the Christian fellowship.”⁶¹

⁵⁷ Qualls, interview.

⁵⁸ Smith, interview.

⁵⁹ Blackwood, interview.

⁶⁰ Johnson and Strey, interview.

⁶¹ Query, interview.

Question # 9

“Can non-members serve? Non-believers? Why or why not?” was the ninth questions asked on the questionnaire. The question was to inquire about the ways the church tries to fill vacancies. It is interesting that most churches will allow non-members and non-believers to serve in their church. They all stated that the roles are limited for these. They also said that they allow them to serve because as Qualls says, “We believe connecting through serving leads people to Jesus if they are not a Christ-follower.”⁶² Query at Antioch Baptist, the most traditional in style and philosophy, stated,

In order to serve you must be an active member and in order to be a member you must be a believer. By active member I mean someone who regularly attends church functions and whose lifestyle is commensurate with the message we proclaim. We try to avoid allowing fractured people (people with unhealthy lifestyles) to teach fractured people. Basically, we don't want people to serve just because we need a vacancy filled. We strive to ensure our volunteers are living a life worthy of representing our church and our Savior. In short, we love everyone who walks in the doors of our church and our hope is that all of them may have a vibrant relationship with Christ and live a life marked by faith and obedience. However, when it comes to serving in leadership positions, we only want people who are committed and proven to be an active and healthy member of our church. Obviously, our intent is not to prohibit serving; rather, it is to encourage devotion, obedience, and commitment.⁶³

Question #10

Question ten in the questionnaire was, “Do you believe churches struggle to find volunteers to serve? Of the five churches, four of them agree that it is a struggle for most churches to find enough volunteers to serve.

⁶² Qualls, interview.

⁶³ Query, interview.

Question #11

For the eleventh question asked, “Why do you believe churches struggle with finding enough volunteers to serve?” The author’s thesis attempted to answer this particular question in the preceding chapters. The following is what the churches that were questioned had to say. Kevin Qualls believes: “Churches are going about it in the wrong way; trying to guilt people into serving.”⁶⁴ Eric Smith says it is, “because the church so often only serves itself and you will not create a culture of service without showing the world we are here to serve and not to be served!”⁶⁵ Mike Blackwood believes, “If leadership truly gives people something to buy into and models it themselves, it becomes contagious. Churches who do not lead in this way may struggle to find volunteers.”⁶⁶ Mike Johnson says, “People are selfish for the most part, and overcommitted already. If the church doesn’t have a culture of volunteering already, you are really fighting an uphill battle. We constantly promote volunteering and why one needs to volunteer.”⁶⁷ Joey Query “thinks it boils down to the message coming from the pulpit. If we do a good job preaching and teaching the truths of scripture and create an exciting atmosphere, people will want to get involved. We live in a very ‘me first’ culture and until they hear consistently from God’s Word that we are called to be an ‘others first’ people, we will always have a difficult time enlisting volunteers.”⁶⁸

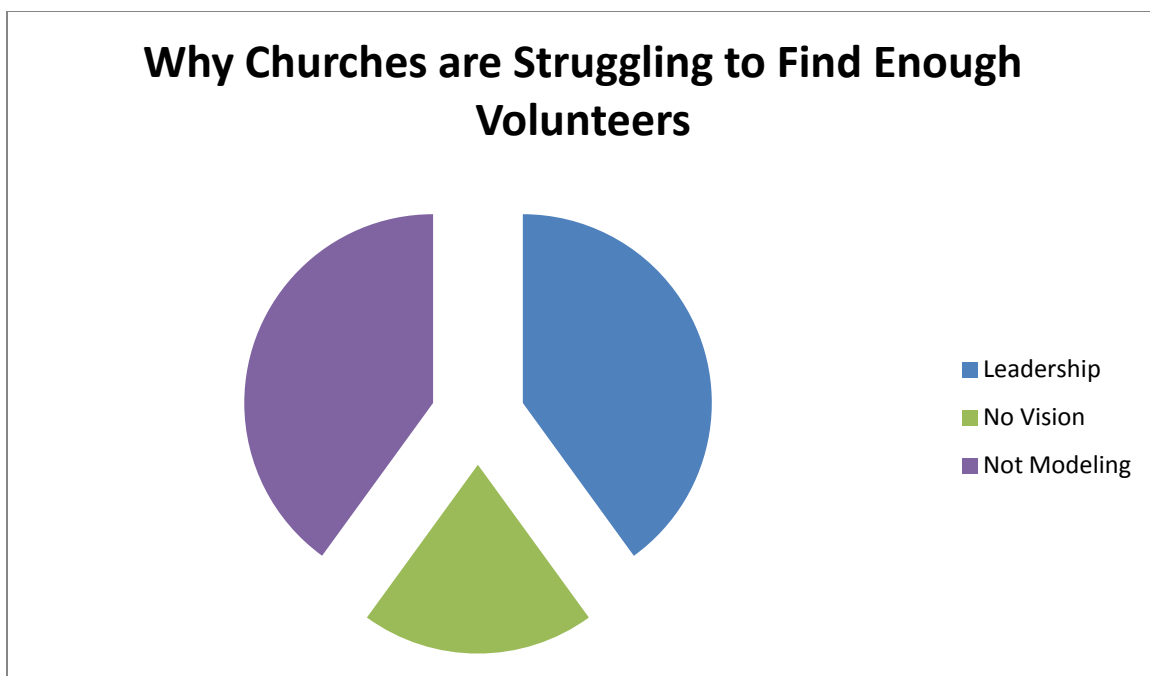
⁶⁴ Qualls, interview.

⁶⁵ Smith, interview.

⁶⁶ Blackwood, interview.

⁶⁷ Johnson and Strey, interview.

⁶⁸ Query, interview.



Question #12

Question twelve in the questionnaire says, “What is one thing you would say to a church struggling with finding volunteers?” Too many churches are struggling to find enough volunteers to serve. The author wanted these churches to share how they can encourage other churches. Query gives a great insight from a Senior Pastor’s perspective. He says, “Teach it, preach it, and then encourage people every chance you get to get plugged in. We need to do a better job of teaching on spiritual gifts but we also need to know our people better and observe their actions, strengths, and gifts and then encourage them to utilize those skills for the good of the body and the glory of God.”⁶⁹ Qualls encourages churches to, “Don’t give up... Look at changing your strategy and possibly look at simplifying ministries in order to not burn out your

⁶⁹ Ibid.

people.”⁷⁰ “Start serving outside of your walls and make it accessible to all your people (example: Sunday mornings) and you will see the culture change,”⁷¹ shares Eric Smith. Mike Blackwood simply says, “Model it. Help people see the Big Picture rather than just being a warm body. Give them something God-Sized to be a part of and they will do it.”⁷²

Question #13

The last question on the questionnaire was, “Are churches today doing too much? In other words, are churches offering too many programs?” The point of the question was to see if churches believe they could be doing too many programs and have overwhelmed its people. Could churches be doing too much in relation to the amount of potential volunteers? All five of the ministers interviewed believe that churches are doing too much. Mike Johnson shares that at Fellowship Church, “We made a commitment a while back to make sure our primary focus is on the weekend, so the main share of our efforts and time go to that staff and volunteers. We are pretty selective about what programs we are going to be doing, and make sure that we do them with as much excellence as possible.”⁷³

This chart summarizes the main points of the survey and where these churches stand. The churches interviewed in this project clearly are not perfect models of Biblical Servanthood. They all strive in their own unique ways to be everything that God has called them to be.

⁷⁰ Qualls, interview.

⁷¹ Smith, interview.

⁷² Blackwood, interview.

⁷³ Johnson and Strey, interview.

	Core Values	Communicate Serving	Membership Class	Allow non-believers and non-members to serve
LifeSong	Yes	Often	Yes	Yes
South Pointe	Yes	Weekly	Yes	Yes
Fellowship	Yes	Weekly	Yes	Yes
Antioch	No	When Needed	No	No
North Ridge	Yes	Weekly	Yes	Yes

CONCLUSION

The church has created within itself a culture that will determine its future course. It will decide if the doors will stay open or close depending upon the vision and passion of its leadership. This thesis has concluded that the church must move to a focused emphasis on Biblical Servanthood. As stated in the first chapter, finding volunteers, implementing volunteers, and creating a culture that helps people to see the value of serving in the local church is problematic in most churches. As seen from the way Jesus modeled being a servant in Philippians 2 and the fact that Christ has given every believer a special gift to be used for the building up of the Kingdom in Ephesians 4, the church must communicate the importance of Biblical servanthood.

The reader of this project should come away with a way to develop a model to find volunteers, recruit volunteers, implement volunteers, and create a culture that moves people to serve. The process of this model will encourage the believers in the church to use what God has designed them to do. Every believer wants to be used by God, and not only to be used, but to do something of greater value than they ever imagined possible. It is the duty of the church to help them realize that God wants to use them and that He has a plan to use them for a purpose that is amazing and so much bigger than we are.

This paper should be a guide for churches to use to develop a model to refocus on Biblical servanthood. The church should identify its current culture and begin the shift to developing a new one with Biblical support. The people in the church deserve to know God's desire for their lives. The church must be focused on the plan of reaching people by using

believers who understand their role to be servants. Using this model will transform a church from “business as usual” to a church that finds value in using people’s unique giftedness for God’s Glory.

APPENDIX A

Sample Letter for Purpose for Questionnaire

Dear Pastor/Staff Member,

Thank you for answering the questions on this short questionnaire. The questions are based on three main focal points; recruiting volunteers, training volunteers and understanding your particular church's culture of Biblical Servanthood. The goal of the questionnaire is to see how churches are finding and implementing people to serve in the local church. This questionnaire is vital to my research. I would like to use your answers in my doctoral thesis, with your permission. Thank you for allowing me to use your information.

In Christ,

Rodney "Mike" Briles

704-221-3678

mike.briles@fbcit.org

APPENDIX B

Church Survey

Church Name:

Location:

Senior Pastor:

Staff Position of Interviewee:

Website:

Has the church developed a set of Core Values or a Strategy statement? If so, what are they?

How does your church make volunteering/serving easy for your congregation?

How often do you mention serving to the main congregation?

Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?

How does your church enlist its volunteers?

Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?

Does your church offer training classes for volunteers?

Why do people want to serve in your church?

Can non-members serve? Non-believers? Why or why not?

Do you believe churches struggle to find volunteers to serve? If "Yes," see question below. If "No," why.

Why do you believe churches struggle with finding enough volunteers to serve?

What is one thing you would say to a church struggling with finding volunteers?

Are churches today doing too much, in other words, are churches offering too many programs?

APPENDIX C

Church Questionnaires

Church Name: Fellowship Church

Location: Grapevine Texas

Senior Pastor: Ed Young

Staff Position of Interviewee: Mike Johnson, Children Director and Carter Strey, Children Assistant

Website: www.fellowshipchurch.com

Audio File on April 5, 2012. Typed by Julie Pressley of FBCIT on April 5, 2012. The transcript was enhanced to provide a better understanding from a conversation to written word.

Has the church developed a set of Core Values or a Strategy statement? If so, what are they?

Yes we do and we have three. 1. reach up=worship to God, 2. reach out = evangelism, 3. reach in = discipleship

How does your church make volunteering/serving easy for your congregation?

I can't say that we make it easy. I know a lot of churches take a little different view that they reward volunteers. Perks, etc. letting volunteers park close to church. We don't do that. Usually We ask our volunteers to do even more. Example, parking, we have a volunteer parking lot where our staff parks that is quite a way away from the church and that is where we ask our volunteers to park there as well. Born out of the whole attitude of as a church we feel like that is the minimum obligation we can meet is to serve in the church. Something God calls us to and commands us to do and the only way we grow and mature in our faith is by serving others. Carter says one way that might make it easier is a "volunteer central" which is a common meeting room where they check in, ladies store purses, minimum refreshments, couches, chairs, sit down. Mike says, maybe us saying that we don't make it "easy" might be an overstatement but we don't go out of our way to make it super easy either. We feel Christians should be serving and volunteering and we are going to cast vision in other ways than making it easy for them.

How often to do you mention serving to the main congregation?

Our senior pastor mentions it A LOT. How often do we devote an entire service based on volunteering, not very often? We have done series in the past about volunteering. But we don't

do a regular weekend devoted just to volunteering. Carter says, but from a weekend announcement standpoint, I bet it is nearly every weekend. Mike says, yes you are right, asking for volunteers. Carter summing this question up says, So, We've done a couple of specific series on serving, Ed will bring it up in sermons as far as Christian Maturity and from weekend announcements it's close to every weekend whether it's camp or whatever because there is something to get connected get signed up there is something for you to do.

Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?

Yes, going back to what we mention earlier, Biblical mandates. Christ gave: First - love God, Second - love your neighbor. Christ said both equally important. As you look across life of fellowship church, I think that most everybody would say that our whole culture is about serving. It starts out in the parking lot. A number of parkers and greeters at the door. You are hard pressed to walk very far and not see a volunteer. I can't really get in to church without seeing volunteers. Make sure people know that volunteering is an important part of our church. And so, we do volunteer campaign wither messages from main stage or announcement from main stage or posters, bathroom hangers, audio, videos. The point ultimately being, that if people get a call about volunteering, it shouldn't be a surprise that they are getting called. We want people when they attend fellowship church to understand that 99% of what makes us run is volunteering. So if you are going to get involved and plugged in to the life of Fellowship Church that is just what is expected of you. I guess we measure it according to the # of volunteers we have.

How does your church enlist its volunteers?

Three ways: In the children's area we call the first way, The Net, general call to the general congregation. Like if we need workers for a conference or for adventure week. And give them a way to sign up. A broad announcement is made to a large group of people. Second way is a little more specific with a pole. Go looking more specific for more specific types of volunteers. If I need to build something, going to new comer class, database, interest, hobbies, etc to find specific type of volunteer. Third way, is with a Spear. You go after one person specifically that god has laid on your heart or that you see has a lot of potential or that more than likely might not answer when you fish with the pole or net. It takes a specific effort on your part.

Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?

Yes. Yes.

Does your church offer training classes for volunteers?

Not training classes specific. But we do lots of training. Classes make me think of coming outside time of when they are serving and being taught in a classroom. Pretty much all our

training is hands on. In children's dept., if I'm a small group leader I actually get a DVD of someone teaching the small group that I'm going to teaching that weekend and that is how we teaching children's and preschool teachers. Parking lot, greeters, etc are on the job training where they shadow somebody for several weeks to learn the ropes.

Why do people want to serve in your church?

Carter says because prior to being on staff I was a volunteer because it looked like fun and it was a good way to get connected. I wanted to be a part of the big picture. Mike says, yes and again with the emphasis we put on people realizing that they are going to grow and mature is to love God and love other and loving others comes through serving. Hopefully that will give them a desire to serve.

Can non-members serve? Non-believers? Why or why not?

Non-members, can in the shallow ends. The ends that are not going to have Biblical questions, positions like parkers, builders, etc. Non-believers, same answer. We think 1/3 church should be nonbeliever. And often time best way to get them to Christ is to get around other believers but also to get them serving. Making that decision, experiencing what the Christian life is all about.

Do you believe churches struggle to find volunteers to serve? If "Yes," see question below. If "No," why?

YES.

Why do you believe churches struggle with finding enough volunteers to serve?

People are selfish for most part. They are overcommitted already. If church doesn't have a culture of volunteering already you are really fighting an uphill battle. We constantly promote volunteering and why need to volunteer. And do have all the volunteers we need. No. But churches that don't even make that effort really struggle. People have to be shown what's in it for "me" to some point. Carter says, also, part of reason some churches struggle is the way they go about trying to get volunteers. Need. People don't respond to "need". They respond to vision. If your church is kicking out the vision, they are more likely to get the volunteers than just continually sharing "need". I always say people don't respond to need b/c if they did, people would have more volunteer than they know what to do with

What is one thing you would say to a church struggling with finding volunteers?

Think we just shared that above with the "need and vision thing".

Are churches today doing too much, in other words, are churches offering too many programs?

Yes, we made a commitment a while back to our primary focus is on the weekend so main share of our efforts and time go to that staff and volunteers and we are pretty selective about what programs we are going to be doing, making sure that we do them with as much excellence as possible. Hopefully this helps Mike.

Church Name: North Ridge Church

Location: Madison, MS (Jackson Metro)

Senior Pastor: Eric Smith

Staff Position of Interviewee: Senior Pastor - Eric Smith

Website: www.northridgejackson.com

Has the church developed a set of Core Values or a Strategy statement? yes! If so, what are they?

Our five core values are: 1. Full devotion, 2. Authenticity, 3. Community, 4. Truth, 5. Service. Our Mission Statement - To reach people with the Gospel of Jesus Christ, help them to become passionate followers of Him, and inspire them to live out His mission for their lives.

How does your church make volunteering/serving easy for your congregation?

1. On our connection card we have a place to sign up if you are interested in serving. 2. In our membership class we have people sign up to serve during the class. 3. Every Second Sunday of the month our church does not have a typical gathering, but our whole congregation goes out and serves our city, so there is no way our people do not have an easy way to serve.

How often do you mention serving to the main congregation?

Every week we talk about living out the Gospel through serving others, so it is not just to serve during Sunday morning, but serving is part of our culture.

Do you believe you have created a culture of serving in your church?

Yes!

If so, how do you measure or judge this?

We send out everyone in our congregation out 2nd Sunday and we also have most of the people who are members serving in some type of capacity.

How does your church enlist its volunteers?

Through membership class, ministry leaders recruiting and asking people to serve, and connection card sign up.

Does your church offer a New Members class?

Yes.

If so, does it emphasize serving and spiritual gifts?

We do not talk about spiritual gifts as much as we do about serving. Serving is a core value and practiced not just preached.

Does your church offer training classes for volunteers?

Yes

Why do people want to serve in your church?

Because they are seeing life change and we emphasize their service changes lives!

Can non-members serve?

Yes.

Non-believers?

Yes, but there are certain things we would not have an unbeliever do.

Why or why not?

Why because it is sometimes a way to reach them with the gospel.

Do you believe churches struggle to find volunteers to serve?

No!

If “Yes,” see question below. If “No,” why?

Because we have made it such an important part of what we do and who we are!

Why do you believe churches struggle with finding enough volunteers to serve?

Because the church so often only options to serve itself and you will not create a culture of service without showing the way we are here to serve and not to be served!

What is one thing you would say to a church struggling with finding volunteers?

To start serving outside of you walls and make it accessible to all your people (example Sunday mornings) and you will see the culture change.

Are churches today doing too much, in other words, are churches offering too many programs?

Yes there are probably so many programs, but programs are not bad if they are equipping to send people out to live out the Gospel!

Church Name: South Pointe Fellowship

Location: Pageland, SC

Senior Pastor: Rev. Kevin Qualls

Staff Position of Interviewee: Senior Pastor

Website: www.southpointefellowship.org

Has the church developed a set of Core Values or a Strategy statement? If so, what are they?

Yes, they are; Focused Outreach, Biblical Truth, Christ-Centered Worship, Intentional Care, Transformed Lives.

How does your church make volunteering/serving easy for your congregation?

We keep the opportunities in front of the people...first time visitors can start serving the next week if they would like to. i.e. Parking Lot ministry

How often to do you mention serving to the main congregation?

Weekly, it is communicated from the pulpit and during small groups

Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?

Yes – measured by percentage of attendees who serve in some capacity

How does your church enlist its volunteers?

Fill out form and help identify spiritual gifts through membership class

Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?

Yes, absolutely.

Does your church offer training classes for volunteers?

No, leaders train them after they sign-up.

Why do people want to serve in your church?

We make it fun and they believe it is expected.

Can non-members serve? Non-believers? Why or why not?

Yes, in certain limited roles. We believe connecting through serving leads people to Jesus if they are not a Christ-follower.

Do you believe churches struggle to find volunteers to serve? If “Yes,” see question below. If “No,” why?

Yes

Why do you believe churches struggle with finding enough volunteers to serve?

They are going about in the wrong way, trying to guilt people into it.

What is one thing you would say to a church struggling with finding volunteers?

Don't give up. Start looking at changing your strategy and possibly look at simplifying ministries to not burn out your people.

Are churches today doing too much, in other words, are churches offering too many programs?

Yes, simple church is the way to go!

Church Name: Antioch Baptist

Location: Monroe, NC

Senior Pastor: Joe Query

Staff Position of Interviewee: Pastor

Website: www.antiochbaptistchurch.us

Has the church developed a set of Core Values or a Strategy statement? If so, what are they?

We do not have a strategy statement but below is our mission statement.

“We are a growing fellowship of believers, united and empowered by the Holy Spirit, committed to glorify God by reaching and teaching others to follow Christ.”

How does your church make volunteering/serving easy for your congregation?

We have a nominating committee that is charged with finding volunteers to serve in the various ministry positions each year. As a committee we consider spiritual giftedness and try to match giftedness with service positions to encourage personal growth and satisfaction.

How often do you mention serving to the main congregation?

The Bible teaches throughout the NT that Christians are to be imitators of Christ and one way we are to imitate him is in service, that includes serving within and without the body of Christ. I preach expositional through books of the Bible so I frequently if not weekly mention serving in some capacity from the pulpit. I do not plead with the congregation to help in the nursery or to teach the children because I don't need to. They regularly hear preached from God's word that the Christian life is a life marked by service. In response, when opportunities to serve arise, they do so joyfully. With that being said, our church is not growing so rapidly that we have had to add a lot of new classes or ministries mid-year necessitating lots of additional volunteers. However, when those opportunities arise I don't think we will struggle to fill them.

Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?

Absolutely, we have created a culture of serving. There is no true measurement of such a culture other than seeing the hearts of the people. Given we cannot do that we must look at indicators such as participation and willingness to get involved. We have emphasized church-wide mission involvement this year and the participation has been overwhelming. For example I look at the following sample of ministry efforts as genuine indicators that we are fostering a culture of service at Antioch. This past year we served at children's homes, nursing homes, ministered to the elderly, fed the homeless, volunteered at the Christmas Bureau, helped at the crisis pregnancy center, and even fielded our first short-term mission team that served several local churches and

communities in Guatemala. We most definitely have created and are continually developing an atmosphere and culture for serving and I believe that flows directly out of the message that is proclaimed week in and week out from the pulpit. Healthy gospel preaching promotes healthy gospel people who result in healthy gospel churches and healthy gospel churches are comprised of servants.

How does your church enlist its volunteers?

We use a nominating committee who prayerfully considers the gifts and talents of our church members and then strives to match giftedness with opportunities to serve. The committee is then responsible for communicating these opportunities individually to church members and to enlist volunteers for the upcoming year.

Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?

Currently no, however I interview each prospective member and discuss spiritual gifts and the importance of them serving within the church body prior to membership.

Does your church offer training classes for volunteers?

My overarching answer is yes. Our training classes are offered every Sunday morning and every Wednesday night as we study God's word together and develop a solid understanding of Biblical truth and Biblical theology. Do we have any special designated classes for volunteers? We do offer adult Sunday school leaders training quarterly.

Why do people want to serve in your church?

It's an exciting place to worship and serve. They realize that it's not only an honor to serve but it's also their responsibility to serve and to use the gifts they have been uniquely given. Not to mention, they truly enjoy the Christian fellowship.

Can non-members serve? Non-believers? Why or why not?

No. In order to serve you must be an active member and in order to be a member you must be a believer. By active member I mean someone who regularly attends church functions and whose lifestyle is commensurate with the message we proclaim. We try to avoid allowing fractured people (people with unhealthy lifestyles) to teach fractured people. Basically, we don't want people to serve just because we need a vacancy filled. We strive to ensure our volunteers are living a life worthy of representing our church and our Savior. In short, we love everyone who walks in the doors of our church and our hope is that all of them may have a vibrant relationship with Christ and live a life marked by faith and obedience. However, when it comes to serving in leadership positions, we only want people who are committed and proven to be an active and healthy member of our church serving. Obviously, our intent is not to prohibit serving rather it is to encourage devotion, obedience, and commitment.

Do you believe churches struggle to find volunteers to serve? If “Yes,” see question below. If “No,” why?

Yes and No. I believe many churches do struggle to find volunteers but not all.

Why do you believe churches struggle with finding enough volunteers to serve?

I think it boils down to the message coming from the pulpit. If we do a good job preaching and teaching the truths of scripture and create an exciting atmosphere people will want to get involved. We live in a very “me-first” culture and until they hear consistently from God’s word that we are called to be an “others first” people we will always have a difficult time enlisting volunteers.

What is one thing you would say to a church struggling with finding volunteers?

Teach it, preach it, and then encourage people every chance you get to get plugged in. We need to do a better job of teaching on spiritual gifts but we also need to know our people better and observe their actions, strengths, and gifts and then encourage them to utilize those skills for the good of the body and the glory of God.

Are churches today doing too much, in other words, are churches offering too many programs?

In general, probably so. Many churches today are trying to be the one stop shop for everything. The problem is some are being successful at many things but very few are being great at all things. We have been called to serve with excellence. At the end of the day we, as shepherds, are going to be held accountable for how well we communicated and demonstrated the gospel to our flock. Again, we are serving a consumer-minded generation, so programs draw in the people, but at what expense? I think many of our “programs” are light on the gospel and heavy on people pleasing and entertainment. Offering too many programs runs the risk of causing our ministry to lose focus not to mention burning out the faithful who willingly volunteer their time to serve.

Church Name: Lifesong Church

Location: Lyman SC

Senior Pastor: Jeff Hickman

Staff Position of Interviewee: Worship Pastor

Website: www.lifesongchurchonline.com

Has the church developed a set of Core Values or a Strategy statement? If so, what are they?

Every church needs to have a purpose statement that answers the question, “Why do we exist?” At LifeSong Church, we filter every idea, program, and budget request through our purpose statement. If what we plan doesn’t help us meet our purpose, then we don’t do it. Our purpose at LifeSong Church is summarized in a single statement: “We want people to know how to live like Jesus, love like Jesus and leave what Jesus left behind.” Our purpose is based on our church verse Luke 10:27 “Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, ‘Love your neighbor as yourself.’ ”It is our deepest honor to love people and allow Jesus to use us to be “Missionaries where we live, work and play.”

How does your church make volunteering/serving easy for your congregation?

In addition to creating teams within the church for people to serve on such as children, worship, group leaders etc... we are constantly creating mission opportunities within our community for our attendees to participate in. Service has very much become an “outside of the church” mentality for attendees. We have also created what we call Leadership Greenhouse. Key leaders are chosen or they step forward to participate in this process. It is a multi-week commitment where our senior pastor leads them to become more intentional leaders in their areas of service or they identify other areas of giftedness and serve in those areas. This has allowed us to move away from the “staff does it mentality” as well and we give it away. This process has been very successful. On other key component is empowerment. Each person who serves at Lifesong is encouraged to replace themselves through identifying people to serve and then train them.

How often to do you mention serving to the main congregation?

Constantly! But as I mentioned, it’s not always a team that pulls off a Sunday. Most of the service communication from the stage is about serving the community. The teams for Sundays are usually personal recruits from team leaders.

Do you believe you have created a culture of serving in your church? If so, how do you measure or judge this?

We have created a culture of serving. We measure it by the abundance of people who step up. Our most recent effort is spring break. We asked as many people as possible to give that week as a stay at home mission trip to serve the community. Over half of our attendees signed up to serve in some capacity.

How does your church enlist its volunteers?

Personal recruiting as well as our pastor communicating from stage. Also, intentional follow-up from our team leaders.

Does your church offer a New Members class? If so, does it emphasize serving and spiritual gifts?

Yes we offer a new members class with the final step emphasizing serving and spiritual gifts.

Does your church offer training classes for volunteers?

Not really. It's more of a "hands on" apprentice model.

Why do people want to serve in your church?

I think people want serve because it really is who we are. Our goal is to impact the community as much as possible. Our pastor truly leads from this mindset and it filters into every area of ministry

Can non-members serve? Non-believers? Why or why not?

It depends on the job. We place a greater emphasis on teaching and leadership positions, requiring that they certainly be Christ Followers but also members. I would imagine that there are some non believers who serve at Lifesong Church. They may be feeding the hungry or changing oil for single moms. Our goal is to see them come to Christ.

Do you believe churches struggle to find volunteers to serve? If "Yes," see question below. If "No," why?

Yes!

Why do you believe churches struggle with finding enough volunteers to serve?

I believe if leadership truly gives people something to buy into, models it themselves, it becomes contagious. Churches who do not lead in this way may struggle to find volunteers. Also I believe it is important to believe in people and give them a chance. Too often people are expected to be perfect and when they are not, they get pushed aside.

What is one thing you would say to a church struggling with finding volunteers?

Model it. Help people see the Big Picture rather than just being a warm body. Give them something God-Sized to be a part of and they will do it.

Are churches today doing too much, in other words, are churches offering too many programs?

I think each church has to determine that for its self. Sometimes I think it's healthy to prune areas for various reasons.

APPENDIX D**Discovery Class at First Baptist Church Indian Trail**

Dear Discovery Participants,

Your decision to seek membership with the fellowship here at First Baptist is applauded by our entire staff and congregation. As you enter this wonderful and challenging study, know that our prayers and support will be with you.

It is First Baptist's desire that you realize at the conclusion of the study, what an amazing opportunity, blessing, and responsibility it is to serve the Lord with other committed believers.

The Lord's call on our life is one of dedication and commitment. As you examine this call through the material, my prayer is that your love for Him will increase and that you will be able to share that love through dedicated service to Him from this exciting storehouse. God uniquely gifts and entitles to each of us a special talent that He intends to use for His glory. One day each of us will appear before Him and account for how we used our talent to serve Him. Our church will account for how we guided our members to "Discover" that gift, develop it, and deploy it.

May our Lord richly bless you as you follow His commands,

Preacher Mike

Introduction

Welcome to 'Discovery'. This Discipleship study is intended to assist Christians in discovering the many blessings that God has for our life as we grow in our walk with Him. Five sections are included that examine who we are in Christ, beginning with our salvation through our discovering of how the Lord wants to use us for His glory.

The sections are as follows:

Session 1 - "Discovering My Meaning" is intended to answer one of life's most important questions, "What is my meaning?". Pp. 8-16

Session 2 - "Discovering Church Membership" looks at what God's Word teaches concerning church membership and how it impacts your life. Pp. 18-50

Session 3 - "Discovering Spiritual Maturity" presents the basic tools needed to grow and to move on to spiritual maturity. Pp. 52-72

Session 4 - "Discovering My Ministry" encourages you to become a minister by being a steward of what God has uniquely given you. Pp. 74-78

May God richly bless you, and show you great and mighty things as you complete this study and discover His divine direction for your life!

Discovering My Meaning

Session 1

Our Purpose

What does it mean to be a Christian? The answer can be found as we look at three other questions.

A. Why am I Here?

God made me to love Him.

"The Lord appeared to us in the past, saying: "I have loved you with an everlasting love; I have drawn you with loving-kindness." Jeremiah 31:3

"For he chose us in him before the creation of the world to be holy and blameless in his sight. In love he predestined us to be adopted as his sons through Jesus Christ, in accordance with his pleasure and will." Ephes. 1:4-5

2. We were created to enjoy a personal relationship with God and to manage all of God's creation.

"So God created man in his own image, in the image of God he

created him; male and female he created them. God blessed them and said to them, "Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish of the sea and the birds of the air and over every living creature that moves on the ground." Genesis 1:27-28

"Command those who are rich in this present world not to be arrogant nor to put their hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment." 1 Tim. 6:17

"The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full." John 10:10

3. When we know and love God and live in harmony with His purposes it produces tremendous benefits in our lives.

a.) Clear conscience

"Therefore, there is now no condemnation for those who are in Christ Jesus." Romans 8:1

b.) Life and peace

"The mind of sinful man is death, but the mind controlled by the Spirit is life and peace." Romans 8:6

c) Help with weakness

"In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us with groans that words cannot express." Romans 8:26

d) Purpose

"And we know that in all things God works for the good of those who love him, who have been called according to his purpose." Romans 8:28

e) Confidence

"What, then, shall we say in response to this? If God is for us, who can be against us?" Romans 8:31

f) Security

"Neither height nor depth, nor anything else in all creation, will be able to separate us from the love of God that is in Christ Jesus our Lord." Romans 8:39

g) Power and strength

"I can do everything through him who gives me strength." Philip. 4:13

h) Fulfillment

"And my God will meet all your needs according to his glorious riches in Christ Jesus." Philip. 4:19

i) Freedom

"Then you will know the truth, and the truth will set you free." John 8:32

"So if the Son sets you free, you will be free indeed." John 8:36

B. What's the Problem?

1. Man has a natural desire to be boss and ignore God's principles for living. We see this in today's culture, which lives by the themes such as:

I'm going to look out for number 1!

If it feels good, do it.

I've gotta do my own thing.

I have to work out my own life.

It's my life, I'll do as I please.

The Bible calls this attitude sin.

"We all, like sheep, have gone astray, each of us has turned to his own way; and the Lord has laid on him the iniquity of us all." Isaiah 53:6

"If we claim to be without sin, we deceive ourselves and the truth is not in us." 1 John 1:8

Sin is a biblical word that means:

"to miss the mark"

Key Word:

rebellion

Sin breaks our relationship with God. It causes us to fear God and live outside His will.

2. Man has a natural desire to correct the problem himself.

"There is a way that seems right to a man, but in the end it leads to death." Proverbs 16:25

Our Best Attempts are:

- a) My mother was a Christian.
- b) It doesn't matter what I believe as long as I am sincere.
- c) I'll give up my bad habits.
- d) I'll work hard and earn it.
- e) I'll be religious and go to church.

All the best attempts in the world won't get you to where you need to be. These attempts are worthless and lead to death, because a relationship with God is NOT based on anything that you do.

C. What's the real Solution?

When our relationship to God is not right it causes problems in every area of our lives: friendships, school, family, jobs, finances, etc.

What's the Solution?

God came to earth as a human being (Jesus) to bring us back to himself. If any other way would have worked, Jesus would not have had to come. "The Way" is through the person of Jesus!

Jesus answered, "I AM THE WAY, the Truth, and the Life, No one comes to the Father, except THROUGH ME!" John 14:6

"The wages of sin is death. BUT the gift of God is eternal life in Jesus Christ our Lord. "
Romans 6:23

"For there is one God, and one mediator between God and men, the man Christ Jesus."
1 Timothy 2:5

JESUS TOOK CARE OF YOUR SIN PROBLEM WHEN HE DIED ON THE CROSS!

WHY DID GOD SEND HIS OWN SON,

JESUS, TO DIE IN YOUR PLACE?

Because He Loves YOU!

"But God commended His love toward us, in that, while we were yet sinners, Christ died for us." Romans 5:8

"This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers." 1 John 3:16

WHAT DOES GOD WANT ME TO DO?

God has already done His part to restore our relationship to Him. HE TOOK THE INITIATIVE! NOW HE WAITS FOR EACH OF US to individually respond to what He has done for us.

Individually, we need to...

1. Admit that God has not been first place in your life and ask Him to forgive your sins.

"If we confess our sins, He is faithful and just to forgive us our sins and to cleanse us from all unrighteousness." 1 John 1:9

2. Believe that Jesus died to pay for your sins and that He rose again and is alive today.

"That if you confess with your mouth, "Jesus is Lord" and believe in your heart that God hath raised him from the dead, thou shalt be saved." Romans 10:9

3. Accept God's free gift of salvation. Don't try to earn it

"For it is by grace you have been saved, through faith, and not that of yourselves, it is the gift of God, not of works, lest any man should boast." Ephesians 2: 8-9

Our relationship to God is not restored by anything we do, but on the basis of what Jesus already did for us!

4. Invite Jesus Christ to come into your life and be the director (Lord) of your life.

"Yet to all who received him, to those who believed in his name, he gave the right to become children of God - children born not of natural descent, nor of human decision or a husband's will, but born of God." John 1: 12-13

"Here I am! I stand at the door and knock. If anyone hears my voice and opens the door, I will come in and eat with him, and he with me." Revelation 3:2

IF YOU BELIEVE, YOU BELONG TO GOD'S FAMILY!

You can take these steps by praying a simple prayer of commitment to God. It might be something like this:

"Dear Jesus, thank you for making me and loving me, even when I've ignored you and gone my own way. I realize I need you in my life and I'm sorry for my sins. I ask you to forgive me. Thank you for dying on the cross for me. Please help me to understand it more. As much as I know how, I want to follow you from now on. Please come into my life and make me a new person inside. I accept your gift of salvation. Please help me grow as a Christian."

"...for, everyone who calls on the name of the Lord will be saved." Romans 10:13

WHAT NOW?

After you make a commitment to Jesus, you should participate in two specific actions:

Baptism and The Lord's Supper

The Goal of This Session

That I would commit myself to Christ and to First Baptist Church of Indian Trail (FBCIT) while discovering through serving God, the treasures that He has for my life.

The Biblical Basis For This Session

"Now therefore ye are no more strangers and foreigners, but fellow citizens with the saints, and the house hold of God." Ephesians 2:19

Key Thoughts:

- 1) The church is a *family*.
- 2) God expects me to be a *member* of a church family.
- 3) A Christian without a family is an *orphan*.

What Makes The Church A Family?

Five Qualities Unite Us As A Family:

- 1) Our Purpose
- 2) Our Beliefs
- 3) Our Identity
- 4) Our Strategy
- 5) Our Expectations

Our Mission at FBCIT is: Love and Lead Everyone we Meet into an Everyday Walk with Christ.

What is a mission statement?

A clear, concise, compelling, catalytic, contextual and ultimately contagious statement that defines what our church is ultimately supposed to be doing.

What are some examples of mission statements you have heard before?

Example: Coke's Mission Statement: To Refresh the World...in body, mind, and spirit.

To Inspire Moments of Optimism...through our brands and our actions

To Create Value and Make a Difference...everywhere we engage.

These values are consistent with the stakeholder version of the mission: refreshment and value are echoed in addition to inspiration.

The mission is the guiding compass of the church. It expresses a direction and points everyone in that direction. The mission is timeless. The mission is like a golden thread that weaves through every activity of the church. For First Baptist Church Indian Trail, our mission is "The Great Commission combined with the Great Commandment." Simply put, "Love and Lead Everyone we meet into an Everyday Walk with Christ."

+ **Matthew 28:19-20** - *"Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age."*

+ **Matthew 22:36-40** - *"Teacher, which commandment in the law is the greatest?" He said to him, "Love the Lord your God with all your heart, with all your soul, and with all your mind. This is the greatest and most important commandment. The second is like it: Love your neighbor as yourself. All the Law and the Prophets depend on these two commandments."*

These are our marching orders given to us by Christ Himself.

How are you living out Matthew 28:19-20 in your own life?

How are you living out Matthew 22:36-40 in your life?

If we were to begin living out these verses would our priorities in life change? How?

Read these Biblical accounts and learn how they relate to our mission:

Good Samaritan - **Luke 10:25-37** Paul with Timothy (the books of 1 & 2 Timothy are letters from the mature believer Paul to his understudy Timothy)

Jesus on numerous occasions (name several).

Each word of our mission has special meaning:

*****LOVE*****

"An action word, letting us know what we are to do."

I Corinthians 12:1-13 - *About matters of the spirit: brothers, I do not want you to be unaware. You know how, when you were pagans, you were led to dumb idols—being led astray. Therefore I am informing you that no one speaking by the Spirit of God says, "Jesus is cursed," and no one can say, "Jesus is Lord," except by the Holy spirit. Now there are different gifts, but the same Spirit. There are different ministries, but the same Lord. And there are different activities, but the same God is active in everyone and everything. A manifestation of the Spirit is given to each person to produce what is beneficial: to one is given a message of wisdom*

through the Spirit, to another, a message of knowledge by the same Spirit, to another, faith by the same Spirit, to another, gifts of healing by the one Spirit, to another, the performing of miracles, to another, prophecy, to another, distinguishing between spirits, to another, different kinds of languages, to another, interpretation of languages. But one and the same Spirit is active in all these, distributing to each one as He wills. For as the body is one and has many parts, and all the parts of that body, though many, are one body—so also is Christ. For we were all baptized by one Spirit into one body—whether Jews or Greeks, whether slaves or free—and we were all made to drink of one Spirit. Compare your life and the way you love others to these verses.

Who do you LOVE? How do you show them you LOVE them?

Read **John 3:16** aloud - *For God loved the world in this way: He gave His One and Only Son, so that everyone who believes in Him will not perish but have eternal life.*

Who does Jesus Christ LOVE? How did He show us His LOVE? Read **John 13:35** - *"By this all people will know that you are My disciples, if you have love for one another."*

How do we show Jesus we LOVE Him?

Mark 12:30-31 - *"You shall love the Lord thy God with all...heart, soul, mind, and strength. You shall love your neighbor as yourself."*

Who is your neighbor?

How are you to treat your neighbor?

Jesus loves you so much He stretched out His arms for you and me and died on the cross for our sins. He did this for you and me. This is true love that a man would lay down his life for his friend. Below are other verses to help us understand how we are to show love to everyone we meet:

1 Corinthians 13:4-7 - *Love is patient; love is kind. Love does not envy; is not boastful; is not conceited; does not act improperly; is not selfish; is not provoked; does not keep a record of wrongs; finds no joy in unrighteousness, but rejoices in the truth; bears all things, believes all things, hopes all things, endures all things.*

Galatians 2:20 - *and I no longer live, but Christ lives in me. The life I now live in the flesh, I live by faith in the Son of God, who loved me and gave Himself for me.*

1 John 4:7-8 - *Dear friends, let us love one another, because love is from God, and everyone who loves has been born of God and knows God. The one who does not love does not know God, because God is love.*

LEAD

“To guide by going in advance; to direct on a course or in a direction; to serve as a channel for others to follow.”

The best leaders are servants. Look at the life of Christ. He came to serve. Look at one of the most challenging sections of scripture for us to emulate.

Philippians 2:5-8 - Make your own attitude that of Christ Jesus, who, existing in the form of God, did not consider equality with God as something to be used for His own advantage. Instead He emptied Himself by assuming the form of a slave, taking on the likeness of men. And when He had come as a man in His external form, He humbled Himself by becoming obedient to the point of death—even to death on a cross.

Is your attitude like that of Christ Jesus?

Are you a servant? What is your level of humility?

Jesus not only commands us to lead by loving others, He empowers us to take what we have learned from Him and His word and pour it into others; to disciple one another. In other words, our life is the lesson to others. Often our lives speak so much louder that what we say that others don't hear our words, but only see our actions. *John 15:15-17 - I do not call you slaves anymore, because a slave doesn't know what his master is doing. I have called you friends, because I have made known to you everything I have heard from My Father. You did not choose Me, but I chose you. I appointed you that you should go out and produce fruit and that your fruit should remain, so that whatever you ask the Father in My name, he will give you. This is what I command you: love one another.*

EVERYONE WE MEET

First Baptist Church Indian Trail is to be a place where the people who make up the church love and lead everyone they encounter. God's word says, "Whosoever...."

Romans 10:13 - *"For whosoever calls on the name of the Lord will be saved."* Who is "whosoever?"

Do you know that the most effective method of sharing Christ with those whom God places along our path is your personal testimony? It is what God has done and is doing in your life. No one can dispute that. They may dispute the Word of God, but they cannot dispute or disagree with what he has done in your life. Let others know. Do not be afraid to share.

Do you believe that Christ said He will “be with us always?” This includes those times when you start talking to someone about Him?

Did you know that 83% of people who are unchurched would come to church if invited and told by you that you would meet them at the front door?

What this phrase means is that we must be “intentional” about loving and leading everyone we meet. Showing and living out of the love of Christ.

Do you realize that God is with you no matter where you go? He is interceding on your behalf to the Father. That should charge you up to be a courageous witness and to love and lead everyone you meet.

*****INTO*****

As we love and lead “everyone we meet” this culminates with them allowing God into their hearts and lives.

*****EVERYDAY*****

Something that is repetitious, that occurs over and over without even thinking about it.

How many things do you do in the course of a day out of repetition without even realizing it?

A lifestyle of living for Christ everyday includes intentional evangelism.

+ Acts 5:42 - *Every day in the temple complex, and in various homes, they continued teaching and proclaiming the good news that the messiah is Jesus.*

How we begin our day is critical to being in tune with God and His plans for us throughout that day. How often do we leave home without first getting dressed? We would never do this. Yet, how often do we leave our home in the morning at the beginning of the day without having first welcomed our Savior into our life’s journey telling Him he is in charge and has freedom to do with this day what He wants? This does not mean we do not make plans. We just allow Him to adjust our plans according to His will and way and not our selfish will and way.

*****WALK WITH CHRIST*****

How can we “walk with Christ”?

Does He want us to “walk with Him”?

Do you think you are walking with Christ more intimately today than yesterday? Than last month? Than last year?

Can we know if we are walking more intimately with Christ? What are the signs?

Colossians 1:10-14 - *so that you may walk worthy of the Lord, fully pleasing [to him], bearing fruit in every good work and growing in the knowledge of God. May you be strengthened with all power, according to His glorious might, for all endurance and patience, with joy giving thanks to the Father, who has enabled you to share in the saints' inheritance in the light. He has rescued us from the domain of darkness and transferred us into the kingdom of the Son He loves, in whom we have redemption, the forgiveness of sins.* What do these verses give us concerning a life that is growing in intimacy with Christ?

Are you walking more intimately with Christ based on this verse?

If Colossians 1:10-14 was all you had to go on, what do you need to do to make sure you are growing in your intimacy with Christ?

God's love letter has many more verses that show us how He cares deeply for you and your spiritual maturity.

The Christian life is much like a race. It is not how fast you start, but that you consistently, daily connect with Him, learn from Him and apply His teachings to your life daily. Before you know it, you will think and act like Him in more and more situations in your life. Others will know you by your fruit, your actions, your attitudes, your life. **2 Peter 3:18** - *But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To Him be the glory both now and to the day of eternity. Amen.*

Now say the whole mission statement together: "Love and lead everyone we meet into an everyday walk with Christ."

"The Values of First Baptist Church Indian Trail"

Values are non-negotiable. They are our daily points of reference that give our church direction and focus. When all five of our values are in alignment synergy is achieved. This synergy is then able to propel our church forward in purpose, mission, ministry, and forward in unity.

Our Values at First Baptist Church Indian Trail are:

F - Focused Outreach - We teach and lead our members to effectively share their faith every day.

We want everyone to know that we teach and lead our members to effectively share their faith every day. The main reason we hold this value so high is the biblical mandate in the Great Commission, **Matthew 28:19-20** "*Go therefore and make disciples of all nations baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to*

observe all things that I have commanded you; and lo, I am always with you, even to the end of the age." The kind of evangelism called for in this commission does not end with the conversion of the unbeliever but is extended with the phrase "I am with you, even to the end of the age" until He returns.

Our desire is for everyone, as they walk through life everyday, to be on the lookout for those whom God would have them witness and share His love. Many refer to this as looking out for our "divine appointments;" those opportunities God gives every believer to share about Him and what he has done and is doing in your life. The simplest way to share your faith is to simply share what God has done for you. Share how your life was without Him, how you came to know Him, and how He has changed and is changing your life now. No one can take away from you what He has done for you. No one can dispute what He is doing and has done for one of His children. This is the power of focused outreach.

First Baptist Church Indian Trail's strategy for outreach is:

Weekly GROW outreach on Monday evenings.

Classes such as "Way of the Master" offered as a Life Track class.

Every Life Group enlisting an outreach director to help keep the focus on outreach in front of our classes each week.

Time given in class each week for members to share their witnessing opportunities.

Planning church-wide evangelistic events with the purpose of reaching the lost, such as Judgment House and Heaven's Gates & Hell's Flames.

Providing an opportunity for everyone to respond to Jesus during each and every worship service or special event.

B - Biblical Truth - We teach people the truths of the Bible to guide them in daily living.

2 Timothy 2:2 - *"All scripture is God breathed and is useful for teaching, rebuking, correcting, and training in righteousness..."*

First Baptist Church Indian Trail believes the scripture to be:

Given by inspiration of God. **2 Timothy 3:16** - *All Scripture is inspired by God and is profitable for teaching, for rebuking, for correcting, for training in righteousness*

Given by the inspiration of the Holy Spirit. **Acts 1:16** - *"Brothers, the Scripture had to be fulfilled that the Holy Spirit through the mouth of David spoke in advance about Judas, who became a guide to those who arrested Jesus."*

Christ sanctioned. **Matthew 4:4** - *But he answered, "It is written: Man must not live on bread alone but on every word that comes from the mouth of God."*

Christ taught. *Luke 24:27 - Then beginning with Moses and all the Prophets, He interpreted for them the things concerning Himself in all the Scriptures.*

Described as:

Pure - *Proverbs 30:5 - Every word of God is pure; He is a shield to those who take refuge in Him.*

True - *John 17:17 - Sanctify them by the truth; Your word is truth.*

Perfect - *Psalms 19:7 - The instruction of the LORD is perfect, reviving the soul; the testimony of the LORD is trustworthy, making the inexperienced wise.*

Precious - *Psalms 19:10 - They are more desirable than gold—than an abundance of pure gold; and sweeter than honey—than honey dripping from the comb.*

Quick and Powerful - *Hebrews 4:12 - For the word of God is living and effective and sharper than any two-edged sword, penetrating as far as to divide soul, spirit, joints, and marrow; it is a judge of the ideas and thoughts of the heart..*

First Baptist Church Indian Trail believes the Holy Bible was written by men divinely inspired and is the record of God's revelation of Himself to man.

Our Strategy:

Teaching Biblical truth through our Life Group classes weekly.

Teaching the Bible through our Life Track classes.

Preaching the relevance and sufficiency of God's Word in every service.

Teaching biblical truth through Christian Education at MCA

Is the Bible applicable to our culture today? Read Deuteronomy 32:47 - *"For they are not meaningless words to you but they are your life, and by them you will live long in the land you are crossing the Jordan to possess."*

Is it important to study God's word on a consistent bases? Read verses:

Proverbs 6:23 - For a commandment is a lamp, teaching is a light, and corrective instructions are the way to life.

John 16:33 - I have told you these things so that in Me you may have peace. You will have suffering in this world. Be courageous! I have conquered the world.

Hebrews 4:12 - For the word of God is living and effective and sharper than any two-edged sword, penetrating as far as to divide soul, spirit, joints, and marrow; it is a judge of the ideas and thoughts of the heart.

Timothy 3:16-17 - *All Scripture is inspired by God and is profitable for teaching, for rebuking, for correcting, for training in righteousness, so that the man of God may be complete, equipped for every good work.. Why?*

First Baptist Church Indian Trail stands on the inerrant, relevant, revealed, and inspired Holy Word of God!

C - Christ-centered Worship - We lead others into a lifestyle of worshiping Jesus Christ in spirit and truth.

There are a lot of misconceptions about true worship. What is often debated is worship styles and not the act of worship itself. The reality is that for worship to take place the following scenario must be known by the one attempting to worship. Christ is the audience. Jesus is the throne. For worship to take place we must realize this simple yet profound truth. He is the audience. Worship within this context is then a verb. Worship is action. Our weekly worship services are designed taking into account that He is the audience. We are worshipers lifting our hearts, souls, minds and bodies up to Him. He knows our thoughts, our attitudes, and our motives. Think about it. When you last worshiped did you worship (verb) with all your heart, soul, mind, and strength or did you worship (go through the motions) with little action on your part to really search your heart, soul, mind and body? There is a huge difference.

Worship [*wúrship*] - verb (*past and past participle wor shipped or wor shipped, present participle or wor ship ping, 3rd person present singular wor ships*)

Definition:

transitive and intransitive verb **treat somebody or something as deity:** to treat somebody or something as divine and show respect by engaging in acts of prayer and devotion.

intransitive verb **take part in religious service:** to take part in a religious service.

transitive verb **love somebody deeply:** to love, admire, or respect somebody or something greatly and perhaps excessively or unquestioningly.

How are you worshiping Him? Why?

Will this change the way you worship Him?

Why should we worship Jesus?

Have you ever experienced this type of worship? When? Where?

“But the hour is coming, and now is, when the true worshipers will worship the Father in spirit and truth; for the Father is seeking such to worship Him. God is Spirit, and those who worship Him must worship Him in spirit and truth.” John 4:23 -

I - Intentional Care - We extend the overwhelming love of Christ to others by showing them we genuinely care.

First Baptist Church Indian Trail attempts to extend the overwhelming love of Christ to others by showing them we genuinely care.

Each class has a Life Group roll we refer to as a "ministry list." If those on that "ministry list" are to be effectively cared for it is the responsibility of the class to do the ministry. That means everyone needs the same care and concern. This is effectively done in each class by following the protocol of the Leaders Guidebook. Please remember that it is the class's responsibility to "build a bridge" to each of those on their "ministry list." You "build a bridge" by letters, calls and visits with the intention of showing them you care.

Some strategies for Intentional Care:

Providing a staff member solely for Pastoral Care to make visits to members in all matter of need.

Offering classes through Life Track to train people in the areas of grief recovery, divorce, addictions, personal finances and other life situations.

Providing an active benevolence team and counseling ministry to ensure the critical needs of our fellowship are met.

Scripture verses:

Matthew 25:45 - *Then He will answer them, saying, 'Assuredly, I say to you, inasmuch as you did not do it to one of the least of these, you did not do it to Me.'*

Philippians 4:10 - *But I rejoiced in the Lord greatly that now at last your care for me has flourished again; though you surely did care, but you lacked opportunity.*

John 13:35 - *By this all will know that you are My disciples, if you have love for one another.*

1 Peter 5:7 - *casting all your care upon Him, for He cares for you.*

T - Transformed Lives - We guide people to a life changing relationship in Christ Jesus..

Matthew 28:19-20 is our mandate. We live by these words. Beginning with "go," all the way to the end of the verse, "teaching them to observe all things that I have commanded you." Focused outreach is the first step in the transformed life, however; it is not the last step. Our responsibility begins there but does not end there. First Baptist Church Indian Trail is committed to help people go from a life without Christ, to a follower of Christ, a believer, who in turn shares what Christ has done in his/her life with others, who are without Christ.

First Baptist Church Indian Trail's strategy is to help people to a life changing relationship in Christ and help them establish a pattern for successful growth as a believer by:

Providing age appropriate Life Groups, which foster learning as you go through life together. Preschool through Adults have the opportunity to gather weekly in small groups to study God's word and experience life together. First Baptist Church Indian Trail provides Bible based doctrinally sound learning materials that are open group oriented. This means anyone can attend on any Sunday and feel as if they are not behind or left out. This formula welcomes those outside the walls of our church and honors Christ. The emphasis is on growing in your personal life so that you are more like Christ today than yesterday.

Life Track classes are offered on Wednesday nights in specialized areas of living to help people grow to a deeper and richer walk with Christ. The goal is to help learners in areas of weakness so they can overcome and in turn help others.

The word tells us you will be known by the fruit you produce. It is necessary for evaluation to take place in every believer's life to make sure they are following the right way. Weekly Life Group classes, worship services and Life Track classes help those to evaluate themselves to see how they are doing and to help them take the next step in the growth process. Accountability groups are available for woman to woman or man to man, all with the goal of helping believers become more like Christ.

III. "Strategy and Mission Measures"

Encounter:

A person must first have an encounter with Christ that penetrates their heart. At First Baptist Church Indian Trail we want this encounter with Christ to be early, often in corporate worship and through our evangelistic efforts in everything that we do. For this encounter with Christ to be most effective it is important to realize that there are other encounters a person has when attending First Baptist Church Indian Trail. It all starts when they turn into the parking lot. We place high value in offering a pleasant encounter here by having parking lot volunteers directing traffic and providing space for guests to park so they do not drive through without stopping due to the long walk from the back parking lot to the door. This is why we ask that our members park toward the back of the lot and catch the mini bus so parking for guests is close. The next encounter is greeters at the door and at the welcome center. These encounters, if done properly, help make the Christ encounter all the more possible when a person finally sits in the pew to worship.

Discover:

First Baptist Church Indian Trail wants everyone to discover Christ. Our strategy is that all will have the opportunity to discover Christ during our worship service and at least once a month, an evangelistic opportunity is given in every Life Group. Beyond people discovering Christ we want them to discover First Baptist Church Indian Trail's doctrine, our mission, our values, our strategy and being a part of the ministry. This is why we make "Discovery" a membership requirement for everyone. This class introduces all who attend to Christ, and helps each person discover their own spiritual gifts, abilities and their personality profile. All this is helpful and essential as we feel every member of First Baptist Church Indian Trail should be using their gifts and abilities for the Lord in service. During the Discovery process, which takes place on Sunday mornings for 2 1/2 hours, a person is challenged to know Christ and to serve Him here.

Connect:

Our strategy for people to connect is the small group ministry, Life Groups. We have age graded Life Groups that meet every Sunday in conjunction with our worship services at 8am, 9:30 and 11am. All our Life Groups are open groups that promote new people coming in and feeling at home on any given Sunday. Everything from the literature we use, to new classes we start, is done with intentionality and purpose. Everyone wants an exciting and vibrant small church, and Life Groups seek to give them just that. However, after 24 months most Life Groups are closed "cliques" and must fight that tendency through openness to birthing new units, which promote new growth and excitement. We all must remember that someone made room for us, and if you want others to experience the fullness of Life Groups you must make room for others through multiplication. Everyone wants to connect so they feel a part of something bigger than themselves. If after 6 months a person has not connected with at least 2-3 people in a Life Group, 80% will have moved on to another church or quit attending all together. Connecting is vital to vibrant church growth.

Serve:

Once a person has had an encounter with Christ, attended Discovery, and connected to a Life Group, their next step is to start using their gifts and abilities in serving. Our preference would be that a person would serve out their strengths and areas identified during the discovery process, which displays a person's passion and finds purpose and meaning. This could be in Preschool, Children, Youth, Singles or in their own Adult Life Group, serving out of gratitude for what God has done in their life and out of a desire to be used in His church to make a difference in others lives. Our motto, "Ask not what your church can do for you, but what can you do for your church." It is through service that we see Christ come alive in a believer. We also offer a wide array of opportunities for service church wide, however; since one of our main values is Life Group we have focused here first and foremost.

Share:

We want to see a person encounter Christ, discover Him, connect with other believers in Life Group, serve out of their strengths first on Sunday morning, and then begin sharing what God has done in their life with everyone they come in contact with throughout the week.

Remember our mission, "love and lead everyone we meet into an everyday walk with Christ." In doing this a person has come full circle and we as a church can see that they are taking steps of growth and maturity in Christ. The vehicle we use for this is GROW, our weekly outreach and visitation program. At GROW a person can make an in-home visit, make phone calls or write letters. GROW is on Monday evenings with a meal and childcare provided.

Mission Measures

Walk Obediently - A person that is being transformed from the inside out. An obvious difference is seen in the everyday decisions this person makes. He/she is becoming more like Christ

Worship Passionately - When we are growing closer to Christ with our daily decision, making and dying to self there is a visible difference in the way in which we worship Him on Sundays or anytime we live up the name of Christ. There is no checklist that lets us know someone is worshipping passionately. There is just a presence about them by which you see that they are worshipping (verb) their Father in Heaven in spirit and truth.

Witness Consistently - A person that is walking obediently and worshipping passionately takes every opportunity possible to share with others what Christ has done and is doing in their life. This person becomes concerned with the souls of men, women, boys and girls. They understand their responsibility to share Christ with others knowing that it is Christ that does the rest. They make the most of daily divine appointments as they move through life to the glory of God.

First Baptist Church Indian Trail Tagline**Everyday Matters****MISSION**

Love and lead everyone we meet into an everyday walk with Christ!

VALUES

Focused Outreach - We teach and lead our members to effectively share their faith every day.

Biblical Truth - We teach people the truths of the Bible to guide them in daily living.

Christ-centered Worship - We lead others into a lifestyle of worshipping Jesus Christ in spirit and truth.

Intentional Care - We extend the overwhelming love of Christ to others by showing them we genuinely care.

Transformed Lives - We guide people to a life changing relationship in Christ Jesus.

STRATEGY

Encounter – Discover – Connect – Serve - Share

MISSION MEASURES

What does a person in an everyday walk look like?

It is a person who:

Walks Obediently

Worships Passionately

Witnesses Consistently

Walking in the Spirit...

At First Baptist

Indian Trail...

Every member is a Minister.

Ministry can be defined as:

Meeting needs with love

"By this all men will know that you are my disciples, if you love one another." John 13:35

II. Our *Beliefs*

We believe that the Bible is the Word of God, supernaturally inspired, so that it is inerrant in the original manuscripts and preserved by God in its verbal, plenary inspiration, so that it is a Divinely authoritative standard for every age and every life.

We believe that the Godhead exists eternally in three persons - Father, Son, and Holy Spirit - that these three are one God.

We believe in God as absolute and sole Creator of the Universe, and that creation was by Divine action, not through evolutionary process.

We believe that God, by His sovereign choice and out of love for men, sent Christ into the world to save sinners.

We believe that Jesus Christ in the flesh was both God and man; that He was born of a virgin and that He lived a sinless life, in which He taught and performed mighty works and wonders and signs exactly as revealed in the four Gospels; that He was crucified, died as a penalty for our sins and was bodily raised from the dead on the third day. Later, He ascended to the Father's right hand where He is the head of the church and intercedes for believers, and from where He is coming again, personally, bodily, and visibly to this earth to set up His millennial kingdom.

We believe that in His death, by His shed blood, the Lord Jesus Christ made a perfect atonement for sin, redeeming us from the curse of the law by becoming a sacrifice for sin. Men are therefore saved and justified on the simple and single ground of the shed blood.

What we believe...

We believe that such salvation with its forgiveness of sins, its impartation of a new nature and its hope of eternal life, is entirely apart from good works, baptism, church membership, or man's effort and is of pure grace.

We believe that a true believer is eternally secure, that he cannot lose his salvation, but that sin may interrupt the joy of his fellowship with God and bring the loving discipline of his Heavenly Father.

We believe all who receive Christ become joint heirs with Christ; at death their spirits depart to be with Christ in conscious blessedness, and at the Rapture, their bodies will be raised to the likeness of the body of His glory and dwell forever in His Divine presence.

We believe that it is the goal of every Christian to grow to spiritual maturity through obedience to the Word of God and the indwelling Spirit.

We believe that the Holy Spirit is a person and is God, possessing all the Divine attributes. He indwells all believers, baptizes and seals all believers at the moment of their salvation, and fills them in response to confession of sin and yieldedness.

Ordinances

A. Baptism

Why be baptized?

To follow Christ's example

"At that time Jesus came from Nazareth in Galilee and was baptized by John in the Jordan."
Mark 1:9

Christ commands it.

"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." Matthew 28:19-20

It demonstrates I am really a believer.

"Crispus, the synagogue ruler, and his entire household believed in the Lord; and many of the Corinthians who heard him believed and were baptized." Acts 18:8

What is the meaning of baptism?

It illustrates Christ's burial and resurrection

"For what I received I passed on to you as of first importance: that Christ died for our sins according to the Scriptures, [4] that he was buried, that he was raised on the third day according to the Scriptures." 1 Cor. 15:3-4

2. It illustrates my life as a Christian.

"We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life."
Romans 6:4

Important: Baptism does not make you a believer. It is a symbol of what God has done in your heart.

Why be baptized by immersion?

1. Jesus was baptized by immersion.

*"As soon as Jesus was baptized, he went up out of the water. At that moment heaven was opened, and he saw the Spirit of God descending like a dove and lighting on him."
Matthew 3:16*

2. Every baptism in the Bible was by immersion. (Acts 8:28-29)
3. "Baptize" means to dip under water.
4. It best symbolizes a burial and resurrection.

Martin Luther - *"I would have those who are baptized to be entirely immersed as the word imports and the mystery signifies."*

John Calvin - *"The word baptize means to immerse. It is certain that immersion was the practice of the ancient church."*

John Wesley - *"Buried with Him, alludes to baptism by immersion according to the custom of the first church."*

B. Communion

What is the Lord's Supper?

1. A reminder (I Corinthians 11:24)
2. A symbol (I Corinthians 11:25)
3. A statement of faith (I Corinthians 11:26)

Who should take the Lord's Supper?

All believers (Mark 14:22-26)

When and how often should we observe the Lord's Supper?

The Bible sets no specific requirements

NOTE: At FBCIT we observe the Lord's Supper quarterly, whenever a month contains a fifth Sunday.

III. Our Identity

History...

In April 1951, twenty-nine people decided to organize a new Baptist Church. Four acres of land were purchased on Indian Trail-Hemby Bridge Road for \$100.00 per acre. Two donated army barracks constituted the first buildings of first Baptist Church of Indian Trail. The founding members came together and built a brick church building. On October 12, 1954, the church went into the Union Baptist Association. In 1959, a basement was dug, which gave the

church five more classrooms. Over time, provisions were made to build a community building and upgrade the sanctuary by bricking and paneling the walls.

On April 1, 1983 Rev. Mike Whitson began his pastorate at First Baptist Church of Indian Trail. A groundbreaking ceremony for the new Educational Building occurred in August of 1984. The Educational Building and Fellowship Hall were completed at an approximate cost of \$375,000 in 1985. The parking area around the church was also paved in 1985. In 1987, a house next to the church property was purchased to accommodate the Church Office and provide additional classrooms in the church building. 1988 and 1989 provided a full-time Youth Minister and Church Administrator who also served as Minister to Children and Singles. In 1989, two additional pieces of property were purchased for future expansion. Metrolina Christian Academy was organized in 1992. Plans were adopted to build a 1,500 seat Sanctuary, Educational Facility, and Family Life Center in 1992. In December 1993, First Baptist began worshipping in the new Sanctuary.

Dual Sunday Schools and Worship Services began in 1997 and the East Campus Ministry was established the following September. In May 2000 Metrolina Christian Academy had their first graduating class. Triple Sunday Schools and Worship Services began in 2001. In April of 2001, First Baptist Church of Indian Trail celebrated 50 years of the Lord's service. A permanent facility was purchased for the East Campus Ministry in Marshville. Also in 2001, a master building program was initiated to support additional facilities for First Baptist Church of Indian Trail. In 2002 East Campus began dual Sunday Schools and Worship Services and the Main Campus began a Korean Mission, which meets twice a week at the church.

Our Affiliation

FBCIT is a member of the Union County Baptist Association.

The Union Baptist Association – 80 churches consisting of over 28,000 members in Union County, North Carolina that fellowship together and work together to reach the Union Association area for Christ.

The North Carolina Baptist State Convention – 80 Local associations of 3,933 churches consisting of over 900,000 members in North Carolina that fellowship together with the goal of evangelizing our state.

The Southern Baptist Convention – 37 state conventions with over 40,000 churches that cooperate together in a world-wide effort of missions.

What is the Southern Baptist Convention?

It is the largest association of Christian churches in North Carolina and in America. One of out every 10 churches in America is affiliated with SBC. (40,000 churches and 15 million members is more than most other denominations combined).

It is the most diverse association of churches. SBC churches include every race, nationality, and ethnic group. Each Sunday, services are held in over 80 languages in the U.S. alone. Our association includes Korean, Hispanic, Chinese, as well as many other ethnic congregations.

It is one of the fastest growing groups. The SBC baptizes over 1,000 new Christians every day in the U.S. and begins nearly 5 new churches a day!

Why not just be an independent church?

We are an independent church! Every SBC church is completely independent. There is no denominational control or hierarchy as there is in other denominations. Each church is totally autonomous, self-governed and determines its own affairs. For example, every SBC church:

- Chooses its own Pastor and Pastoral Staff

- Owns its own buildings and assets

- Determines its own programs

What are the advantages of affiliating with the SBC?

It allows us to *identify* with other Christians around the world who are known for their commitment to the Bible. Unlike other groups, the SBC has no man-made creed. The Bible is our only authority.

It allows our church to *participate* in the largest missionary organization in the world. Through the SBC Cooperative Program we help support over 7,500 missionaries in 104 countries around the world.

Our Process

The decision making process in regards to the First Baptist Family is all inclusive. As the Holy Spirit reveals the Will of God concerning the direction of this fellowship to the pastor, he then communicates that vision to the staff and deacons. When a consensus is formed, that message is communicated to the church for affirmation and support.

The position of deacon is one of service and prayer for the spiritual direction and protection of the fellowship. Monthly meetings are held to safeguard the spiritual integrity of the church.

Further accountability is achieved by working committees who oversee the finances led by our administrator. The personnel committee, led by the pastor, serves as not only a search committee when staff needs to be added, but also monitors their quality of service and tenure.

The staff serves as specialists in their particular area of ministry, providing leadership and direction to the particular ministry areas of the church. They are responsible for enlisting and discipling leaders to carry out the work of ministry. They further provide guidance to members who sense the Holy Spirit leading them to initiate new ministry areas.

IV. Our Strategy

The Who?

A. Whom are we trying to reach?

Our Mission Statement: Our mission at FBCIT is to Love and lead everyone we meet into an everyday walk with Christ.

The What?

B. What are we trying to accomplish?

To assist believers in discovering God's purpose for them in His church and move them from membership to active ministry utilizing the spiritual gifts God has given them for His glory and the advancement of His Kingdom.

"Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith." Romans 12:4-6

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up." Ephesians 4:11-12

The How?

C. The Best Way to do this is Life Groups.

We believe the best way to accomplish the five-fold purpose of the church is through Life Groups. In age-graded Sunday School we worship, evangelize, disciple, meet needs and fellowship.

Therefore, Life Groups are foundational to everything we do and hope to accomplish at FBCIT. We believe that by placing our emphasis in Life Groups that our church can grow larger and smaller at the same time.

Why are our Life Groups organized?

To enable us to carry out the five functions of the church.

Evangelism

Every member and prospect is assigned to an age appropriate group or class.

Leaders and members of the class take actions to give an evangelistic witness to the unsaved and make concentrated efforts to lead them to know Jesus as Savior and Lord.

The class provides an atmosphere that encourages unsaved people to faith in Christ.

The class provides an atmosphere that encourages believers to lead others to Christ.

Evangelism is coordinated in each class by the Outreach leader.

Discipleship

Teaching individuals so they can grow in maturity in Christ.

Bible study needs to consider the characteristics, needs, and learning styles of the learners assigned to the class.

Discipling that takes place through the teaching can be more focused and personal because the teacher, class leaders, and members are able to build quality relationships with each other.

The teacher is the primary discipleship leader.

Ministry

Leaders, members, and prospects are placed in Care Groups so they can experience direct care and concern for life's needs.

More open communication about the needs and concerns of others can take place in these groups.

Intercessory prayer is an especially important aspect of effective ministry in Life Groups.

Express concern for others through quarterly ministry projects.

Leaders in this area are ministry leaders.

Fellowship

Fellowship allows class members and prospects to build relationships with each other as together they build upon their relationship with God.

Newcomers are easily assimilated into the larger fellowship of the church as they experience fellowship in the smaller church.

Even though fellowship is important, *it should never become the controlling factor in determining Life Groups*. Bible study groups that over emphasize fellowship tend to grow stagnant, or crystallize, because members become content and comfortable with one another.

There are one or more Fellowship Leaders in each class.

Worship

In each class individuals should be taught about worship, experience worship in small-group settings that allow for greater participation, and be encouraged to engage in worship in home and family settings.

Leadership in this area consists of a Worship leader.

V. Our Expectations

As a member of First Baptist Indian Trail we believe that the following commitments are vital to the success of this ministry.

1) A commitment by each of us to protect the unity of our church.

"May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus." Romans 15:5

"Now that you have purified yourselves by obeying the truth so that you have sincere love for your brothers, love one another deeply, from the heart." 1 Peter 1:22

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen." Ephesians 4:29

"Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you." Hebrews 13:17

"May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus." Romans 15:5

By acting in love towards other members.

By refusing to gossip.

By following the leaders God has placed over this flock.

2) A commitment to share the responsibility of the ministry of our church.

"We always thank God for all of you, mentioning you in our prayers." 1 Thes. 1:2

"Then the master told his servant, 'Go out to the roads and country lanes and make them come in, so that my house will be full.'" Luke 14:23

"Accept one another, then, just as Christ accepted you, in order to bring praise to God." Romans 15:7

**By praying for its growth.
By inviting the unchurched to attend.
By warmly welcoming those who visit.**

3) A commitment to serve the ministry of our church.

"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." 1 Peter 4:10

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up." Ephesians 4:11-12

"Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others." Phil. 2:3-4

"But made himself nothing, taking the very nature of a servant, being made in human likeness." Phil. 2:7

**By discovering my gifts and talents.
By being equipped to serve by my pastor.
By developing a servant's heart.**

4) A commitment to support the testimony of our church.

"Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another--and all the more as you see the Day approaching." Hebrews 10:25

"Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in one spirit, contending as one man for the faith of the gospel." Phil. 1:27

"On the first day of every week, each one of you should set aside a sum of money in keeping with his income, saving it up, so that when I come no collections will have to be made." 1 Cor. 16:2

"A tithe of everything from the land, whether grain from the soil or fruit from the trees, belongs to the Lord; it is holy to the Lord." Leviticus 27:30

By faithfully attending.
By living a Godly life.
By giving regularly.

The Goal of This Section

This session is designed to lead you to establish the disciplines and habits that will lead you toward a deepening personal relationship with God and a growing spiritual maturity. God created us with a need for Him. There is a God-shaped void within each of us that only He can fill. When we try to fill it with the things of this world or man-made rules (religion), we are left empty. Nothing else will satisfy us but God. God-substitutes distract us and detract us from the very reason we were created - fellowship with God.

As Christians, our goal in life is not heaven. If you are a believer and you die, you have to go to Heaven. Your destination was settled the moment you accepted Christ. Heaven is real, but it is not our goal. If it were, we would have achieved the purpose of our salvation and we could coast all the way home! Salvation is the entry point. If we stop our journey at salvation, we miss the blessing of enjoying God's presence here on earth. In John 17:3 Jesus said, "This is eternal life: that they may know you, the only true God, and Jesus Christ, whom you have sent." Eternal life is knowing God intimately and personally. As we deepen our relationship with God, spiritual maturity becomes the natural result.

WHAT IS "SPIRITUAL MATURITY"?

Spiritual maturity is *being like Christ*.

"...until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ." Ephesians 4:13

"For those God foreknew he also predestined to be conformed to the likeness of his Son, that he might be the firstborn among many brothers." Romans 8:29

What Is a Disciple?

- 1) Mature believers are called *disciples*.
- 2) The mark of a disciple is *continued growth*.
- 3) The more disciplined I become *the more God can use me*

How Can I Become a Disciple?

By developing *disciple-like* habits.

Definitions of a "Habit"

"A continual, often unconscious inclination to do a certain activity, acquired through frequent repetition."

"An established disposition of the character."

"A customary practice."

Sow a thought, reap an act. Sow an act, reap a habit. Sow a habit, reap a character. Sow a character, reap a destiny.

Commit to the *habits* necessary for spiritual maturity.

"I put this in human terms because you are weak in our natural selves. Just as you used to offer the parts of your body in slavery to impurity and to ever-increasing wickedness, so now offer them in slavery to righteousness leading to holiness." Romans 6:19

FIVE HABITS OF A DISCIPLE**I. THE HABIT OF A *DAILY TIME* WITH GOD.**

It is vital that you spend time with God each day. This time alone with Him should be priority. As I cannot have a quality relationship with my wife unless I spend time with her, I can't have a close relationship with God unless I do the same with Him.

A. The *importance* of a *daily quiet* Time.**1. To give *devotion* to God.**

"Ascribe to the LORD glory due his name; worship the LORD in the splendor of his holiness." Psalm 29:2

God deserves our devotion. (Revelation 4:11)

God desires our devotion. (John 4:23)

Definitions of a "Habit"

"A continual, often unconscious inclination to do a certain activity, acquired through frequent repetition."

"An established disposition of the character."

"A customary practice."

2. To get *direction* from God.

"Show me your ways, O LORD, teach me your paths;" Psalm 25:4

3. To gain delight in God.

"Delight yourself in the LORD and he will give you the desires of your heart." Psalm 37:4

"You have made known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand." Psalm 16:11

4. To grow more like God.

"His divine power has given us everything we need for life and godliness through our knowledge of him who called us by his own glory and goodness. Through these he has given us his very great and precious promises, so that through them you may participate in the divine nature and escape the corruption in the world caused by evil desires." 2 Peter 1: 3-4

FACT:

The object of your quiet time is not to study about Christ, but to actually spend time with him and to get to know him.

The better I get to know Christ, the more I Love Him.

Two Things to Do In a Quiet Time

Commit your day

"Commit your way to the Lord; trust in him and he will do this." (Psalm 37:5)

Consider your way:

"...in all your ways acknowledge him, and he will make your paths straight." (Proverbs 3:6)

B. How to Begin a Quiet Time

1. Select a specific time that you can keep consistently.

The best time for me to have a quiet time is:_____.

"The best time to tune your instrument is before the concert."

Hudson Taylor

Reasons for considering early morning:

It demonstrates meeting with God is your first priority.

You are likely to be more rested, your mind is less cluttered, and it's often the quietest time!

The example of Biblical character.

It seems logical to begin the day with a quiet time.

2. Choose a *special* place.

"Very early in the morning, while it was still dark, Jesus got up, left the house and went to a solitary place, where he prayed." Mark 1:35

"Jesus went out as usual to the Mount of Olives, and his disciples followed him." Luke 22:39

3. Gather the *resources* you'll need.

A Bible translation that you prefer with readable print.

A notebook - to write down what the Lord speaks to you about and to keep a prayer list.

4. Begin with the right *attitude*.

Reverence

"Be still and know that I am God." Psalm 46:10

Expectancy

"Open my eyes that I may see wonderful things in your law." Psalm 119:8

Obedience

"If anyone chooses to do God's will, he will find out whether my teaching comes from God or whether I speak on my own." John 7: 17

5. Follow a simple plan you *can keep*.

"FIFTEEN MINUTES WITH GOD"

A suggested plan to get started

Relax (1 minute)

Be still and be quiet! Slow down! Prepare your heart. Take a few deep breaths and wait on God.

Read (4 minutes)

Refer to the section on "How To Read God's Word." Begin reading where you left off the day before. Read until you feel God has told you something. Then stop and think about it.

Reflect (4 minutes)

Think about what this passage means to you. Write down your thoughts. Part of reflecting can be memorizing verses that speak to your life.

Record (2 minutes)

Write out a personal application statement that is practical, possible, and measurable.

"Thoughts disentangle themselves when they pass through the lips and finger tips."

Request (4 minutes)

Conclude your Quiet Time by talking to God about what He has shown you and making your requests from your prayer list.

C. Suggestions About Being Consistent in Your Quiet Time

Your greatest problem will be your struggle to stay consistent. Satan will fight nothing harder than your daily time. He will try to disrupt and interrupt it any way he can.

Make a covenant or vow to God about keeping your Quiet Time with Him.

Schedule it on your daily calendar.

Be prepared for Satan's excuses.

Leave your Bible open at night to the passage for the next day!

What if I miss a day?

Don't feel guilty.

Don't become legalistic.

Don't give up.

It takes 3 weeks for you to become familiar with a new task. Then it takes another 3 weeks before it becomes a comfortable habit.

"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up." Galatians 6:9

A PRAYER OF COMMITMENT

"Father, I realize that I was created to have fellowship with you. Thank you for making this privilege possible through Jesus' death on the cross. I know that daily fellowship with You is to be the most important thing in my life. I now want to commit myself to spending at least some time every day with you in a quiet time of Bible reading and prayer. I'm trusting in your strength to help me be consistent.

In Jesus' name, Amen."

II. THE HABIT OF SPENDING TIME IN GOD'S WORD.

Spiritual maturity cannot be achieved apart from our spending time in God's Word. II Timothy 3: 16-17 tells us *"All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be perfect, thoroughly furnished unto all good works."*

It has been said that, "If you give a man a fish, you've fed him a meal. But, if you teach him to fish, you've fed him for a lifetime." In this section, we will be taught some creative ways to spend time in God's Word

A. HOW TO HEAR GOD'S WORD.

"Consequently, faith comes from hearing the message, and the message is heard through the word of Christ." Romans 10:17

Ways to Hear God's Word

- The Bible on tape
- Church services & studies
- Sermon tapes
- Radio/TV teacher

How to Improve your Hearing

Be ready and eager to hear. (James 1:19)

Deal with attitudes that prevent hearing God. (Luke 8: 4-15)

A closed mind: Is fear, pride, or bitterness preventing me from hearing God?

A superficial mind: Am I really serious about wanting to hear God speak?

A preoccupied mind: Am I too busy and concerned with other things to concentrate on what God has to say?

Confess any sin in your life. (James 1: 21)

Take notes on what you hear. (Hebrews 2:1)

Keep a spiritual notebook.

Write it down when God speaks to you.

Act on what you hear. (James 1: 22-25)

B. HOW TO READ GOD'S WORD.

"Blessed is the one who reads the words of this prophecy, and blessed are those who hear it and take to heart what is written in it, because the time is near." Revelation 1:3

*"It is to be with him, and he is to read it all the days of his life so that he may learn to revere the Lord his God and follow carefully all the words of the law and these decrees."
Deuteronomy 17:19*

Based on the passages above, how often should we read God's Word? EVERYDAY!

SUGGESTIONS FOR READING THE BIBLE

Start in the Gospel of John.

Read the Bible in different translations.

Read it aloud to yourself.

Underline or color code key verses.

Choose a plan to read the Bible through annually and stick to it.

Read it along the lines of key themes like prayer, promises, faith, or obedience. (Use a concordance to chase these themes in the Bible)

Write down what you are learning and any questions you might have.

We forget 95% of what we hear after 72 hours.

C. HOW TO STUDY GOD'S WORD.

"...for they received the message with great eagerness and examined the Scriptures every day..." Acts 17:11

Six Basic Questions:

WHO are the people involved with this passage?

WHAT events have taken place?

WHERE is this passage located in the Bible? (context)

WHY did God put this in the Bible for me to read?

WHEN (in history) did this passage take place?

HOW did God work in this passage?

D. HOW TO MEMORIZE GOD'S WORD.

"Keep my commands and you live; guard my teachings as the apple of your eye. Bind them on your fingers; write them on the tablet of your heart." Proverbs 7:2-3

"Thy Word I have hidden in my heart that I might not sin against thee." Psalm 119:11

Steps to Memorizing a Verse

Pick a verse that speaks to you.

Say the reference before and after the verse.

Read the verse aloud many times.

Break the verse into natural phrases.

Emphasize key words when quoting the verse.

Write out the verse on a flash card. (3 by 5 card)

Carry some cards with you all the time for review.

Display your verse in prominent places.

Always memorize your verse word perfect.

THREE KEYS TO MEMORIZING: REVIEW, REVIEW, REVIEW!

The difference between reading and studying the Bible is that you take notes when you study.

And the secret of effective Bible study is knowing how to ask questions.

E. HOW TO MEDITATE ON GOD'S WORD.

"But his delight is in the law of the Lord, and on his law he meditates day and night. He is like a tree planted by streams of water, which yields its fruit in season and whose leaf does not wither. Whatever he does prospers."

Five Ways to Meditate on God's Word

Picture it!

Visualize the scene in your mind.

Pronounce it!

Say the verse aloud, each time emphasizing a different word.

Paraphrase it!

Rewrite the verse in your own words.

Personalize it!

Replace the pronouns or people in the verse with your own name.

Pray it!

Turn the verse into a prayer and say it back to God.

III. THE HABIT OF DAILY PRAYER.

A. APPROACH PRAYER WITH THE RIGHT ATTITUDE.

1. Be real.

"When you pray, do not be like the hypocrites, for they love to pray standing in the synagogues and on the street corners to be seen by men." Matthew 6:5

2. Get relaxed.

"But when you pray go into your room, close the door and pray to your Father who is unseen. Then your Father, who sees what is done in secret, will reward you." Matthew 6:6

3. Be revealing.

"And when you pray, do not keep on babbling like pagans, for they think they will be heard because of their many words. Do not be like them, for your Father knows what you need before you ask him." Matthew 6: 7-8

B. THE SIX PARTS OF PRAYER.

"This, then is how you should pray...." Matthew 6: 9-15

PRAISE: I begin by expressing my love to God.

"Our Father in heaven, hallowed be your name...." Matthew 6:9

PURPOSE: I commit myself to God's purpose and will for my life.

"Your kingdom come, your will be done, on earth as it is in heaven...." Matthew 6:10

PROVISION: I ask God to provide for my needs.

"Give us today our daily bread..." Matthew 6:11

PARDON: I ask God to forgive my sins.

"Forgive us our debts...." Matthew 6: 12

PEOPLE: I pray for other people.

"..as we also have forgiven our debtors." Matthew 6:12

Forgiving others is the hallmark of the believer. Make a prayer list of people you want to pray for. You might pray for different people on different days of the week.

PROTECTION: I ask for spiritual protection.

"And lead us not into temptation but deliver us from evil." Matthew 6:13

Believers face a spiritual battle every day. Satan wants to defeat you through temptation and fear. By praying for protection, you will have the confidence to face every situation during the day.

IV.THE HABIT OF TITHING

"On the first day of every week, each one of you should set aside a sum of money in keeping with his income, saving it up, so that when I come no collections will have to be made." Corinthians 16:2

"Just as you excel in everything else...in faith, in speech, in knowledge, in complete earnestness....see that you also excel in the grace of giving." Corinthians 8:7

KEY BIBLE WORDS

Believe: used 272 times in the Bible.

Pray: used 371 times in the Bible.

Love: used 714 times in the Bible.

Give: used 2162 times in the Bible.

A. WHY GOD WANTS ME TO GIVE.

7 BENEFITS FOR MY LIFE

1. Giving makes me like God.

"They came to John and said to him, "Rabbi, that man who was with you on the other side of the Jordan--the one you testified about--well, he is baptizing, and everyone is going to him." John 3:26

2. Giving draws me closer to God.

"Where your treasure is, there your heart is also." Matt. 6:21

3. Giving is the remedy for materialism.

*"Command those who are rich in this present world not to be arrogant not to put hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment. Command them to be generous and willing to share."
1 Timothy 6: 17-19*

4. Giving strengthens my faith.

"Give and it will be given to you...For with the measure you use, it will be measured back to you." Luke 6:38

5. Giving is an investment in eternity.

"Lay up for yourselves treasures in heaven, where neither moth nor rust doth corrupt, and where thieves do not break through nor steal." Matthew 6:20

6. Giving blesses me in return.

"A generous man will prosper; he who refreshes others wil himself be refreshed." Proverbs 11:25

7. Giving makes me happy.

"It is more blessed to give than receive." Acts 20:35

B. WHAT THE BIBLE TEACHES ABOUT GIVING.

1. What is tithing?

"Tithe" means " a tenth part.

2. What is the difference between a "tithe" and an "offering"?

A "tithe" is giving 10% of my income.

An "offering" is anything I give above my tithe.

3. Why should I Tithe?

Because God commands it.

"A tithe of everything from the land, whether grain from the soil or fruit from the trees, belongs to the Lord; it is holy to the Lord." Leviticus 27:30

Because Jesus commended it.

"Woe to you, teachers of the law and Pharisees, you hypocrites! You give a tenth of your spices--mint, dill and cumin. But you have neglected the more important matters of the law--justice, mercy and faithfulness. You should have practiced the latter, without neglecting the former." Matthew 23:23

It demonstrates that God has first place in my life.

"Eat the tithe of your grain, new wine and oil, and the firstborn of your herds and flocks in the presence of the Lord your God at the place he will choose as a dwelling for his Name, so that you may learn to revere the Lord your God always." Deut. 14:23

It reminds me that everything was given to me by God.

"But remember the Lord your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your forefathers, as it is today." Deut. 8:18

Tithing expresses my gratitude.

"Will a man rob God? Yet you rob me. "But you ask, 'How do we rob you?' "In tithes and offerings. You are under a curse--the whole nation of you--because you are robbing me. Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it." Malachi 3:8-10

Tithing gives God a chance to prove Himself.

"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it. I will prevent pests from devouring your crops, and the vines in your fields will not cast their fruit," says the Lord Almighty." Malachi 3:10-11

Tithing proves that I love God.

"If you love me, you will obey what I command." John 14:15

4. Where should I give my tithe?

Where I worship!

*"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it."
Malachi 3:10*

V. THE HABIT OF FELLOWSHIP.

"Not forsaking the assembling of ourselves together, as the manner of some is; but exhorting one another: and so much the more, as ye see the day approaching." Hebrews 10:25

A. WHY IS FELLOWSHIP SO IMPORTANT?

1. I belong in God's family with other believers.

"The Christian who is not committed to a group of other believers for praying, sharing, and serving, so that he is known, as he knows others, is not an obedient Christian. He is not in the will of God. However vocal he may be in his theology, he is not obeying the Lord." Dr. Ray Ortland

2. I need encouragement to grow spiritually.

*"And let us consider how we may spur one another on toward love and good deeds."
Hebrews 10:24*

3. I need help to grow spiritually.

"As iron sharpen iron, so one man sharpens another." Proverbs 27:17

4. I am an important part of other Christian's growth.

"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." I Peter 4:10

B. HOW CAN A LARGE CHURCH MAINTAIN CLOSE FELLOWSHIP?

Through SMALL GROUPS

"(They met) 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

We try to maintain a 1 to 10 ratio between caregivers to people through the Sunday School.

We believe that if we are to continue to reach people and grow larger, we must continue to grow smaller at the same time.

The Purpose of Small Groups

"They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved." Acts 2:42-47

Discipleship

Fellowship

Ministry

Evangelism

Worship

The Goal of This Session

Ephesians 2:9 says we were "recreated in Christ Jesus unto good works". Ephesians 4:11 tells us that it is the responsibility of the pastor to equip believers to do the work of the ministry and to serve in His church. "Finding My Place" is designed to assist you in discovering your S.H.A.R.E. profile and help you discover how you can share in the ministries of this church.

I. What is ministry?

In the New Testament the word for ministry means to serve. So, ministry is when you and I, using the gifts and talents God has given us, serve the Lord and the needs of others.

II. Why Should I Be a Minister?

I've been created for ministry.

"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." Ephes. 2:10

B. I've been saved for ministry.

"Who has saved us and called us to a holy life--not because of anything we have done but because of his own purpose and grace. This grace was given us in Christ Jesus before the beginning of time." 2 Tim. 1:9

C. I've been called into ministry.

"To whom be glory forever and ever. Amen." Galatians 1:5

"But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful

light. Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy." 1 Peter 2:9-10

D. I've been gifted for ministry.

"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." 1 Peter 4:10

E. I've been authorized for ministry.

"We are therefore Christ's ambassadors, as though God were making his appeal through us. We implore you on Christ's behalf: Be reconciled to God." 2 Cor. 5:20

F. I am commanded to minister.

"Just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." Matthew 20:28

G. I am prepared for ministry.

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up." Ephes. 4:11-12

H. The body of Christ needs my ministry.

"Now you are the body of Christ, and each one of you is a part of it." 1 Cor. 12:27

I. I am accountable for ministry.

"So then, each of us will give an account of himself to God." Romans 14:12

J. I will be rewarded for ministry.

"Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." Col. 3:23-24

III. How can I Share in the Ministry?

Many factors go into determining this. It has everything to do with how God has put you together to serve Him. The following pages will help you better understand who you are in the Lord, how He has created you, and where you might be best suited to serve Him.

On the detached Ministry Map, you will develop your S.H.A.R.E. profile.

S - Spiritual Gifts

H - Heartbeat

A – Abilities

R – Relational Style

E - Experiences

My Ministry Map

Personal Information

Date: _____

Name: _____ Goes By: _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Cell Phone _____

E-mail _____

Marital Status _____ Sex _____ Birth Date _____

Have you completed a (blue) Request for Membership Card? Yes No

Life Group You Currently Attend _____

Employer _____

Occupation _____

**At FBC Indian Trail, our mission is to Love and Lead Everyone we Meet into an
Everyday Walk with Christ.**

How can I S.H.A.R.E. in the accomplishment of our mission?

Enter the results below from the appropriate Survey Sections:

Spiritual Gifts (name of gifts)

Heartbeat (prioritize according to your preference)

Abilities (prioritize according to your preference)

Relational Style - DISC (Top two Relational Styles)

1. _____ 2. _____

Experiences (prioritize according to your preference)

Opportunities (prioritize according to your preference)

1st Choice _____

2nd Choice _____

3rd Choice _____

My Spiritual Gifts

As a member of the body of Christ, you are crucial to the overall health and strength of the body. We will only function as effectively as God intended if each member is doing its part. That is why we have a strong conviction that each member has a place of ministry. Our hope is that you will gain information that will be helpful in finding the place of service God intends for you to have within our church.

This evaluation is designed to be a tool to help you identify your strengths as they specifically relate to your journey and service in the local church. Its primary purpose is to enable you to pinpoint areas of service for which you are most likely gifted. It is not designed to be an exhaustive analysis of spiritual gifts, but rather to give you a clearer vision for what part God would have you play in the body of Christ at FBC Indian Trail.

You will fill in a "score" on the answer sheet in the box corresponding to the statement number based on the following scoring system:

<u>Score</u>	<u>How this Statement Describes Me</u>
0	I am never this way
1	I am seldom this way
2	I am this way sometimes
3	I am often this way
4	I am always this way

Keep in mind when you score yourself that most of these are desirable traits for a Christian to have, and giving yourself 0 or 1 for a particular trait does not mean that you are unspiritual, but rather that is not a primary motivating factor for you as an individual. As much as possible, avoid choosing 2 (I am this way sometimes). Your desire to be humble, or to not exaggerate, may cause you to choose more moderate responses. This will affect your results. Therefore, we want you to be honest and open when evaluating yourself

Material Adapted from Purpose-Driven 301

Your Spiritual Gifts Assessment

- _____ 1. I like to organize and plan.
- _____ 2. I want to spend time with unbelievers so I can share my faith.
- _____ 3. I enjoy being asked to share my advice or being an encouragement to others.
- _____ 4. It is important to me that money I give to the church is used as effectively as possible.
- _____ 5. I am more strongly motivated by the idea of meeting a need rather than performing a task.
- _____ 6. I enjoy using my home to minister to others.
- _____ 7. I can easily get others to complete a ministry project.
- _____ 8. Those who are in distress or elated seem drawn to me.
- _____ 9. I seem to be able to notice sin before others are aware of it.
- _____ 10. Routine work for church that others find tedious is enjoyable for me.
- _____ 11. I have a burden to disciple others so that they can help one another.
- _____ 12. I am able to instruct others in the exact meaning of words and passages in Scripture.
- _____ 13. I finish projects and make decisions with great speed.
- _____ 14. I feel that the most important task given to Christians is witnessing.
- _____ 15. I give practical, step-by-step advice to those in need.
- _____ 16. I watch my finances closely so that I can give freely to God's work.
- _____ 17. I prefer to be led by others.
- _____ 18. Guests say they feel comfortable in my home.
- _____ 19. Often groups in which I am involved look to me to lead them.
- _____ 20. I enjoy doing kind deeds for people who are unable or will not return them.
- _____ 21. I am compelled to unmask sin in other people.
- _____ 22. I enjoy doing repetitive tasks for the glory of God.
- _____ 23. I feel the need to protect those whom I disciple from enemies of God.
- _____ 24. I have the ability to make difficult passages understandable.
- _____ 25. I enjoy setting goals and then making plans to meet those goals.

- _____ 26. I feel an urgency that a decision for Christ is made when I witness to someone.
- _____ 27. I am more interested in studying passages of scripture with practical applications than deep theological truth.
- _____ 28. It is fun for me to give freely because I love God.
- _____ 29. I rapidly meet others' need for help.
- _____ 30. I have the ability to make strangers feel at ease.
- _____ 31. I have the ability to make decisions rapidly and stand by them.
- _____ 32. I like encouraging those in hospitals and homes for the aged by visiting them.
- _____ 33. I boldly tell others about evils in our government and other worldly systems.
- _____ 34. I like being asked to do jobs at the church.
- _____ 35. I deny myself in order to be there for a weak or new Christians.
- _____ 36. Others have expressed to me that I have assisted them in learning Biblical truth in a meaningful way
- _____ 37. I volunteer to organize others when I sense a lack of organization.
- _____ 38. I am drawn to unbelievers because I want to win them to Christ.
- _____ 39. Teaching that can't be applied bothers me.
- _____ 40. I am willing to do without in order to give money for God's Kingdom.
- _____ 41. I enjoy helping those in leadership by completing some of their smaller tasks so that they can minister.
- _____ 42. I enjoy giving food and lodging to those who need it.
- _____ 43. I adapt my guidance easily to fit the maturity level of those working for me.
- _____ 44. I want to be a comfort to Christians who are sick or in the midst of distress.
- _____ 45. I enjoy being used by God to teach and caution large groups of believers.
- _____ 46. I like projects that require a hands-on-approach.
- _____ 47. I care more about relationships than tasks.
- _____ 48. I enjoy spending a lot of time studying the Bible so I can share these truths with others.
- _____ 49. I thrive on organizing people, ideas and resources to improve the efficiency of a ministry.

- _____ 50. I have an overwhelming desire to share with unbelievers.
- _____ 51. I like assisting others in resolving difficult questions in their lives.
- _____ 52. I notice when others have a material or financial need.
- _____ 53. I find contentment in helping someone who can use my abilities.
- _____ 54. I like having people visit my house.
- _____ 55. If a group doesn't have a leader, I will lead it.
- _____ 56. I like doing special things for people who are sick or having difficulties.
- _____ 57. I desire for the audience to be convicted after I proclaim God's Word.
- _____ 58. I consider myself a task-oriented person.
- _____ 59. I like being given the job of discipling a group of believers.
- _____ 60. I find contentment studying God's Word and communicating my understanding to others.
- _____ 61. I have put into place effective plans to meet group goals.
- _____ 62. I enjoy meeting non-Christians, even total strangers.
- _____ 63. I enjoy assisting others in the midst of problems by giving them practical advice.
- _____ 64. I trust that God will meet all my needs so that I can give sacrificially a portion of all my income.
- _____ 65. I like helping others strictly for the need I feel I meet, not because I expect something in return.
- _____ 66. I enjoy welcoming guests and making them feel comfortable and involved.
- _____ 67. I have the ability to help groups of all sizes in making decisions.
- _____ 68. I am greatly concerned with being a comfort to others.
- _____ 69. I want my instructing to cause others to see what God is saying and to respond.
- _____ 70. I prefer following rather than leading.
- _____ 71. I desire to care for the spiritual well being of a group of Christians over an extended time.
- _____ 72. I prefer to compile my own material instead of using another teacher's material presentation.

Copy the "score" in the box below to each question number based on the following criteria:

Compute totals by adding columns down and writing total scores in the boxes below (i.e., the total of questions 1, 13, 25, 37, 49 and 61 would be written in box "A" below):

A	B	C	D	E	F	G	H	I	J	K	L
1	2	3	4	5	6	7	8	9	10	11	12

Transfer the scores from the previous table and circle the three highest scores including ties.

- A. _____ Administration D. _____ Giving G. _____ Leadership J. _____ Service
 B. _____ Evangelism E. _____ Helps H. _____ Mercy K. _____ Shepherding
 C. _____ Exhortation F. _____ Hospitality I. _____ Prophecy L. _____ Teaching

Transfer the three highest gifts to the second page of your Ministry Map.

Below is a summary of each of the gifts which are pinpointed by this evaluation. Along with giving you insight into your own motivations, these should be helpful in directing you toward areas of service that will utilize the strengths God has given you. "He" has been used generically in the following descriptions although it includes both men and women.

Administration 1 Corinthians 14:40

This person is goal and objective oriented. He often has strong organizational abilities that make it possible to coordinate resources in order to accomplish tasks as quickly as possible. Because of being motivated by accomplishing desired tasks, this person often derives great satisfaction from viewing the results of what he has accomplished. Become involved in a ministry in which you can utilize these strengths to carry out specific goals of the church.

Evangelism Acts 8:26-40

This person has an especially strong desire to share the Gospel with non believers in every possible situation and through all possible means. His greatest joy in ministry is seeing non believers won to Christ. Because of an overwhelming desire to "fulfill the Great Commission", he would rather devote considerable effort to the ministry of evangelism than to other church programs which exist for the edification of believers. He looks for areas where the need for the Gospel is the greatest, and is willing to make personal sacrifices to share the gospel. Become involved in a ministry that places a great emphasis on sharing the Gospel and reaching out to those who are unchurched.

Exhortation Acts 14:22

This person has a special ability to encourage others in the body of Christ by giving them needed words of comfort, courage and counsel at times of need or crisis. He is especially attracted to individuals who are genuinely seeking spiritual growth and often is willing to share past personal failures to help motivate others toward greater spiritual maturity. He is able to make accurate assessments of spiritual needs and has the ability to explain truth with logical reasoning, giving step by step instructions which are easy to follow. Become involved in a ministry where you can use your strengths to minister one on one with people in need.

Giving II Corinthians 8:1-7

This person has the ability to give material goods and financial resources with joy, so the needs of the Lord's work are met. He often can discern wise investments, and is usually a very effective money manager. While desiring to give quietly and without recognition, he is encouraged when he knows needs were met and prayers were answered. He is more likely to give at the Lord's promptings than at man's appeals and has a great ability to see financial needs others may overlook. You should consider not only what ministries of the church to support with your personal finances but how your example can motivate others to follow the Lord's leadership in their own giving.

Helps

This person is motivated by a desire to further the ministry by meeting genuine needs of another individual, usually someone in a leadership position. He enjoys bringing immediate help to key individuals in order to relieve their burdens and responsibilities. While he is willing to do whatever is needed, he is motivated more from a desire to provide assistance than from a desire to accomplish particular tasks. Though very similar to the ministry area of "Service", one with this gift is prompted

more by the “need” rather than by the task to be performed. Become involved in a ministry in which you can provide assistance to someone in a leadership role to enable them to be more effective than they would be without you.

Hospitality 1 Peter 4:9-10

This person has the ability to make guests feel comfortable and “at home”. He has the desire to provide a warm welcome to guests whether in a ministry or social setting. He often delights in opening his home to individuals or groups, and often looks for special opportunities to exercise this gifting to minister to others. Become involved in a ministry where you can help make others in the church feel “at home”.

Leadership Hebrews 13:7, 17

This person has the ability to lead others toward spiritual growth. He is often considered a visionary and has the ability to set goals and motivate others toward the accomplishment of these goals. He usually has an ability to communicate effectively to large groups of people, and is often chosen for leadership positions because of his ability to accomplish goals without getting “off track”. While similar to a gifting in the area of “Administration”, someone with this gift is often more concerned with the “big picture” than the incremental details of accomplishing the goal. Become involved in a ministry in which you can help lead others in accomplishing the goals of the church.

Mercy Luke 10:30-37

This person has immediate compassion for those suffering physically, mentally or emotionally. He derives great joy in meeting the needs of others, and often has a tendency to attract people who are in distress. He usually has a need for friendships in which there is deep communication and mutual commitment. He has the ability to draw out the feelings of others while also being vulnerable to hurts, both personally and to those which others are experiencing. He often would rather remove the causes of hurts than look for benefits from them. He has a tendency to avoid confrontation and firmness, and often closes his spirit to others whom he feels are overly harsh or critical. Become involved in a ministry that enables you to minister to those who are hurting and who need the sensitivity you have to offer.

Prophecy 1 Corinthians 14:31

This person has the ability to proclaim God’s truth without compromise. He has strong convictions and expects others to as well. He has the need to express himself verbally, especially regarding right and wrong, and may be quick to make judgments of others and to speak his opinion. He may be painfully direct when correcting others, possessing an unusual ability to discern the sincerity of others. He is persuasive in defining right and wrong, and is very persistent in expressing his feelings regarding the need for change. Become involved in a ministry where you can challenge others to live by God’s standards as set forth in His Word.

Service Acts 6:1-7

This person has the ability to perform any task with joy which benefits others and meets practical needs. He may have the tendency to disregard personal health and comfort to serve others. He often has difficulty saying “no” when asked to serve. He frequently has an

attention for details, and appreciates having clear instructions to follow. He enjoys the process of serving as much as the end result, and derives satisfaction from being with others who are also serving. Become involved in a ministry in where your strengths of faithfulness and attention to detail can be utilized.

Shepherding 1 Peter 5:2-4

This person has the unique ability to take responsibility for the long term spiritual growth of a group of believers. He sees it as his responsibility to guide, feed and protect a flock of followers in Christ. He is motivated by a desire to see those under him enjoying spiritual health and growth. Become involved in a ministry where discipleship is emphasized, and you can guide others to greater maturity in their spiritual walk.

Teaching Ephesians 4:12-13

This person has the ability to explain God's truth so there is understanding and application in the lives of others. He has a desire to research and present truth in an organized and systematic sequence. He is often alert to details, and places a great deal of emphasis on accuracy. He is motivated by the desire to learn and share knowledge with others, and he believes strongly in the importance of teaching as a basic foundation on which the church grows and remains faithful. Become involved in a ministry which you can challenge others with the Bible truths discovered in your personal studies.

My Heartbeat

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the “heartbeats” listed below as samples: Remember these are ALL God-given motivations. They are only sinful when used selfishly. Every one of these can be used effectively in your journey and ministry. Don’t be embarrassed to identify a basic heartbeat that doesn’t seem spiritual! Almost every one of these can be identified in the life of one of the twelve Apostles!

I LOVE TO.....

_____ **Pioneer** - I love to test and try out new concepts. I am not afraid to risk failure.

_____ **Operate / Maintain** - I love to efficiently maintain something that is already organized.

_____ **Repair** - I love to fix what is broken or change what is out of date.

_____ **Serve / Help** - I love to assist others in their responsibility. I enjoy helping others succeed.

_____ **Design / Develop** - I love to make something out of nothing. I enjoy getting something started from scratch.

_____ **Organize** - I love to bring order out of chaos. I enjoy organizing something that is already started.

_____ **Acquire / Possess** - I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

_____ **Excel** - I love to be the best and make my team the best. I enjoy setting and attaining the highest standards.

_____ **Influence** - I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.

_____ **Perform** - I love to be on stage and receive the attention of others. I enjoy being in the limelight.

_____ **Improve** - I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

_____ **Lead / Be in Charge** - I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

_____ **Persevere** - I love to see things to completion. I enjoy persisting at something until it is finished.

_____ **Follow the Rules** - I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

_____ **Prevail** - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

You should be able to support your choice with examples from your achievements.

Please select the three Heart Motivations that best describe you and transfer the results to the second page of your Ministry Map.

My Abilities

Look over your list of accomplishments again. Various abilities are needed for the accomplishment of tasks. Look at the following abilities and choose three that you feel you have.

28 Specialized Abilities

_____ **Artistic Ability:** to conceptualize, picture, draw, paint, photograph, or make renderings

_____ **Counseling Ability:** to listen, encourage and guide with sensitivity

_____ **Counting Ability:** to work with numbers, data or money

_____ **Classifying Ability:** to systematize & file books, data, records, materials to be retrieved easily

_____ **Composing Ability:** to write music or lyrics

_____ **Decorating Ability:** to beautify a setting for a special event

_____ **Editing Ability:** to proofread or rewrite

_____ **Entertaining Ability:** to perform, act, dance, speak

_____ **Evaluating Ability:** to analyze data and draw conclusions

_____ **Feeding Ability:** to create meals for large or small groups

_____ **IT Ability:** to understand computer "lingo", diagnose and change problems on a website

_____ **Interviewing Ability:** to discover what others are really like

_____ **Construction Ability:** to understand blueprints, build or remodel rooms and buildings

_____ **Musical Ability:** to use your voice in a choir, praise team or to play an instrument

_____ **Mechanical Operating Ability:** to operate equipment, tools, or machinery

_____ **Managing Ability:** to supervise people to accomplish a task or event and coordinate the details

_____ **Planning Ability:** to strategize, design and organize programs and events involved

_____ **Promoting Ability:** to advertise or promote events and activities

_____ **Public Relations Ability:** to handle complaints and unhappy customers with care and courtesy

_____ **Recall Ability:** to remember or recall names and faces

_____ **Resourceful Ability:** to search out and find inexpensive materials or resources needed

_____ **Repairing Ability:** to fix, restore, maintain

_____ **Recruiting Ability:** to enlist and motivate people to get involved

_____ **Researching Ability:** to read, gather information, collect data

_____ **Teaching Ability:** to explain, train, demonstrate, tutor

_____ **Transportation Ability:** to use your skill & CDL license to transport people to and from off-site events

_____ **Writing Ability:** to write articles, letters, books

_____ **Welcoming Ability:** to convey warmth, develop rapport, make others feel comfortable

Please select the three Abilities that best describe you and transfer the results to page 2 of your Ministry Map.

My Relational Style

Temperament Evaluation

This evaluation is designed to assist you in identifying your temperament (or personality strengths and weaknesses) as they specifically relate to your journey and service in the local church. It is not designed to put you into a box or a mold, but rather to enable you to understand why you are motivated the way you are and what some of the accompanying weaknesses might naturally be. In turn, you can use this information to assist in finding the ministry or service area that best utilizes your unique strengths.

On the next page you will find groupings of four unrelated personality characteristics that may or may not describe you as an individual. Each grouping gives either four positive or four negative characteristics. Rank each characteristic in a particular grouping, whether positive or negative from 1 to 4 (1 describing you the least and 4 describing you the most) out of those four items.

Temperament Evaluation Questionnaire

For each group of characteristics given below, rank each in the group from the one that describes you the most - "4", to the one that describes you least - "1". You must use all four numbers, 1, 2, 3, & 4 in each group of words. After you have filled in all of your answers next to the characteristics, then add the numbers across.

Temperament Evaluation Analysis

Add up all the lines with an "I" next to them and place the total score on the item below. Do the same with the S's, C's, and D's. This will give you a "score" for each of the temperament types:

_____ Dominant _____ Influencing _____ Steady _____ Conscientious

D	I	S	C
1. ___ Independent	___ Talkative	___ Attentive	___ Impeccable
2. ___ Blunt	___ Lively	___ Dependable	___ Serious
3. ___ Assertive	___ Optimistic	___ Peaceful	___ Conscientious
4. ___ Daring	___ Cheerful	___ Stable	___ Organized
5. ___ Debating	___ Fun loving	___ Patient	___ Analytical
6. ___ Risk Taker	___ Impulsive	___ Easygoing	___ Factual
7. ___ Competitive	___ Expressive	___ Kind	___ Precise
8. ___ Visionary	___ Spontaneous	___ Steady	___ Watchful
9. ___ Tough	___ People Oriented	___ Gentle	___ Perfectionist
10. ___ Direct	___ Animated	___ Pleasing	___ Accurate
11. ___ Aggressive	___ Emotional	___ Accommodating	___ Consistent
12. ___ Forceful	___ Cheerful	___ Modest	___ Careful
___ Total	___ Total	___ Total	___ Total

Circle the **TWO** temperaments that you score highest and copy them over to page 2 of your Ministry Map.

Temperament Combinations

Most people will find themselves in a close combination of two of the personality types. These combinations are discussed below. (It's also possible for an individual to be a blend of three or all four of the personality types, and distinctions may blur as the weaknesses are brought under the control of the Holy Spirit.)

Influencing Dominant / Dominant Influencing (I/D and D/I)

This individual is extremely outgoing and a natural leader and performer. He seems practically invincible as he not only easily volunteer for projects, but sees them through to their completion. He may have difficulty depending on the Lord, as he is naturally self-sufficient. He may at times be insensitive to others because of seeing his own agenda as most important.

Influencing Conscientious/Conscientious Influencing (I/C and C/I)

This individual is characterized by emotions. He is either extremely high or low at any given time. He is very expressive of his own feelings and also sensitive to the feelings of others. He is effective in ministry to people and is very creative in his approach to accomplishing tasks. He may become easily depressed if things don't go the way he would like. This combination is quite rare, as many of the characteristics of these two types are mutually exclusive.

Influencing Steady/Steady Influencing (I/S and S/I)

This individual is a delight and pleasure to be around. He is comfortable around people and makes them feel comfortable. He is outgoing and easy going at the same time. He has a high level of tolerance for others, and his good sense of humor helps keep things in perspective. His greatest weakness is a lack of follow through. While he may volunteer easily for projects, he may have difficulty getting the job done.

Dominant Steady/Steady Dominant (D/S and S/D)

This individual makes a good leader, as others do not easily sway him. He is steady and dependable. He is likely to have strong organizational and administrative abilities. He exhibits the characteristics of being confident, calm, and easygoing. He gets things done, although he often looks for the easiest way. He is friendly, but unemotional. He may have little tolerance for things that he feels are "purely drama or emotional hype".

Conscientious Steady/Steady Conscientious (C/S and S/C)

This individual prefers to work "behind the scenes" rather than in front of people. He is a faithful friend and thrives on serving others. He may tend to be pessimistic, and doesn't volunteer easily for new projects. He is sensitive to others, and is effective especially in one-on-one ministries to others. He has a great deal of compassion and concern for others. He thinks before he speaks and acts, and may tend to stay in the background rather than getting involved in visible leadership positions.

Dominant Conscientious/Conscientious Dominant (D/C and C/D)

This individual is highly motivated and very productive. He not only sets goals but stays on schedule and sees them through to their desired end. He is likely to be a talented individual, and is not inhibited to use his God-given talents in the service of the Lord. He may be self centered and more concerned with his own agenda than the "big picture". He may be hesitant to make big commitments, but will sacrifice whatever is necessary to accomplish the things he has committed to.

My Experiences

Our lives are filled with thousands of experiences, some of which we chose, most of which happened around us, beyond our control. Whether chosen or not, God can use any and all experiences for us to minister to other people.

In the area below, check off as many life experiences you've had. Think of experiences that have shaped you - for either good or bad. Think about experiences that God might use in your life to minister to others. If you have had more than what is already listed, please note them in the section provided #1-5.

Record the top THREE experiences on the second page of your ministry map.

- Been on mission trips
- Worked at summer camp
- Have worked in customer service
- Gone or presently going through serious health issues
- Led several Bible studies that grew exponentially numerically
- Know how to troubleshoot anything tech related
- Have been a mentor to young people
- Teaching classroom experience in a professional setting
- Have worked in theatre productions
- Sung in choir, praise and worship band, or choir
- Have run large group games for kids
- Worked in a sports camp for kids
- Played in an orchestra or instrumental ensemble
- Have coached people through various recovery programs
- Have taught adults on a wide range of topics
- Have worked with children under the age of 5 for five years

My Opportunities

1. Take a few moments and identify ONE OR MORE of the following areas in which you have experience, gifts, interest, or curiosity and note that on this sheet.
2. Please select the top three areas of interest you have in serving inside of FBC Indian Trail and transfer to the second page of this ministry map, prioritized from your 1st choice to your 3rd.

Preschool Ministries (newborn - age 4)

- Life Group Teacher (Sunday am)
 Life Group Asst. Teacher (Sunday am)
 Greeter (Sunday & Wednesday am & pm)
 AWANA Puggles Leader (age 2)
 AWANA Puggles Asst. Leader
 AWANA Cubbies Leader (age 3-4)
 AWANA Cubbies Asst. Leader
 Preschool Music Leader (Sunday am)
 Preschool Music Asst. (Sunday am)

Children's Ministries (Grades K - 5)

- Life Group Teacher (Sunday am)
 Life Group Asst. Teacher (Sunday am)
 Greeter (Sunday & Wednesday am & pm)
 iWorship (Children's Church - Sunday am)
 Worship Leader (Sunday am & Wednesday pm)
 AWANA Leader
 AWANA Asst. Leader

Middle School Ministry (Grades 6 - 8)

- Adult Mentor

College Ministry

- Small Group Leader
 Special Events Volunteer

Singles Ministry (Single, Divorced, Widowed)

- Life Group Leader
 Care Group Leader
 Special Events Volunteer

Adult Ministry (Sunday am)

- Life Group Leader
 Life Group Apprentice Leader
 Life Group Prayer Leader
 Life Group Outreach Leader
 Life Group Care Group Leader
 Life Group Fellowship Leader

Senior Adult Ministry

- Outreach
 After Care (after hospitalization, rehab, etc)
 Bereavement Encouragers
 Hospitality
 Thursday Morning Worship Service (speakers & singers)

___ Special Event Ministry

___ Small Group Leader

___ Greeter

___ Prayer Partner

High School Ministry (Grades 9 - 12)

___ Adult Mentor

___ Counselor

___ Life Group / Small Group Leader (Sunday am)

___ Wednesday Night Student Ministry

___ Prayer Partner

___ Discipleship Leader (Sunday pm)

Audio/Visual (Blended Worship & Lift)

___ Sound

___ Lighting

___ Camera Operator

___ I-mag

___ Stage Crew Volunteer

___ Videographer

Guest Services (Blended Worship & Lift)

___ Usher (Sunday am and pm)

___ Worship Center Greeter (Sunday am)

___ Welcome Center Greeter (Sunday am)

___ Welcome Center Greeter (Wednesday pm)

___ Welcome Center Greeter (Sunday pm)

___ Parking Lot Team (Sunday am)

___ Parking Lot Greeter (Sunday am)

Discipleship Ministries

___ Life Track Teacher (Wednesday pm)

___ Life Track Check-in Volunteer

Sports Evangelism

___ Upward Basketball Leadership

___ Upward Basketball Coach

___ Upward Basketball Volunteer

___ Upward Basketball Cheer Volunteer

___ Upward Soccer Leadership

___ Upward Soccer Coach

___ Upward Soccer Volunteer

___ Special Events Team

Support Ministries

___ Building and Grounds Volunteer

___ Church Office Volunteer

___ Special Events Helper

Women's Ministry

___ Bible Study Leader

___ Mini-bus Driver (Sunday am)

Men's Ministry

___ "Men at the Cross" mentor

___ "Men at the Cross" mentee

___ Special Events Volunteer

Outreach Ministries

___ Monday Night GROW Visitation

___ Monday Night GROW letter writing

___ Monday Night GROW phone calls

Prayer Ministry

___ Intercessory Prayer Ministry

___ Special Prayer Emphasis Volunteer

___ Special Event Helper

___ Small Group Leader

___ Military Ministry

Worship Ministry

___ Adult Choir Member

___ Choir Special Events Volunteer

___ Costume Ministry - sewing

___ Worship Ministry Office Volunteer

___ Stage Construction

___ Student Choir Member

___ Student Choir Volunteer

___ Children's Choir Volunteer

___ Preschool Choir Volunteer

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VITA

Rodney Michael Briles

PERSONAL

Born: July 30, 1969

Married: Mary Anne Young, June 11, 1994

Children: Rebekah Anne Briles, May 9, 2000

Ezra Michael Briles, May 31, 2010

EDUCATIONAL

B.A., History, Bluefield College, 1993

M.DIV., Christian Education, Southeastern Baptist Theological Seminary, 1997

MINISTERIAL

Licensed: Rainbow Forest Baptist Church, Troutville, VA, 1990

Ordained: Rainbow Forest Baptist Church, Troutville, VA, March 5th 1995

PROFESSIONAL

Served various Churches as Part-time Minister of Youth and Children 1990-1998

Youth and Children's Pastor: Braggtown Baptist Church; Durham, NC 1998-2000

Youth Pastor: First Baptist Church; Florence, SC; 2000-2002

Associate Pastor: Fincastle Baptist Church; Fincastle, VA; 2002-2007

Minister to Children: First Baptist Church; Indian Trail, NC; 2007-Present