

multiplyvineyard™

HEALTH INTENSIVE

Facilitator Guide

www.multiplyvineyard.org

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How to use this Guide

The purpose of this intensive is to help potential planters move forward in good health: themselves personally and their church plant. This will be accomplished through your teaching the material, and just as importantly, through the building of relationship in their interaction with you and others present, under the direction of the Holy Spirit.

We want to see healthy Vineyard churches planted throughout the United States and the world. The purpose of the Growth Intensive is to help current and potential church planters understand and implement basic principles that will help their church take root and thrive in the environment in which it is planted.

This leader guide is designed to give you a tool to use in your own ministry environment to: 1) train potential church planters or 2) develop your church planting team.

Format

The Health Intensive consists of three sessions that combine video clips with student interaction and exercises. The sessions can be presented over a weekend (Friday evening/ Saturday), in two successive weekends, or however your ministry schedule permits. Session three divides into two sections (3A and 3B) of about 2 hours each.

How to Prepare

1. Review the guide to get the flow of the material.
2. Plan how to use the material depending on:
 - a. How much time you have?
 - b. Which sessions are most pertinent to your church?
 - c. How in-depth you want to go?
3. Decide how to use the discussion questions and exercises.
4. Watch the videos beforehand.
5. Session 3 covers material from the Vineyard USA booklet *Launching Leaders*. You will want to have copies of this booklet available for your students.

Training Tips

The video training clips provide the content; you as the facilitator create a healthy learning environment.

Planning a Healthy Learning Environment:

- Prayerfully prepare.
- Use the videos and accompanying exercises in a way that fits your culture.
- Thoughtfully guide discussion and answer questions.
- Debrief learning.
- Be available between sessions to interact with participants.

Above all, cooperate with the Holy Spirit as you serve those who participate in this training.

Session One: The Character of a Leader

Session One Overview:

- 1.1 Leadership Comes from the Leader's Life
 - 1.2 The Inner Life of a Leader
 - 1.3 Moving toward Health
 - 1.4 Five Areas a Healthy Church Planter Leans Into
- Total Session Time: 2-2.5 hours

Learning Outcome: Participants will gain insight into how to become and remain a healthy leader.

VIDEO

Links to videos: <http://vimeopro.com/multiplyvineyard/health>
Password: health



Welcome

- Introduce yourself briefly if needed.
- Share personally why you are offering this course and what you hope they will gain (you may review the course objectives for ideas on this).
- Give brief overview of the class-time structure: warm up + video clips + exercises + wrap up
- Encourage them to ask questions and have fun!
- Pray.
(5 minutes)

Warm Up

- Have each person share their name and one thing they like to do to stay healthy personally (in any area of life).
(5 minutes)

VIDEO 1.1 Leadership Comes from the Leader's Life (6:59)

- **Discuss:** What thoughts or questions do you have?
(5 minutes)
- **Write** a personal response to each of the following questions then share with one or two other people:
- Who is someone who has influenced you?

- What is one way that you would personally like to influence others?
- What are you currently influencing others toward?
- What about your life and relationships is worth exporting to the rest of the community?
- (15 minutes)

VIDEO 1.2 The Inner Life of a Leader (5:44)

- **Discuss:** What thoughts or questions do you have?
(5 minutes)
- **Discuss as a group:** What kinds of wounds might hinder a leader's relationship with others?
- Take a moment to personally reflect: Can you identify any wounds you have received that might hinder your ability to lead well?
(5-10 minutes)

KEY QUOTE

"Leadership is given by Christ and the purpose is to serve and equip the body. Those gifts are given so the body of Christ is healthy." — Michael Gatlin

Exercise: Listening to what God is saying...

- **Have one person read** Matthew 11:28-30 aloud slowly. Follow that with a few minutes of silence. Let it soak into your mind.
- Read the passage again (either the same person or another person), and think of it in light of this question: How does this verse speak to you, particularly in thinking about leading others?
- Share your responses with each other.
(10 minutes)

Break if needed.

VIDEO 1.3 Moving toward Health (6:16)

- **Discuss:** What thoughts or questions do you have?
(5 minutes)
- **Reflect** on the following questions, then talk them over in groups of 2-3:
 - Have you learned to be aware of how you are feeling and reacting in emotionally charged situations?
 - Have you learned to identify what "triggers" negative emotions or sinful reactions in you?
 - Can you identify any patterns in your life that need to be broken? What are they?
 - How willing are you to embrace and admit your limitations?
(10 minutes)
- **Discuss these questions as a group:**

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- Are you content with the level of openness and honesty in your current church?
 - What needs to change for your church to be a safe place for people to talk about their real weaknesses? – Or – What makes your church a safe place to deal with weaknesses?
 - Is there anything that needs to change inside of you personally to welcome an open environment where weaknesses are lovingly addressed?

(10 minutes)

VIDEO 1.4 Five Areas a Healthy Church Planter Leans Into (5:25)

- **Discuss:** What thoughts or questions do you have?
(5 minutes)
- Which of the 5 important areas for organizational health do you get the most excited about developing in your church: Evangelism, Church Growth, Leadership Development, Activity of the Holy Spirit, or a Good Quality Public Service?
 - How is your personal track record in that area? Is it something you currently model in your personal life?
 - What might be a next step for you to develop skill in that area?
 - Can you identify pastors that you can learn from whose churches do well in that area?

(10 minutes)

Optionally, consider each of the 5 areas and identify healthy models you can follow in each area and what your next step in developing that area might be.

Wrap Up

- Pray with each other to receive God's empowering for the long haul. Listen for and share words of prophetic encouragement for each other.

(10 minutes)

End of session.

Session Two: Healthy Church Growth

Session Two Overview:

2.1 Healthy Stages of Church Plant Development

2.2 Key Issues for a Church of 0-50

2.3 Key Issues for a Church of 50-100

2.4 Lessons from Moses and Jethro

2.5 Evaluating Church Health

2.6 Primary Reasons Church Plants Failed

Total Session Time: 2.5 hours

Learning Outcomes: Participants will gain insight into how to handle key issues church planters face as their church develops.

VIDEO

Links to videos: <http://vimeopro.com/multiplyvineyard/health>

Password: health



Warm Up

- **Briefly share** what size of church you prefer and why. (And listen without judgment to others' answers!)
- (5-10 minutes)

VIDEO: 2.1 Healthy Stages of Church Plant Development (4:30)

- **Briefly discuss:** What thoughts or questions do you have?
- (5 minutes)

VIDEO: 2.2 Key Issues for a Church of 0-50 (5:18)

- **Briefly discuss:** What thoughts or questions do you have?
- (5 minutes)
- **Share with the group:**
 - What excites you about this size of a church?
 - What do you see as the major difficulties for you in this size of church?
- (10 minutes)

VIDEO: 2.3 Key Issues for a Church of 50-100 (6:23)

- **Briefly discuss:** What thoughts or questions do you have?
(5 minutes)
- **Discuss** what implications this statement has if you want to see your church plant grow: “Pioneers have different gifts than settlers. The gifts God gives to start may not be the gifts needed to maintain and grow.”
(5 minutes)
- **Read and reflect** on John 12:24-26. Jesus says, “Very truly I tell you, unless a kernel of wheat falls to the ground and dies, it remains only a single seed. But if it dies, it produces many seeds. Anyone who loves their life will lose it, while anyone who hates their life in this world will keep it for eternal life. Whoever serves me must follow me; and where I am, my servant also will be. My Father will honor the one who serves me.”
 - How does this passage of Scripture speak to you right now?
 - How might you use this passage in speaking to your team?
- Talk this over with one other person, then share your responses with the group.
(15 minutes)
- **Optional activity:** If you want your church to keep growing, a good question to keep asking is: “If this ministry were twice this size, what changes would need to be made?”
 - When is this question helpful?
 - Think of a ministry you are currently serving in and ask yourself this question.
 - Create a plan that you can implement in your current setting to get practice with this.
(20 minutes)

Break if needed.

KEY QUOTE

“As a leader, a pastor, a church planter, remember this; intimacy with Jesus is the thing that people need. Outside of Christ, we have nothing to offer them.” — Michael Gatlin

VIDEO: 2.4 Lessons from Moses and Jethro (2:45)

- **Briefly discuss:** What thoughts or questions do you have?
(5 minutes)
- **Read** Exodus 18:5-27 aloud and discuss the following questions as a group.
 - What are some pains of not having enough structure when leading a large group of people?
 - What are some benefits in having an effective structure when leading a large group of people?
 - Moses learned from Jethro. Who is someone good at delegating that you can learn from?
(If delegating is one of your strengths, who is someone you could mentor?)
(10 minutes)

VIDEO: 2.5 Evaluating Church Health (3:25)

- **Briefly discuss:** What thoughts or questions do you have?
(5 minutes)
- How would you describe a healthy church? Experiment with creating a description. This could be in paragraph form, a list, a diagram, or any original way you would want to describe it.
- Share your description with the group.
(10 minutes)

VIDEO: 2.6 Primary Reasons Church Plants Failed (2:56)

- **Briefly discuss:** What thoughts or questions do you have?
(5 minutes)
- **Prayerfully read** over the “autopsy list of failed church plants” and ask God to highlight two things to you that you should pay attention to at this point in your journey.
 - Ask him to highlight one of the areas of failure (or a trait that is found in a number of them) that you are susceptible to.
 - Ask him to highlight something positive: what is a strength that you have that is going to help you succeed?
 1. The planter couldn’t identify, recruit, train, deploy, monitor, and nurture leaders.
 2. The planter had no clear plan.
 3. The planter used ineffective gathering/evangelistic methods.
 4. The planter didn’t have a proven track record under supervision.
 5. The planter was more of a nurturer/enabler/facilitator than an assertive leader/equiper.
 6. The planter had no indigenous relational support system, and no lifeline to a sending church or supervising pastor.
 7. The planter had not done any serious or discerning research about the area.
 8. The church initially attracted too many hurt, sick people who could not help others.
 9. The planter was not a good leader (e.g. too passive, too domineering).
 10. The planter didn’t take responsibility for the church to grow but rather waited for it to “mystically” grow.
- **Write down** both the weakness and strength you felt God highlighted to you. Listen to what God is saying. Journal about what your response should be and ask for God’s help to launch a church that will endure and grow.
(15 minutes)

Wrap Up

- Read the following question, and take a few moments of silence to hear what God is saying to you. Then write your response.
 - What can you do *now* that will help keep you on track for establishing and leading a healthy church plant that can grow into the destiny God has for it? List one or two things that have stood out to you from the teaching that you want to apply now.
- Share your response with one or two other people.

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- Pray for each other to fulfill the destiny God has for each of you.
(20 minutes)
- End of session.**

Session Three: Launching Leaders

Session Three Overview:

3.1 Identifying New Leaders

3.2 Recruiting New Leaders

3.3 Training New Leaders

3.4 Deploying New Leaders

3.5 Monitoring New Leaders

3.6 Nurturing New Leaders

Total Session Time: 3.5 - 4 hours. Extended session, 5 hours)

Learning Outcomes: Participants will grasp that in order for their church plant to be healthy, they must raise up healthy new leaders, and they can do this well through Identifying, Recruiting, Training, Deploying, Monitoring, and Nurturing: “IRTDMN-ing.”

VIDEO

Links to videos: <http://vimeopro.com/multiplyvineyard/health>

Password: health



Session 3A (2 - 3 hours)

Warm Up

- Name a person who you respect as a leader. Share one characteristic they have that you would like to develop in your leadership.
(10 minutes)

VIDEO: 3.1 Identifying New Leaders (3:03)

- **Discuss:** What thoughts or questions do you have?
(5-10 minutes)
- The acronym “FAST” (Faithful, Available, Servant, Teachable) is often used to identify potential leaders. Why is it important for someone to demonstrate each of these qualities before moving into leadership?
- What ministry opportunities are available at your church for new Christians or new members in order for them to learn and demonstrate these qualities?

(10 minutes)

Possible Activity (for an extended session)

- **Identify:** Read 1 Samuel 16:1, 6-13 and 17:32-37, 50. Discuss the following questions:
 - Why did Samuel nearly overlook David, and why did he finally choose David? What implication does that have for you as you look for potential leaders?
 - What are some things that David learned as a shepherd that prepared him for his battle with Goliath? What insights from this story can you apply as you look for potential leaders?

(5-10 minutes)

VIDEO: 3.2 Recruiting New Leaders (3:22)

- **Discuss:** What thoughts or questions do you have?
(5-10 minutes)
- It is important to utilize a clear and compelling vision alongside clear expectations.
 - How does vision casting help inspire people to serve?
 - How does clarifying expectations help people feel good about serving?
 - Think of a ministry need at your church.
 - How might you cast vision in order to recruit someone into that ministry?
 - What would a simple job description look like?

(20 minutes)

- **Brainstorm** about the people you know who are ready to start moving into leadership in your church and how you might help them get involved. Can you think of any practical ways to match their dreams and gifts with ministry opportunities?

(10 minutes)

Possible Activity (for an extended session)

- **Recruit:** Read Mark 1:16-18, John 1:47-51, and Matthew 9:35-10:1. Discuss the following questions:
 - How did Jesus cast vision in these passages to recruit these disciples? What do you see him doing or hear him saying that caused them to follow him?
 - What can we learn from what Jesus said and did in these passages as we recruit potential leaders?

(5-10 minutes)

VIDEO: 3.3 Training New Leaders (2:50)

- **Briefly discuss:** What thoughts or questions do you have?
(5 minutes)

Discuss the Discipleship Loop

- **Step One:** You do the ministry. Become good at doing it yourself.
- Step one questions
 - How important do you think step one is in the discipleship loop?

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- What ministry areas are you good at already? (Keep these in mind as you progress through the questions.)
 - Who can you be training in those areas?
(5-10 minutes)
 - **Step Two:** You do the ministry while they watch. Get them in close.
 - Step two questions
 - How comfortable are you having someone watch and evaluate what you do in order to learn from you?
 - Do you know why you do what you do in ministry? Are you able to explain why you do what you do how you do it to others? If not, how can you grow in your understanding of why you do what you do?
(5-10 minutes)
 - **Step Three:** You do the ministry with them. Encourage them to try new things, even if they do not feel ready. Give them lots of feedback and follow up.
 - Step three questions
 - Think of times when you have ministered with someone else. Why is it important for one person to take the lead?
 - Why is team ministry such an important step?
 - Can you think of someone who has given you both encouragement and correction?
 - How good are you at balancing encouragement with correction?
(5-10 minutes)
 - **Step Four:** They do the ministry solo; let them take the lead, and you get together later and talk about it.
 - Step four questions
 - Why is debriefing how things went so important before releasing someone to do ministry on their own?
 - How good are you at evaluation?
(5-10 minutes)
 - **Step Five:** You release them to train others. They often don't feel ready for this risk. Coach them who to train and how to reproduce what you did with them.
 - Step five questions
 - What would be signs that a person is ready to be released?
 - Have you ever experienced someone releasing you too soon or not releasing you soon enough? What were the consequences of that?
(5-10 minutes)

Evaluate where you are in the Discipleship Loop. (see the booklet *Launching Leaders* for more details on each step)

- Which step best represents where you are presently?

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- What do you think your next step is to move forward in the discipleship loop?
(5 minutes)

Training Vs. Information Dump

- What are advantages of offering training rather than simply giving information?
- Can you think of examples of hands-on, practical training that have been helpful for you that you want to replicate?
- What culture of training do you want to develop in your ministry and church?
(10 minutes)

Possible Activity (for an extended session)

- **Train:** Read Luke 8:41-42, 49-55 and Acts 9:36-41. Discuss the following questions:
 - What similarities do you see in these accounts? How do you think Peter decided what to do when the believers in Joppa called him?
 - Can you think of people you model your ministry after? How have you learned from them?
(5-10 minutes)

Wrap Up

- **Share** one or two things that have touched your heart or challenged you in this session.
- Close in prayer however seems appropriate.
(15 - 20 minutes)

End of session 3A.

Session 3B (1.5 - 2 hours)

Warm Up

- **Share briefly in the group:** What is one thing you have learned so far in this Intensive? (10 minutes)

VIDEO: 3.4 Deploying New Leaders (2:36)

- **Briefly discuss:** What thoughts or questions do you have? (5 minutes)

Releasing at the Right Time

- Michael says we are prone to make one of two mistakes: either we don't take enough time with people to coach them along so we release them too soon, or we keep them under our leadership too long and don't release them soon enough.
 - Where might you fall on the balance between those two extremes?
 - How would you expect the Holy Spirit to be at work in this process?(5 minutes)
- **Discuss** the difference between “using these people just to fill a need we have on the ministry chart” with “releasing them to be the men and women that God created them to be.” (Or ask yourself: Do I tend to be more people-oriented or task-oriented?) (10 minutes)

Possible Activity (for an extended session)

- **Deploy:** Read Matthew 10:1-20. Discuss the following questions:
 - What are some key instructions, advice, and warnings that Jesus gives his disciples? How would you describe them?
 - What confidence could Jesus have in the success of the disciples' mission? (see especially verses 1, 19-20)
 - How does this passage inform how you might release someone into ministry?(5-10 minutes)

VIDEO: 3.5 Monitoring New Leaders (3:03)

- **Briefly discuss:** What thoughts or questions do you have? (5 minutes)
- **Jot down some thoughts, then discuss the following questions:**
 - Have you ever been “monitored” in your leadership development? If so, what was this experience like, and what do you want to learn from it? If not, who might you go to for feedback on how you're doing?
 - Have you had opportunity to monitor others? If so, what have you learned from it? If not, who might you be able to encourage in their responsibility?
 - What monitoring skills do you need to hone?
 - Have you ever had the opportunity to participate in a “360 Review” where someone's leadership was being evaluated? What can you learn from that experience?
 - Why are “360 Reviews” so helpful even though they are intimidating?

(15 minutes)

Possible Activity (for an extended session)

- **Monitor:** Read Mark 6:30-32 and Luke 10:1, 17-24. Discuss the following questions:
 - How did Jesus interact with his disciples when they brought back their ministry report in each of the passages?
 - What can you learn from his response to them?
- (5-10 minutes)

VIDEO: 3.6 Nurturing New Leaders (3:31)

- **Briefly discuss:** What thoughts or questions do you have?
 - (5 minutes)
 - Out of these important aspects of nurturing, which come most naturally to you? Which will you need to be deliberate in learning how to do?
 - get in contact with God's call on their life
 - develop genuine friendship with them
 - help them get connected to God as their primary caregiver
 - remind them that what they're feeling isn't abnormal when leadership gets difficult
 - take time to highlight the positive
 - let them know you believe in them and their ability to hear God
 - be liberal and extravagant with your praise; sincerely compliment them
 - give credit where credit is due
 - remind them that the ministry they are doing is never more important than they are
- (10 minutes)

Possible Activity (for an extended session)

- **Nurture:** Read Proverbs 27:23 and 1 Peter 5:1-4. Discuss the following questions:
 - According to these passages, what are some of the benefits of knowing the condition of your flock?
 - According to these passages, what are several things required of you to be a faithful shepherd?
- (5-10 minutes)

Wrap Up

- What are one or two things that have touched your heart or challenged you in this session?
 - What might God be asking you to do in response?
 - Share with the group in one sentence: I think God is asking me to....
 - Close in prayer however seems appropriate.
- (15 - 20 minutes)

End of session.

THANK YOU

Thank you for completing the Multiply Vineyard Health Intensive.

Please contact us:

email: office@multiplyvineyard.org

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