



Building a Healthy Congregation

An Introduction to Natural Church Development



Eight Quality Characteristics Of Growing Congregations

What Makes This Evangelism Conference Different?

- 1. The understanding that the true nature of the mission given by Jesus Christ to His ministers, congregations and individual Christians is to make disciples NOW.**
- 2. The teaching that leadership should reallocate the human and financial resources of the church to support the work of the local congregation and its members as the PRIMARY means of accomplishing the mission of making disciples.**
- 3. The emphasis that time, effort and the financial resources of the church that do not directly contribute to that mission be reduced or eliminated.**
- 4. The empowerment of members, congregations and local ministers to actually DO the work of God rather than merely support a work which others do.**
- 5. The teaching that the organization of the congregation, including duties, responsibilities and ministries, should be based on the gifts of God's Holy Spirit rather than the friendships, personal choices and preferences or favoritism.**
- 6. The espousing of a scriptural definition of what constitutes "quality" in the Body of Jesus Christ and that it is the responsibility of the congregation to improve those qualities.**
- 7. The support from the Scriptures that this is how the New Testament Church of God operated – and how the Holy Spirit operates in God's churches today.**

Building a Healthy Congregation:

Jesus said, "I will build my church." If you were given that task, how would you "build a church?"

Do It All Yourself

- Personally satisfying to do "the work"
- Time limitations
- Personal exhaustion
- Limited "reach" – how much can one person do?

Pay Others To Do The Work

- Satisfying for those few paid to be engaged in "the work"
- Can't keep hiring more and more people – eventually we run out of money
- While paid staff create a broader "reach" than one person alone, still limited and subject to limits as funds are exhausted
- Lose source of revenue or money = no evangelism
- Example: If you depend on magazines or television to preach the gospel:



- What happens if there is a shortfall of revenue and media is cut back?
- What happens in areas where the local people don't have "big bucks?" to support media dependent evangelism? Evangelism doesn't happen.

Use A Volunteer Army of Christians

- Personally satisfying to do "the work" – only that satisfaction is enjoyed by thousands – or millions – of Christians
- Thousands – millions – of Christians spend their time doing "the work"
- Some can be paid – but the overwhelming number volunteer their time.
- Funds do not limit the spread of the gospel. "The work" is done whether there is money for magazines, TV or radio – or not.
- Personal exhaustion or failure by any one person or group of people does not end the work – "many hands make light the work."
- Reach is multiplied when more and more people become personally committed to doing "the work."
- Use media, technology and modern resources to support the army of volunteers.

Jesus intended that being a Christian should be personally fulfilling – especially when it relates to personally fulfilling the mission He gives us to make disciples.

How did Jesus Do it?

1. Empowering leadership:

Equipping Christians to do the work of the Church – fulfilling the mission of making disciples

More than Jesus himself: First 12, then 70, then 120, then thousands – He empowered others to do what He did

Matt 4:18-19

And Jesus, walking by the Sea of Galilee, saw two brothers, Simon called Peter, and Andrew his brother, casting a net into the sea; for they were fishermen. Then He said to them, "**Follow Me, and I will make you fishers of men.**"

Matt 10:5-7

These twelve Jesus sent out and commanded them, saying: "Do not go into the way of the Gentiles, and do not enter a city of the Samaritans. "**But go** rather to the lost sheep of the house of Israel. "And as you go, preach, saying, 'The kingdom of heaven is at hand.'"

Luke 10:1-2

After these things **the Lord appointed seventy others also, and sent them two by two** before His face into every city and place where He Himself was about to go. Then He said to them, "The harvest truly is great, but the laborers are few; therefore pray the Lord of the harvest **to send out laborers into His harvest.**"



Matt 28:19-20

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

John 15:15-16

"No longer do I call you servants, for a servant does not know what his master is doing; but I have called you friends, for all things that I heard from My Father I have made known to you. **"You did not choose Me, but I chose you and appointed you that you should go and bear fruit**, and that your fruit should remain, that whatever you ask the Father in My name He may give you.

John 14:12

"Most assuredly, I say to you, he who believes in Me, **the works that I do he will do also; and greater works than these he will do**, because I go to My Father.

Luke 24:46-48

Then He said to them, "Thus it is written, and thus it was necessary for the Christ to suffer and to rise from the dead the third day, **and that repentance and remission of sins should be preached in His name to all nations**, beginning at Jerusalem. And you are witnesses of these things."

Building an Army of Christians:

Acts 8:1-8

And Saul was there, giving approval to his death. On that day a great persecution broke out against the church at Jerusalem, and all except the apostles were scattered throughout Judea and Samaria. Godly men buried Stephen and mourned deeply for him. But Saul began to destroy the church. Going from house to house, he dragged off men and women and put them in prison.

Those who had been scattered preached the word wherever they went. Philip went down to a city in Samaria and proclaimed the Christ there. When the crowds heard Philip and saw the miraculous signs he did, they all paid close attention to what he said. With shrieks, evil spirits came out of many, and many paralytics and cripples were healed. So there was great joy in that city.

Acts 11:19 - 24

Now those who had been scattered by the persecution in connection with Stephen traveled as far as Phoenicia, Cyprus and Antioch, telling the message only to Jews. **Some of them, however, men from Cyprus and Cyrene, went to Antioch and began to speak to Greeks also, telling them the good news about the Lord Jesus. The Lord's hand was with them, and a great number of people believed and turned to the Lord.** News of this reached the ears of the church at Jerusalem, and they sent Barnabas to Antioch. When he arrived and saw the evidence of the grace of God, **he was glad and encouraged them** all to remain true to the Lord with all their hearts. He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord.

Note:

- Did the apostles know what was happening in advance about the evangelism that was being conducted by the membership?
- Did the apostles stop this evangelism that was happening, "All by itself?"
- Did the apostles support what was done and recognize that God's Spirit was at work?



Eph 4:11-13

And He Himself **gave some** to be apostles, some prophets, some evangelists, and some pastors and teachers, **for the equipping of the saints for the work of ministry**, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;

1 Cor 12:12-13

For as **the body is one and has many members, but all the members of that one body, being 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 have all been made to drink into one Spirit.

Where is your congregation now?

Where do you want it to be?

What will it take to get there?

SELF ASSESSMENT: Empowering Leadership

- 1. How many "first time" leaders have been given responsibilities over programs or duties in your congregation in the past year? In the past two years?**
- 2. How many leaders are responsible for more than one area, program or duty?**
- 3. How many new leaders have you identified for mentoring and development?**
- 4. Do you have a written plan for identifying new leaders?**
- 5. Do you have a written program outline for mentoring new leaders?**
- 6. How many people does it take to make a decision in your congregation? For example, for an expenditure of \$800 by a program leader in their area of responsibility?**
- 7. How frequently does your leadership "cast a vision" or talk about what the congregation is seeking to accomplish and why it is important?**
- 8. How frequently do your leaders meet and receive "coaching" and training on becoming better leaders?**
- 9. Do your leaders have the gift of leadership from the Holy Spirit? Are there "non-leaders" who have the gift of leadership but are not exercising it?**
- 10. How important is it to your leaders to deepen their personal relationship with Jesus Christ?**

New Testament Evangelism

What Can You Do?

1. The key is “*empowering*” leadership.
2. Share this information with your church leaders and others in your congregation. “*Empowering*” leadership can be a change – but one which is in harmony with how Jesus works with His people.
3. Pray, and encourage others to pray, to understand how your congregation and its leadership can be more “*empowering*.”
4. When appropriate, use the Self Assessment to evaluate:
 - What your congregation is presently doing.
 - What your congregation presently “values” when it comes to empowerment.
 - Where your congregation needs to focus on improvement.
5. What is your “Empowering Leadership” score in an NCD Survey? Is this a key “minimum factor” to work on?
6. Work with your leadership and congregation to select a few specific steps to take that will empower people in your congregation and then review your progress in three months, six months and a year.



2. *Gift-oriented Ministry*

If you were Jesus, how would you organize your church?

- **Would you have the members and ministers fill positions based purely with their opinions of who has what skills and abilities?**
- **Would you let ministers pick leaders based on politics, “who you know” or rotate positions through all those interested?**
- **Would you take your car to a service department that:**
 - **Didn’t train their staff in special skills?**
 - **Didn’t evaluate their strengths or knowledge of how to work on engines, transmissions, brakes, or bodywork?**
 - **Picked mechanics based on those who were nice to management?**
 - **Rotated sales people, secretaries and gardeners through the service department jobs since anybody can do any job if they just have the right attitude?**
- **Would you go to a hospital for surgery that rotated all the staff through all the positions?**
 - **Who do you want doing surgery?**
 - **A “favorite” or “loyal” manager or secretary?**
 - **Someone who is had a little training but has no ability?**
 - **Someone who is merely proficient?**
 - **Someone who is a gifted surgeon and is diligent?**
- **If you managed a department or owned a company, would you not have any opinion about who should do what in your organization?**
 - **Are people “interchangeable parts”?**
 - **Does it matter who does what?**
- **Are God the Father and Jesus any different?**
- **Did they say anything about how they want the congregations organized?**
- **Do they say anything about who they have given special skills to do specific jobs?**
- **How does this apply to congregations?**
 - **Are all ministers gifted in speaking?**
 - **Are all ministers gifted in counseling?**
 - **Are all ministers gifted in encouraging?**
 - **Are all ministers gifted in serving?**
 - **Are all spiritual gifts given only to ministers?**
 - **Do we evaluate congregational programs and duties by their alignment with the gifts of the Spirit?**
 - **Do we select leaders and participants for programs based on whether they are especially gifted in those particular areas?**

New Testament Evangelism

- **Keys to Gift-oriented Ministries:**
 - Each member has been given a gift by God
 - Those gifts are to be used in service to others
 - Ignorance of these gifts was common – Paul went to great lengths to correct that ignorance
 - God the Father and Jesus have organized the congregations by giving different gifts to each member – something the apostle Paul had to emphasize and direct them to observe
 - It is our responsibility to find out how God has organized our congregations.
 - If we want to fix our “service department,” we should look at how God has given gifts to each of us and place those people in the positions God has chosen for them
 - People using their God-given gifts do a better job
 - Try working a miracle without a miracle working gift
 - Try healing without the gift of healing
 - People using their God-given gifts get satisfaction being used by God in their area of giftedness (Romans 12)

Helping Christians find their gifts and use them to do the work of the Church

1 Cor 12:1, 4-7

Now concerning spiritual gifts, brethren, **I do not want you to be ignorant:**

There are **diversities of gifts**, but the same Spirit. There are **differences of ministries**, but the same Lord. And there are **diversities of activities**, but it is the same God who works all in all. But **the manifestation of the Spirit is given to each one for the profit of all:**

1 Cor 12:14-22

For in fact the body **is not one member but many**. If the foot should say, "Because I am not a hand, I am not of the body," is it therefore not of the body? And if the ear should say, "Because I am not an eye, I am not of the body," is it therefore not of the body? If the whole body were an eye, where would be the hearing? If the whole were hearing, where would be the smelling? But **now God has set the members, each one of them, in the body just as He pleased**. And if they were all one member, where would the body be? But now indeed there are many members, yet one body. And the eye cannot say to the hand, "I have no need of you"; nor again the head to the feet, "I have no need of you." No, much rather, those members of the body which seem to be weaker are necessary.

NOTE: Have we recognized?

1. God makes people different.
2. God gives each person different gifts to be used in service.
3. God wants diversity of skill, ability and purpose in the body.
4. God places people in the church to do specific responsibilities
5. If we are blind to God's actions, do we increase our own stress and block the work of God's Spirit?

New Testament Evangelism

Romans 12:1-8

Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God--this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is--his good, pleasing and perfect will. For by the grace given me I say to every one of you: **Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you.** 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. If it is **servicing,** let him serve; if it is **teaching,** let him teach; if it is **encouraging,** let him encourage; if it is **contributing to the needs of others,** let him give generously; if it is **leadership,** let him govern diligently; if it is **showing mercy,** let him do it cheerfully.

1Cor. 12:1-20

Now about spiritual gifts, brothers, I do not want you to be ignorant. You know that when you were pagans, somehow or other you were influenced and led astray to mute idols. Therefore I tell you that no one who is speaking by the Spirit of God says, "Jesus be cursed," and no one can say, "Jesus is Lord," except by the Holy Spirit. **There are different kinds of gifts, but the same Spirit.** There are **different kinds of service,** but the same Lord. There are **different kinds of working,** but the same God works all of them in all men. **Now to each one the manifestation of the Spirit is given for the common good.** To one there is given through the Spirit the **message of wisdom,** to another the **message of knowledge** by means of the same Spirit, to another **faith** by the same Spirit, to another **gifts of healing** by that one Spirit, to another **miraculous powers,** to another **prophecy,** to another **distinguishing between spirits,** to another **speaking in different kinds of tongues,** and to still another **the interpretation of tongues.** **All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.** The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. For we were all baptized by one Spirit into one body--whether Jews or Greeks, slave or free--and we were all given the one Spirit to drink. Now the body is not made up of one part but of many. If the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason cease to be part of the body. And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason cease to be part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? **But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be.** If they were all one part, where would the body be? As it is, there are many parts, but one body.

1Peter 4:8-11

Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. **Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.** If anyone **speaks,** he should do it as one speaking the very words of God. If anyone **serves,** he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ.

Eph 4:1-16

As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. **Be completely humble and gentle; be patient, bearing with one another in love.** Make every effort to keep the unity of the Spirit through the bond of peace. There **is one body** and **one Spirit**--just as you were called to **one hope** when you were called-- **one Lord, one faith, one baptism; one God and Father** of all, who is over all and through all and in all. But to each one of us **grace has been given as Christ apportioned it.** This is why it says: "When he ascended on high, he led captives in his train and gave gifts to men." (What does "he ascended" mean except that he also descended to the lower, earthly regions? He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.) It was **he who gave** some to be

New Testament Evangelism

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** 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. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. **From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.**

NOTE: Did Timothy have a gift?

2 Timothy 1:6

For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands.

Phil 2:19-22

But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state. For **I have no one like-minded, who will sincerely care for your state**. For all seek their own, not the things which are of Christ Jesus. But you know his proven character, that as a son with his father he served with me in the gospel.

Self-Assessment: Your Sensitivity to God's Gifts:

1. Does your congregation study about, understand and accept the gifts of God's Spirit as taught in Scripture?
2. Does your congregation denigrate all discussion on spiritual gifts as a false "tongue speaking" charismatic sham?
3. Does your congregation believe that only ministers are given spiritual gifts?
4. How many in your congregation know the gifts of the Spirit that they have been given?
5. What program or process does your congregation have that helps people identify the gifts God has given them?
6. Does your congregation have a method of confirming a person's understanding of what spiritual gifts they have been given?
7. Does your leadership consider the gifts of the Spirit when placing people in area of service or ministry?
8. Does your congregation have a written commitment and plan to support ministries by lay members in their areas of spiritual giftedness?
9. How does your congregation evaluate and support member-led ministries based on:
 - Spiritual gifts of the membership (and leadership.)
 - Whether those ministries contribute to the mission of the congregation.
 - Whether those ministries are staffed with those gifted by the Holy Spirit to function well in that ministry by the free and full exercising of their spiritual gifts?

New Testament Evangelism

What Can You Do?

1. Study what the Scripture teaches about spiritual gifts.
2. Read about Spiritual Gifts and find resources that are sound and biblical.
3. Pray and ask God to help you find the gift(s) God has given you through His Holy Spirit.
4. Share this information with your church leaders and others in your congregation.
5. When appropriate, use the Self Assessment to evaluate:
 - What your congregation is presently doing.
 - What your congregation presently “values” when it comes to spiritual gifts and gift-oriented ministries.
 - Where your congregation needs to focus on improvement.
6. What is your “Gift-oriented Ministries” score in an NCD Survey? Is this a key “minimum factor” to work on?
7. Work with your leadership and congregation to select a few specific steps to take and then review your progress in three months, six months and a year.



3. Passionate Spirituality

“It is not by might nor by power, but by My strength, says the Lord.” (Zech 4:6)

- **Meaningful relationship with Jesus Christ**
- **Zealous commitment to Jesus Christ**
- **Infectious enthusiasm about being a Christian**
- **Vibrant prayer life**
- **“First Love” that hasn’t died**

Can we be share with others what we are not excited about ourselves? How can God’s Spirit work through us if we are not in touch with God? Authentic Christians who are passionate about their faith are infectious.

Passionate Spirituality:

Mark 12:28-34

One of the teachers of the law came and heard them debating. Noticing that Jesus had given them a good answer, he asked him, "Of all the commandments, which is the most important?"

"The most important one," answered Jesus, "is this: 'Hear, O Israel, the Lord our God, the Lord is one. **Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.**' **The second is this: 'Love your neighbor as yourself.'** There is no commandment greater than these."

"Well said, teacher," the man replied. "You are right in saying that God is one and there is no other but him. To love him with all your heart, with all your understanding and with all your strength, and to love your neighbor as yourself is more important than all burnt offerings and sacrifices." When Jesus saw that he had answered wisely, he said to him, "You are not far from the kingdom of God." And from then on no one dared ask him any more questions.

Acts 2:44-47

Now all who believed were together, and had all things in common, and **sold their possessions and goods**, and divided them among all, as anyone had need. So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with **gladness and simplicity of heart, praising God and having favor with all the people**. And the Lord added to the church daily those who were being saved.

Acts 4:1-12

Now as they spoke to the people, the priests, the captain of the temple, and the Sadducees came upon them, being greatly disturbed that they taught the people and preached in Jesus the resurrection from the dead. And they laid hands on them, and put them in custody until the next day, for it was already evening. However, many of those who heard the word believed; and the number of the men came to be about five thousand. And it came to pass, on the next day, that their rulers, elders, and scribes, as well as Annas the high priest, Caiaphas, John, and Alexander, and as many as were of the family of the high priest, were gathered together at Jerusalem. And when they had set them in the midst, they asked, "By what power or by what name have you done this?" Then Peter, **filled with the Holy Spirit**, said to them, "Rulers of the people and elders of Israel: If we this day are judged for a good deed done to a helpless man, by what means he has been made well, let it be known to you



all, and to all the people of Israel, that by the name of Jesus Christ of Nazareth, whom you crucified, whom God raised from the dead, by Him this man stands here before you whole. This is the 'stone which was rejected by you builders, which has become the chief cornerstone.' Nor is there salvation in any other, for there is no other name under heaven given among men by which we must be saved."

Acts 4:23-31

And being let go, they went to their own companions and reported all that the chief priests and elders had said to them. So when they heard that, they raised their voice to God with one accord and said: "Lord, You are God, who made heaven and earth and the sea, and all that is in them, who by the mouth of Your servant David have said: 'Why did the nations rage, and the people plot vain things? The kings of the earth took their stand, and the rulers were gathered together against the Lord and against His Christ.' For truly against Your holy Servant Jesus, whom You anointed, both Herod and Pontius Pilate, with the Gentiles and the people of Israel, were gathered together to do whatever Your hand and Your purpose determined before to be done. Now, Lord, look on their threats, and **grant to Your servants that with all boldness they may speak Your word**, by stretching out Your hand to heal, and that signs and wonders may be done through the name of Your holy Servant Jesus."

And when they had prayed, the place where they were assembled together was shaken; and they were all filled with the Holy Spirit, and they spoke the word of God with boldness.

Program-based Measures of Spirituality

- **Tenure:** How long someone has been a member.
- **Education:** How much someone knows about the Bible.
- **Commitment:** How often and consistently a person attends church services and church activities.
- **Busyness:** How many programs one supports.
- **Compliance:** How much one agrees with the pastor.
- **Experience:** How many different experiences a member or minister has in serving in the church.
- **Giftedness:** The ability to perform or handle work in the church well
- **Faithfulness:** How consistent one is in giving tithes and offerings.

Uncommon Measures of Spiritual Maturity:

- **A hatred of evil, not evil doers.**
- **Love for unlovable people.**
- **The ability to "translate" Jesus to others**
- **Teach-ability**
- **Flexibility**
- **Peace-ability**
- **Contentment**
- **Simplicity**
- **Joyfulness**

Program Based/Pharisaical Measures of Spirituality:

- **Defined by knowledge and conformity to standards of conduct**
- **Based on human efforts**

Values Based Measures of Spirituality:

- **Defined by Spiritual transformation**
- **Based on Godly values put into action**

Acts 9:21-31

Then all who heard were amazed, and said, "Is this not he who destroyed those who called on this name in Jerusalem, and has come here for that purpose, so that he might bring them bound to the chief priests?" **But Saul increased all the more in strength, and confounded the Jews who dwelt in Damascus, proving that this Jesus is the Christ.**

Acts 5:27-32

New Testament Evangelism

And when they had brought them, they set them before the council. And the high priest asked them, saying, "Did we not strictly command you not to teach in this name? And look, you have filled Jerusalem with your doctrine, and intend to bring this Man's blood on us!" But Peter and the other apostles answered and said: "**We ought to obey God rather than men.**" The God of our fathers raised up Jesus whom you murdered by hanging on a tree. Him God has exalted to His right hand to be Prince and Savior, to give repentance to Israel and forgiveness of sins. **And we are His witnesses to these things, and so also is the Holy Spirit whom God has given to those who obey Him.**"

Acts 12:1-16

Now about that time Herod the king stretched out his hand to harass some from the church. Then he killed James the brother of John with the sword. And because he saw that it pleased the Jews, he proceeded further to seize Peter also. Now it was during the Days of Unleavened Bread. So when he had apprehended him, he put him in prison, and delivered him to four squads of soldiers to keep him, intending to bring him before the people after Passover. Peter was therefore kept in prison, **but constant prayer was offered to God for him by the church.** And when Herod was about to bring him out, that night Peter was sleeping, bound with two chains between two soldiers; and the guards before the door were keeping the prison. Now behold, an angel of the Lord stood by him, and a light shone in the prison; and he struck Peter on the side and raised him up, saying, "Arise quickly!" And his chains fell off his hands.

Acts 16:16-26

Then the multitude rose up together against them; and the magistrates tore off their clothes and commanded them to be beaten with rods. And when they had laid many stripes on them, they threw them into prison, commanding the jailer to keep them securely. Having received such a charge, he put them into the inner prison and fastened their feet in the stocks.

But at midnight Paul and Silas were praying and singing hymns to God, and the prisoners were listening to them. Suddenly there was a great earthquake, so that the foundations of the prison were shaken; and immediately all the doors were opened and everyone's chains were loosed.

Romans 12:9-13

Love must be sincere. Hate what is evil; cling to what is good. ¹⁰Be devoted to one another in brotherly love. Honor one another above yourselves. **Never be lacking in zeal, but keep your spiritual fervor,** serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with God's people who are in need. Practice hospitality.

Col 1:3-4

We give thanks to the God and Father of our Lord Jesus Christ, **praying always for you,** since we heard of your faith in Christ Jesus and of your love for all the saints;

1Thes 3:9-12

For what thanks can we render to God for you, for all the joy with which we rejoice for your sake before our God, **night and day praying exceedingly that we may see your face and perfect what is lacking in your faith?** Now may our God and Father Himself, and our Lord Jesus Christ, direct our way to you. And may the Lord make you increase and abound in love to one another and to all, just as we do to you,

James 1:27

Pure and undefiled religion before God and the Father is this: to visit orphans and widows in their trouble, and to keep oneself unspotted from the world. (NKJ)

New Testament Evangelism

Self Assessment: Your Passionate Spirituality:

1. Do you have a vibrant and active prayer life?
2. Do you feel that God hears your prayers?
3. Do you love to study the Scripture? Do you learn new things regularly?
4. What have people in your congregation done in the past six months that reflect a high value on directly serving the needs of others in your community?
5. What percentage of the members in your congregation are zealous, caring and committed Christians?
6. What percentage of your church leaders display a passion about telling people about what Jesus has done for them?
7. What percentage of your congregation speaks openly and warmly about what Jesus has done for them?
8. How often do you pray with other Christians?
9. How consistent is how you act in your daily life with what a Christian should say and do?
 - What temptations did you have this past week?
 - How did you respond to those temptations?
 - What areas are you working to improve?
10. How have you reached out to help and comfort others this week? Last week?

What Can You Do?

1. **The key: Are you *passionate* about your spirituality?**
2. **Make sure your own house is in order with regard to:**
 - **Repentance before God**
 - **Faith in His forgiveness**
 - **Listening to His instruction through Bible Study**
 - **Speaking to Him through prayer regularly, sincerely and with authenticity as a Son or Daughter of God**
3. **Be sensitive to what God may want you to do through the leading of His Holy Spirit**
4. **Share this information with your church leaders and others in your congregation.**
5. **Passion begins with the individual – but ask yourself and your congregation how much they value passionate spirituality and spiritual maturity or “Common Maturity” and demonstrations of human effort.**
6. **What is your NCD score in “Passionate Spirituality” and what specific areas need more focus so your congregation can improve?**
7. **Work with your leadership and congregation to select a few specific steps to take and then review your progress in three months, six months and a year.**

New Testament Evangelism

4. Functional Structures

Structure in the congregation for the purpose of equipping the Saints to do the Church's work; supporting the congregation as both an organization and organism.

Simply put: The programs and organizational aspects of a congregation should serve the mission of making disciples. It is NOT the mission of the congregation to preserve and perpetuate the programs of a congregation.

If what you are doing, how you are doing it and why you are doing it doesn't directly support the mission of making disciples, why continue doing it?

If your congregation spends the majority of its effort on satisfying the needs and desires of the membership (internal view), there is a values problem with regard to the role and purpose of the structures of a congregation.

What are examples of church "structures?"

- Church services
- Bible studies
- Potlucks
- Youth programs/summer camps
- Fundraisers
- Socials
- Bulletin boards
- Leadership training programs
- Deacons and elders meetings
- Letters and announcements
- Congregational meetings
- Ministries (various)
- Public Bible Lectures
- Church open houses
- Church traditions
- Church regulations
- Definition of the "mission" of the church
- The "vision" for the church – what it should or will become
- Leadership
 - Who is a leader
 - How leaders are chosen
 - What a leader is empowered to do
- Church values and priorities – the focus of the church

New Testament Evangelism

Church “structure” includes:

- What we do
- How we do it
- Why we do it
- “We’ve always done it this way” are also structures

The key question: Is it “functional?”

- The programs, projects and efforts we do are called structures – they need to be functional – tied to mission.
- Does every structure of the congregation support the mission?
- Are the core values truly Christian and reflect a mature understanding of the mission of the congregation?
- Does each structure of the church support the mission of the congregation to make disciples or frustrate it?
- Does each structure of the church support the eight qualities of a healthy congregation or frustrate them?

Ephesians 4:15-16

Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him **the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.**

Matt 13:31-32

Another parable He put forth to them, saying: "The kingdom of heaven is like a mustard seed, which a man took and sowed in his field, which indeed is the least of all the seeds; but **when it is grown** it is greater than the herbs and becomes a tree, so that the birds of the air come and nest in its branches."

John 15:5

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

Acts 14:21-23

And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, strengthening the souls of the disciples, exhorting them to continue in the faith, and saying, "We must through many tribulations enter the kingdom of God." So when they had **appointed elders in every church**, and prayed with fasting, they commended them to the Lord in whom they had believed.

Acts 20:28

"Therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to **shepherd the church of God which He purchased with His own blood.**

1 Cor 12:11-13

But one and the same Spirit works all these things, **distributing to each one individually as He wills.** For as the body is one and has many members, but all the members of that one body, being many, are one body, so

New Testament Evangelism

also is Christ. For by one Spirit we were all baptized into one body-- whether Jews or Greeks, whether slaves or free-- and have all been made to drink into one Spirit.

1 Cor 12:28

And **God has appointed** these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.

Eph 4:11-12

And **He Himself gave some** to be apostles, some prophets, some evangelists, and some pastors and teachers, 12 for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,

Self Assessment: Functional Structure:

1. In what programs do we spend 80% of our financial resources?
2. In what programs do we spend 80% of our time?
3. What programs directly contribute to our mission of making disciples?
4. What percentage of our time and resources is spent on those programs?
5. Are there any programs that do not contribute directly to our mission of making disciples? If so, what is the justification for continuing them? What percentage of time and resources are spent on those non mission-critical programs?
6. What programs are proposed, under funded or under staffed that are mission critical? What justification is there for not funding and staffing them?
7. Is our congregation attempting to do everything and for everyone?
8. How does our congregation "end" programs that are no longer contributing to the mission or for whom there are no gifted leaders or workers?
9. Are there any functions or programs that are taking resources but are not making a material contribution to your mission of making disciples?
10. What we do, the programs we have, the projects we support need to be tied to our mission of making disciples.
11. Why would we invest congregational resources in things that don't tie to our mission?

What Can You Do?

1. Be clear on your mission. One cannot determine functionality without knowing purpose.
2. Evaluate your NCD Functional Structures score. Is it your minimum factor?
3. Talk about what you do in terms of mission with your congregation's leaders and membership. Focusing attention on the subject will, all by itself, encourage realignment.
4. Be sensitive to those who strongly identify with the church structures – changing rapidly without buy-in can severely disrupt some people's confidence.



5. Inspiring Worship

- Relevant preaching/Bible instruction
- Inspired by the Holy Spirit
- The result of passionate submission to Jesus Christ and God the Father through the Holy Spirit
- Based on personal worship at the individual level
- Worship style that matches the focus group – who it is you want to reach with evangelism

The Seven Components of a Healthy Home Church, small group or Sabbath Study

1. Food
2. Fellowship
3. Sharing
4. Prayer
5. Music
6. Scriptural instruction
7. Service to others

The Seven Components of a Healthy Sabbath Experience Service

1. Food
2. Fellowship
3. Sharing
4. Prayer
5. Music
6. Scriptural instruction
7. Service to others

Psalm 122:1

I **rejoiced** with those who said to me, "Let us go to the house of the LORD."

Titus 1:1-3

Paul, a bondservant of God and an apostle of Jesus Christ, according to the faith of God's elect and the acknowledgment of the truth which accords with godliness, in hope of eternal life which God, who cannot lie, promised before time began, but has in due time **manifested His word through preaching**, which was committed to me according to the commandment of God our Savior;(NKJ)

Acts 2:41-42

Then those who gladly received his word were baptized; and that day about three thousand souls were added to them. And they continued steadfastly in the **apostles' doctrine and fellowship, in the breaking of bread, and in prayers.**

New Testament Evangelism

Eph 5:19-20

speaking to one another in psalms and hymns and spiritual songs, singing and making melody in your heart to the Lord, giving thanks always for all things to God the Father in the name of our Lord Jesus Christ,

Acts 20:35-36

"I have shown you in every way, by laboring like this, that you must support the weak. And remember the words of the Lord Jesus, that He said, 'It is more blessed to give than to receive.'" **And when he had said these things, he knelt down and prayed with them all.**

Self-Assessment: Inspiring Worship

1. **Key: Is your worship *inspiring*? For corporate worship services, do your church members leave the church service:**
 - Uplifted?
 - Inspired?
 - Encouraged?
 - Strengthened?
2. **Apart from preparation time for the messages, how many hours are spent preparing and rehearsing what will be done at church services?**
3. **What priority does your congregation place on making church services inspirational versus just being educational?**
4. **Who is your "target" audience? Would they find your services inspirational?**
5. **What are the limits on improving your worship service? Financial? Talent? Commitment? Resistance to change?**
6. **What is your NCD score on Inspiring Worship Service? Is it a minimum factor?**
7. **Who speaks in your church services? Those who have a spiritual gift, or those who have a "title" or who have always spoken?**

What Can You Do?

- Clarify the purpose of your worship – both corporate and private worship
- Define the audience you seek to reach
- Remember the audience that exists – more than one service may be required
- Evaluate existing structures for appropriateness
- Prepare diligently for the service
- Engage those with the appropriate gifts of the Spirit
- Regularly evaluate the effectiveness of the worship service – make it a "safe" discussion to have.
- Ask your congregation – if finances and talent were not an issue, what would we do in our worship services?



6. Holistic Small Groups

Holistic: “Emphasizing the importance of the whole and the interdependence of its parts.”

Common Small Group Objectives:

1. **Connecting with the local community versus being disconnected**
2. **Every-day life questions answered**
3. **Fellowship and building relationships**
4. **Spiritual growth**
5. **Support/pastoral care**
6. **Modeling**
7. **Mentoring**
8. **Practice ground for spiritual gifts**
9. **Leadership development**
10. **Means to connect with new people and multiply disciples**

Hebrews 10:24-25

And let us consider how we may spur one another on toward love and good deeds. **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.

Acts 2:46-47

So continuing daily with one accord in the temple, **and breaking bread from house to house**, they ate their food with gladness and simplicity of heart, praising God and having favor with all the people. And **the Lord added to the church daily** those who were being saved.

Acts 5:42

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 20:20-21

"how I kept back nothing that was helpful, but proclaimed it to you, **and taught you publicly and from house to house**, testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ."

Acts 28:30-31

Then Paul dwelt two whole years in **his own rented house, and received all who came to him, preaching the kingdom of God and teaching the things which concern the Lord Jesus Christ with all confidence, no one forbidding him.**

Phile 1:1-2

Paul, a prisoner of Christ Jesus, and Timothy our brother, To Philemon our beloved friend and fellow laborer, to the beloved Apphia, Archippus our fellow soldier, **and to the church in your house:**

New Testament Evangelism

Sample Kinds of Small Groups:

- Topical interest
- Prayer groups
- Men's groups
- Women's groups
- Evangelistic groups
- Bible study groups
- New disciples groups
- Committee or service groups
- Leadership groups
- Area groups based on geography

Self Assessment for Holistic Small Groups

1. Does your congregation have small group meetings?
2. Are your small groups led by the pastor or by lay leaders?
3. How many new small groups have you started in the past year?
4. Have you established the values that define your congregation and integrated those values into your small groups?
5. Are your small groups obligatory or authentic and in response to a real need and the leading of God's Holy Spirit?
6. Do your small groups support different ministries of the congregation?
7. Are your small groups culturally sensitive and appropriate?
8. Are your small groups accessible to each significant demographic in your congregation and your target or focus population?
9. Do your small groups address real needs in your congregation?
10. Key: Are your small groups "holistic" or complete?
 - Prayer
 - Leadership
 - Worship
 - Prayer
 - Teaching
 - Fellowship
 - Ministry
 - Evangelism
 - Growth oriented

New Testament Evangelism

What Can You Do?

1. **Learn about small groups – study the Scriptures and read what others have done.**
2. **Share this information with your church leaders and others in your congregation.**
3. **Start with the familiar and learn new pieces of the whole**
 - **In-home Bible studies**
 - **Add food**
 - **Add a time of sharing about the week and personal needs**
 - **Add a short prayer for those needs**
 - **Add a few songs**
 - **Let different people lead a study ...**
4. **Be sensitive to what God may want you to do through the leading of His Holy Spirit**
5. **Emphasize being “authentic” in your small groups. Authentic small groups are interesting, vital and satisfying.**
6. **Pray together – the apostle Paul “knelt and prayed with them all.” (Acts 20:36)**
7. **Small group coaching is a learned skill – train them and help them grow in their leadership.**
8. **Plant new “small groups” as seeds for growth.**
9. **What does the NCD survey show is your relative strength in “Holistic Small Groups” and what specific areas need more focus so your congregation can improve.**
10. **Work with your leadership and congregation to select a few specific steps to take and then review your progress in three months, six months and a year.**



7. Need-oriented Evangelism

Look for the needs in your community and meet those needs as Christians – authentic service to build authentic relationships. Meeting needs to generate publicity is not an authentic motive.

Seeking and fulfilling needs connects Christians with those who are not believers and allows for them to share the good news in a way that can be understood and that lowers barriers caused by cultural differences.

1. **Jesus came to seek and to save what was lost. (Luke 19:10)**
 - “Lost people” matter to God
 - The three “lost” parables of Luke 15
 - Shepherd – lost sheep
 - The woman – lost coin
 - The father – a lost son
 - God wants to recover what was lost – The Body of Christ is how He seeks and reaches those who are lost to receive salvation
2. **The goal of evangelism is to make fully-devoted followers of Jesus Christ**

1 Corinthians 9:19-22

Though I am free and belong to no man, I make myself a slave to everyone, to win as many as possible. To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. To the weak I became weak, to win the weak. **I have become all things to all men so that by all possible means I might save some.**

John 1:45-46

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." And Nathanael said to him, "Can anything good come out of Nazareth?" Philip said to him, **"Come and see."**

1 Jn 3:17-18

But whoever has this world's goods, and sees his brother in need, and shuts up his heart from him, how does the love of God abide in him? My little children, let us not love in word or in tongue, but in deed and in truth.

Acts 8:27-31

So he arose and went. And behold, a man of Ethiopia, a eunuch of great authority under Candace the queen of the Ethiopians, who had charge of all her treasury, and had come to Jerusalem to worship, was returning. And sitting in his chariot, he was reading Isaiah the prophet. Then the Spirit said to Philip, "Go near and overtake this chariot." So Philip ran to him, and **heard him reading the prophet Isaiah, and said, "Do you understand what you are reading?"** And he said, "How can I, unless someone guides me?" And he asked Philip to come up and sit with him.

Galatians 6:7-10



Do not be deceived: God cannot be mocked. A man reaps what he sows. The one who sows to please his sinful nature, from that nature will reap destruction; the one who sows to please the Spirit, from the Spirit will reap eternal life. **Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.**

Self-Assessment: Need-based Evangelism

1. What written goals does your congregation have to directly meet the needs of your community?
2. What has your congregation done in the past six months to evaluate what the actual needs are in your local community?
3. Who are you targeting for evangelism? What have you done to assess their needs?
4. Are there issues or attitudes in your congregation that restrict or block it from doing need-oriented evangelism?
5. How often do your leaders discuss the importance of directly and personally serve the needs of others, with the intent of building relationships and ultimately sharing one's faith?
6. What is your NCD score for Need-based evangelism? Is it a minimum factor?

What Can You Do?

1. It is up to us to discover how to connect with the community of unbelievers, not for them to learn how to connect with us.
2. We can best connect with others at their point of need.
3. Helping others meet their spiritual needs is infectious.
 - Engaging people in the harvest develops compassion and a softened heart for the unbelievers
4. Connect new people with small groups so they can learn about Jesus and how to become a disciple.
5. Need-oriented evangelism connects people at a teachable point in their lives with the Scripture and the Church.
6. Culturally relevant and sensitive congregations connect with the unbelievers.
 - Recommended: Pick a particular area of focus:
 - It is a challenge for one congregation to connect with widely differing groups or cultures
 - The target audience must flow out of your congregation's vision and values.
7. Look for:
 - Hurts and wounds
 - Unmet needs
 - Unfulfilled motives
 - Unanswered questions



8. Loving relationships

- **Measurable acts of care, responsibility and oneness**
- **The “heart” of Christianity**
- **Becoming a loving person**
- **Developing healthy interpersonal relationships**
- **Cultivating an authentic community of believers**
- **Celebrating a Godly life together**
- **Sharing the love of God to a “lost” world**

Authentic Christianity is built on Loving Relationships

John 13:35

“By this all men will know that you are my disciples, **if you love one another.**”

Matthew 22:27-40

“Jesus replied: " 'Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: **'Love your neighbor as yourself.** All the Law and the Prophets hang on these two commandments."

Romans 12:10

Love one another with mutual affection. Honor one another above yourselves.

Eph. 4:2, 32

Bear with one another in love; forgive one another.

Galatians 6:2

Carry each other's burdens

Ephesians 5:21

Submit to one another.

Colossians 3:16

Teach and admonish one another.

1Thessalonians 5:11

Encourage one another and build each other up.

Hebrews 10:24

Consider how to spur one another on toward love and good deeds.

James 5:16

Confess your sins to each other and pray for each other so you may be healed.

1 Pet 1:22

Since you have purified your souls in obeying the truth through the Spirit in sincere love of the brethren, **love one another fervently with a pure heart,**

New Testament Evangelism

Self-Assessment: Loving Relationships

1. How does your congregation emphasize loving relationships both in teaching and in action?
2. Is your congregation a joyful place filled with laughter?
3. How well does your congregation handle conflict – are conflicts resolved or suppressed?
4. Are new people invited into homes for fellowship?
5. Are relationships in the congregation characterized more by honesty, respect and caring or are they superficial, suspicious and disconnected?
6. What is your NCD survey score for loving relationships? Is it a minimum factor?
7. How does your leadership approach loving relationships – how important are loving relationships compared to doctrinal purity or organizational efficiency?

What Can You Do?

1. Loving relationships are rooted on our personal relationships with Jesus Christ and with others – improvements begin “at home.”
2. Emphasize both the teaching about loving relationships and the practice of the same. Jesus said “By this shall all men know you are my disciples, if you have love for one another.”
3. Some congregations emphasize what a person believes at the expense of how they treat others. How do you treat others who have a doctrinal difference? Is it with love or with suspicion and animosity?
4. Practice being hospitable with people you don’t know well. Expand your circle of relationships both within your congregation and outside of your congregation.
5. Practice praying with and for others.
6. Emphasize honor and honesty in your relationships, especially in allowing others to be honest with you as you give honor and respect to them.
7. Have fun in your congregation.