**Dr. James E. Hawkins, Sr. Pastor**

**Higher Heights Community Baptist Church**

**Introduction** (slide 2)

This training will give you insight into church leadership based upon biblical principles and foundations found in scripture.

We will discuss leadership styles, conflict resolution, spiritual gifts, and evangelism.

I will present ideas and tools needed to strengthen your current leadership skills.

Going forward your ability to lead and strengthen your church through effective communication will take your church to higher heights in ministry.

**LEADERSHIP OF THE CHURCH**

**Leadership Styles (Slide 3)**

**Autocratic-** also known as authoritarian leadership, is a style of management where decision-making power is concentrated in the hands of a single leader without input from group members. The leader makes decisions based solely on their judgment and perspectives, typically without considering the opinions or suggestions of others. This style may involve intimidation, threats, and coercion to maintain control.

**Laissez-faire**-a type of leadership style in which leaders are hands-off and allow group members to make the decisions. Researchers have found that this leadership style often leads to the lowest productivity

**Servant-** Servant leadership is a leadership approach that puts serving others above all other priorities. Rather than managing for results, a servant leader focuses on creating an environment in which their team can thrive and get their highest-impact work done.

**Biblical Foundations of Leadership (slide 4)**

Church leaders and pastors are not merely administrators; they are the spiritual shepherds who guide, nurture, and shape the faith journey of their congregations. Their role is pivotal, influencing the church's direction, health, and growth. Recognizing this, the training of church leaders and pastors emerges as a fundamental pillar in building resilient, dynamic, and spiritually vibrant communities. From biblical foundations and ethical leadership to practical skills in preaching and community engagement, training is essential in the making of a well-rounded church leader.

Jesus defines leadership as serving others. Jesus is the ultimate example to servant leadership. Mark 10:45 gives us a transparent view if servant leadership. “For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” Mark 10:45. Biblical leadership emphasizes serving others.

**Core Principles of a Biblical Leader**: (Slide 5)

* **Servant Leadership:**

The Bible presents Jesus as the ultimate example of a leader, who came not to be served but to serve. Christian leadership is rooted in serving others, putting their needs before one's own.

* **Humility:**

A biblical leader recognizes their dependence on God and others, avoiding arrogance and pride. Humility allows for a more effective and relational leadership style.

* **Integrity:**

Biblical leaders are known for their honesty, trustworthiness, and moral character. Integrity builds trust and allows for effective leadership.

* **Love:**

Love, both for God and for others, is a fundamental aspect of biblical leadership. This love motivates service, compassion, and a desire to see others thrive.

* **Following God's Will:**

Biblical leaders are those who seek to understand and follow God's guidance and purposes. This includes studying scripture and praying for wisdom and direction.

* **Leading by Example:**

Biblical leaders are not just those who give orders, but those who demonstrate the behaviors and values they expect from others. They lead by modeling the principles of service, humility, and integrity.

* **Empowerment:**

Biblical leadership is about empowering others to reach their full potential and contribute to the common good. This involves developing and equipping others with the skills and resources they need to succeed.

* **Relational Process:**

Biblical leadership is about building relationships and fostering a sense of community. It's about connecting with people on a personal level and working together toward a common purpose.

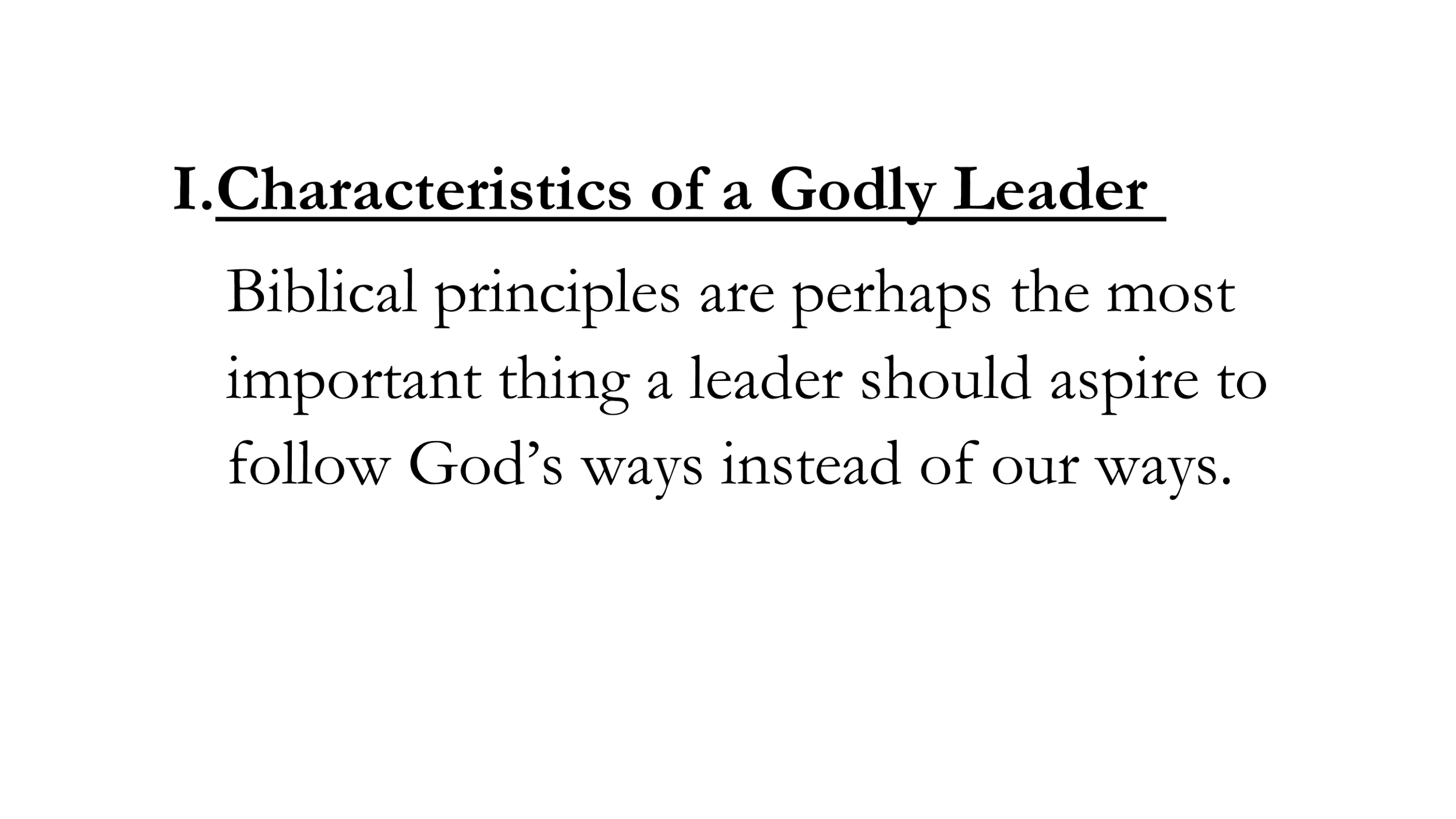
* **Spiritual Foundation:**

A strong faith and relationship with God are essential for biblical leadership. A leader's spiritual life provides the foundation for their character and leadership style.

**Characteristics of a Godly Leader (Slide 6,7)**

Biblical principles are perhaps the most important thing a leader should aspire to.  Although it doesn’t always appear to make sense to us, if we follow God’s ways instead of our ways, we will have a more effective ministry. We may possess tremendous leadership ability, but if it is not based on the Word of God, then we will likely lead our followers in the wrong direction.

A Christian leader, therefore, is someone who stays connected to God by reading and applying His Word, who relies on the Holy Spirit working in and through them, and leads others into a deeper walk with Jesus.  The Bible provides us with many examples of leaders who demonstrated effective leadership skills. An effective leader must be:



1. A **Visionary**. The Bible says in **Proverbs 29:18**, ***“Where there is no vision, the people perish.”*** A leader must look to God for the vision or goal He wants them to achieve. Without a vision or a goal to works towards, the leader is not likely to achieve anything significant for the Kingdom.  A leader must be able to communicate and articulate that vision in a way that inspires and encourages others to come along with them.
2. **Evangelistic & Mission Minded.** An effective leader must remain concerned with reaching non-believers.  No matter what ministry one is leading, it is imperative that the leader continues to reach out to those who need to know Jesus and receive His free gift of grace. (**Matthew 28:19**)
3. **Passionate.** As a leader you must care deeply about your ministry and be committed to it. Your passion for the ministry will encourage others and enable you to succeed when obstacles arise. And when these times occur, the only thing that will get you through them, besides the Lord, is your passion. (**Proverbs 16:3**)
4. **Spirit-led.** The effective leader knows that ministry is a partnership between the leader and God. God gives us our part to do and then He does His part.  But we can never work alone or trust in our own power or abilities. An effective leader also knows that they must seek God first in all they do to make sure they are in the center of His will and purpose for their ministry. (**John 15:5**)
5. **Servant**. As our Lord and Savior ***“did not come to be served, but to serve”*** (**Matthew 20:28**), we too must serve and not be served.  This runs contrary to what the world teaches leaders to be.  So, a leader is called to serve his followers and not be served by them. Consequently, a servant leader helps his followers grow & succeed.
6. **Focused**. A leader often has many responsibilities and duties to carry out in their position. It is critical for a leader to avoid being distracted by issues unrelated to their vision and mission. When your vision and mission are clear it is easier to stay focused on the goals God wants you to accomplish for the Kingdom. (**Philippians 3:13-14)**
7. **Courageous**. Courage is the ability to stick to one’s beliefs when they are under attack, and to lead with conviction. The world is full of leaders who pander to the wishes of their followers, which is not really true leadership at all. A leader with courage demonstrates that they are willing to step out in faith, and to rely on God to equip them and give them the strength they need to do what God has called them to do. (**1 Cor. 13:16**)
8. **Trusting**. A leader trusts in God, who alone is faithful and true.  It can be said that faith is a measure of how much you trust God.  So an effective leader puts his trust in God and God alone, and relies on Him to do what His Word has promised. ***“Trust in the Lord with all your heart and lean not on your own understanding.” Proverbs 3:5***
9. **Prepared**. A leader must expect the unexpected and be prepared to lead, manage or minister as needed in any given situation.  Preparation takes sacrifice and planning ahead.  Virtually all successful leaders have had a major crisis that required their leadership, and being prepared for that situation is what allowed them to be successful. (**2 Timothy 4:2**)
10. **Opportunistic**. Successful leaders are those leaders who are able to navigate through difficult times as well as take advantage of new opportunities. Leaders should take advantage of the opportunities God gives them today and not just plan for the future or stay stuck in the past. In order to do that a leader must be prepared ***and*** alert for those opportunities. Success happens where opportunity meets preparation. (**1 Peter 3:15**)

1. **Basic/Minimum Requirements for Leaders of the Church (slide 8,9)**

1. Regular Worship Attendance - Regular worship attendance means at least three Sundays per month unless there are good reasons for absences.

*“And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near.” Hebrews 10:25 NLT*

2. Regular attendance at prayer service and bible study, Sunday school and other training

*“Work hard so you can present yourself to God and receive his approval. Be a good worker, one who does not need to be ashamed and who correctly explains the word of truth.” II Timothy 2:15 NLT*

3. Be a good Steward of time, talent and treasure. - Expect to be a tither or a percentage giver subscribing to the tithing principles and moving beyond the ten percent (10%).

*“Bring all the tithes into the storehouse so there will be enough food in my Temple. If you do,” says the Lord of Heaven’s Armies, “I will open the windows of heaven for you. I will pour out a blessing so great you won’t have enough room to take it in! Try it! Put me to the test!” Malachi 3:10 NLT*

4. Willingness to Lead by Example. - A good leader will not ask followers to do anything that he/she has not already done or is doing.

*“Therefore I, a prisoner for serving the Lord, beg you to lead a life worthy of your calling, for you have been called by God.” Ephesians 4:1 NLT*

5. Support the programs of the church. - Ensure that the activities, objectives and goals of your group are in keeping with the mission of the church.

*“Above all, you must live as citizens of heaven, conducting yourselves in a manner worthy of the Good News about Christ. Then, whether I come and see you again or only hear about you, I will know that you are standing together with one spirit and one purpose, fighting together for the faith, which is the Good News.” Philippians 1:27 NLT*

**The Church Responsibility to Leaders (Slide 10)**

Church leaders are dependent upon followers who are willing to respond positively to leadership. Leaders have a great responsibility to lead effectively and members of the church have a responsibility to the leaders to:

***Pray for church leaders*** (Heb. 13:17, 18). Even the Lord Jesus requested that His disciples “watch and pray” in the garden of Gethsemane as He submitted Himself to the way of the cross. Pastors and church officers are under attack, the world is becoming increasingly resistant to the message of the Bible; many are discouraged. Pray that God’s champions will stay strong in faith, in love, in purity. Pray that the gospel will be preached with conviction and boldness. Pray daily for your minister and his family and God will bless you for it.

***Treat Leaders with Love and Respect-*** The Bible says to give honor to whom honor is due (Rom. 13:7). First Timothy 5:17 says, “Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine.” Be very, very careful about criticizing a spiritual leader. Churches honor themselves and present a positive witness to the community when leadership is treated with respect and admiration. This should include adequate compensation for those ministers who labor full-time for the Lord and the church (1 Tim. 5:18).

***Follow Spiritual Leaders****-*(Heb. 13:7). Paul admonishes his followers to “imitate me, just as I also imitate Christ” (1 Cor. 11:1). The sheep should follow a faithful shepherd. In Hebrews 13:17, believers are admonished to obey those who watch over their souls. Assuming the leader is godly and is leading according to the Word of God, the members of the church should lovingly and sincerely seek to follow the pastor and church leadership.

***Leaders Should Be Encouraged-***The best way to encourage your pastor or spiritual mentor is by growing in your own Christian life and becoming an effective witness for Jesus Christ. If you are blessed by the ministry of another, do not hesitate to express that affirmation personally and spread the word to others of your appreciation. By doing so, you will strengthen the reputation of your church and bless the heart of your minister. The church in every generation is dependent upon its leadership and its followers to effectively maintain its mission on earth. God is looking for leaders who recognize the authority of Jesus Christ, who will lead with vision and boldness, with courage and conviction, and who will take the message of Jesus to the world. Such leaders make an eternal difference as they faithfully follow the Lord and lovingly guide His church. It is with deep gratitude that we lovingly and prayerfully support our godly and gifted leaders, knowing the church and the kingdom will prosper with Christlike and competent direction.

**The Importance of Leaders Understanding the Vision of the Bishop, Pastor (Slide 11)**

Where there is no vision, the people perish

Every leader of the church must know the vision of the Overseer, Bishop and Pastor.

Meet frequently to discuss new visions, projects and goals for the church and leadership team.

**Conflict Resolution in the Church** (Slide 12)

Conflict will always be in our lives. Knowing that conflict will always be with us, it is important for us to learn both the primary causes of conflict as well as the ways that people typically respond to conflict. As we learn more about the underlying components, we will naturally become more equipped to handle conflict resolution in the church and in our personal lives.

As ministry leaders, we deal with conflict more than most. Senior leaders have potential conflicts from staff members and church members, and even those outside of your church. Ministry leaders typically have potential conflicts with other staff, volunteers, and those they minister to. In order for us to be effective ministry leaders, we have to be equipped for when conflict does arise.

**Three Ways That People Respond to Conflict**

Ken Sande, in his book *The Peacemaker,*reveals that there are three basic ways people respond to conflict. There are escape responses, attack responses, and peacemaking responses.

Escape Responses- are typically used by people who desire to avoid conflict rather than resolving it. The most common of these responses are flight and denial. Perhaps the most easily recognizable response to conflict within the church is flight. This is where people have decided that it would be easier to leave a ministry than commit to a plan of conflict resolution with the other party. This is usually preceded by a prolonged season of denial where one or both parties discount the offense that they feel towards the other. Neither of these responses are healthy and should be avoided.

Attack Responses- Typically used by people who desire to win an argument rather than maintain a relationship. The common attack responses are assault and litigation. In today’s social media and internet driven world, the more pressing attack response seems to be an attack of words through social media posting. In the eyes of the attacker, their desire is to sow discord and for their side of the story to be accepted as the truth of what really happened. This response typically leads to a peacemaker attempting to intervene in the situation. but more often than not the desire to win the conflict is too strong to reason with.

Peacemaking Responses-the appropriate responses that we should have to conflict. Peacemaking responses are typically overlooking an offense, reconciliation, negotiation, mediation, arbitration, and accountability. These responses are commanded by God, empowered by the gospel, and directed toward finding just and mutually agreeable solutions to conflict.”  These responses should be our primary responses to conflict. Yet, these responses do not come naturally for us. We must grow in our ability to put aside our natural inclination toward escape or attach responses and instead strive to embrace the peacemaking responses in our lives.

**Four Causes of Conflict (Slide13)**

These are misunderstandings resulting from poor communication, differences in values, goals, gifts, etc., competition over limited resources, and finally, sinful attitudes or habits. Each of these causes are presented in a seemingly equal manner among conflicts that we face. Misunderstandings from poor communication are typically the result of a lack of love on the part of both people involved in the conflict. Instead of assuming the best or asking the other party to clarify, we assume the worst and attempt to attack or tear down the other person for what is usually a simple misunderstanding.

***Conflicts resulting from a difference in values, goals, etc.*** are typically a failure to value each part of the body for who God has called them to be. While there are certainly times where conflict from differing values can be corrective, it is often a result of a failure to see the other person’s perspective from who God has uniquely called them to be. We all have different functions with differing gifts, values, and callings. As we learn to embrace our differences, we will embrace the differing perspectives of others and will grow in unity within the body of Christ.

***Conflicts started from competition*** over limited resources can be especially difficult within the church. As a ministry that is full of people, we are all constrained by limited resources. We become possessive over ‘our’ programs and needs instead of looking to how God could want to move differently within our churches. We must learn to look toward the needs of others before ourselves.

***Conflicts are caused by sinful habits and attitudes*** are perhaps the most destructive within the church or among personal relationships. These conflicts typically involve a lot of pride and failure to admit wrongdoing. While these situations can often feel hopeless, we must remember that our first response should not be to act in a similar fashion. Instead, we must first look toward God in prayer.

We should look at conflict as an opportunity to glorify God, serve others, and grow to be like Christ. This certainly is not an easy task, but it is one that is immensely rewarding. As we learn to bring about conflict resolution in a way that honors God, we will become a people that more closely resembles him. There will be times that we fail to live up to this standard, but in those failures, we can rest in God’s grace to gently restore and correct us.

Understanding conflict is key to effectively resolving it. In order for us to be able to resolve conflict in our own lives and help others navigate through conflict, we must look to the biblical truth about conflict. All conflict is in some measure about spiritual warfare.   We must be sensitive to the spiritual nature of conflict and remember that we are not merely working with people, but that there are also spiritual forces at work.

All Christians will encounter conflict. We will always have conflict on this side of eternity. Conflict will always happen, but that should not scare us or surprise us. However, it should incite us to prepare to resolve conflict when it does inevitably arise. Most of all, conflict is an opportunity to trust God for positive change – to make peace.”  Every conflict brings about a decision that must be made – trust God or trust self.

**Trusting God in Conflict (Slide 14)**

Conflict is not only an opportunity for us to show our love for God by placing people first, but it is also an opportunity for us to trust God. Out of our love for God and others, we may choose to overlook a trespass in order to bring about conflict resolution.

God will always create a way for our suffering and hurt to be used for good; however, the realization of that good is ultimately a choice we must make by choosing to trust in God and submitting our pain and suffering to him. In the moment, we may not be able to see the good that God is going to do out of the conflict. This requires faith on our part.

Ultimately, a right belief in God is necessary for us to deal with conflict correctly. If you believe that God is sovereign and good, you will be able to trust him and obey him, even in the midst of difficult circumstances.”  The posture of our heart is revealed in conflict. If we want to respond to conflict well and be peacemakers, we must first reconcile that while God will make all things work for our good, we will inevitably face trials, sufferings, and hurt. By choosing to trust God ahead of conflict, we allow ourselves to more easily respond to conflict in a manner that is worthy of the gospel.

**To resolve church conflict: (Slide 15)**

***Identify the Root Cause****:* Understand the underlying issues that led to the conflict. Often, conflicts stem from misunderstandings or petty arguments.

***Engage Proactively***: Take the initiative to address the conflict rather than waiting for it to resolve itself. Open communication is key.

***Follow Biblical Principles***: Refer to teachings from the Bible, such as Matthew 18:15-17, which provides guidance on addressing conflicts directly and privately.

***Promote Humility and Grace***: Approach the situation with humility, gentleness, and patience, as emphasized in Ephesians 4:2-3. This can facilitate constructive dialogue.

***Seek Common Ground****:* Focus on shared goals and values within the church community to foster understanding and collaboration.

These strategies can help create a healthier church environment and promote unity among members.

1. **Common Challenges You Will Encounter in Ministry (Slide 16)**

1 Samuel 17:17-26 (KJV)

**17**And Jesse said unto David his son, take now for thy brethren an ephah of this parched corn, and these ten loaves, and run to the camp of thy brethren;

**18**And carry these ten cheeses unto the captain of their thousand, and look how thy brethren fare, and take their pledge.

**19**Now Saul, and they, and all the men of Israel, were in the valley of Elah, fighting with the Philistines.

**20**And David rose up early in the morning, and left the sheep with a keeper, and took, and went, as Jesse had commanded him; and he came to the trench, as the host was going forth to the fight, and shouted for the battle.

**21**For Israel and the Philistines had put the battle in array, army against army.

**22**And David left his carriage in the hand of the keeper of the carriage, and ran into the army, and came and saluted his brethren.

**23**And as he talked with them, behold, there came up the champion, the Philistine of Gath, Goliath by name, out of the armies of the Philistines, and spake according to the same words: and David heard them.

**24**And all the men of Israel, when they saw the man, fled from him, and were sore afraid.

**25**And the men of Israel said, Have ye seen this man that is come up? surely to defy Israel is he come up: and it shall be, that the man who killeth him, the king will enrich him with great riches, and will give him his daughter, and make his father's house free in Israel.

**26**And David spake to the men that stood by him, saying, What shall be done to the man that killeth this Philistine, and taketh away the reproach from Israel? for who is this uncircumcised Philistine, that he should defy the armies of the living God?

* **Conversation with David (Verse 1-30)**
* **Courage by David (Verse 31-47)**
* **Competence of David (Verse 48-58)**

**Challenges:**

**FRICTION**-is a common challenge you will encounter in ministry.

* **The purpose of FRICTION is to FRUSTRUATE you.**

**Verse 28-Kinfolk/family/brother.**

**REJECTION –** is a common challenge you will encounter in ministry

* **The purpose of REJECTION is to DISCOURAGE YOU**
  1. **Verse 32- Rejection was from King Saul**

**Sometime people in high places/ position will try to discourage you**

**OPPOSITION-** is a common challenge you will encounter in ministry.

* **The purpose of OPPPOSITION is to intimidate you**
* Verse 41-44 **Opposition come Goliath to intimidate**
* Goliath made fun of David

**Overcoming the Challenges:**

**(FOR FRICTION) Stay Composed:**

Don’t lose your cool! Don’t let people make you lose your blessing.

**(FOR REJECTION) Stay Confident:**

David prints out his resume (not my first fight, I killed bear and lion)

**(FOR OPPOSITION) Stay Connected:**

When OPPOSITION rolls your way, you can’t handle it by yourself.

I can do all things through Christ…………connected

I am the head and not the tail………connected

If God is for me who can be against me…………connected

**Spiritual Gifts (Slide 18)**

**God** has given every Christian certain gifts—spiritual gifts or, more accurately, gifts of grace. These gifts equip us to do the ministry that He has given the Church to do. Every believer has gifts and every believer is a minister. Knowing our gifts and the places they can be used increases our effectiveness as ministers in and through the Body of Christ.

**Five-Fold Ministry (Slide 19)**

The five-fold ministry is found in Ephesians 4:11, and it refers to the five roles that God has called Christians to fill. **These roles are (1) apostles, (2) prophets, (3) evangelists, (4) pastors, and (5) teachers.** Each of these roles is important not just for the early church but for the body of Christ today to function properly.

The five-fold ministry exists to equip the church body for works of service in the New Testament (Ephesians 4:12). The idea is that each member of the church body has a role to play in furthering God's kingdom. When everyone is working together in their gifts and calling, the Church is able to accomplish more than what any one person could do on their own. God's heart is for all people to be saved and to come to the whole measure of the knowledge truth (1 Timothy 2:4).

Does Everyone Have An Office? (Five-Fold Ministry Gifts)

**(Slide 20)**

People are born with the **gifts of Jesus** Christ (fivefold ministry). They are not something you can attain. On the other hand, gifts of the Spirit are available to all. It is God's ministry on earth through His people.

The gifts of the Spirit of God are available to all for free. All you have to do is **believe in Jesus Christ** and what He did on the cross. The Bible actually says to *"Pursue love, and earnestly desire the spiritual gifts, especially that you may prophesy."* That means they are for everyone.

On the other hand, the 5 fold ministry is to equip the saints so that they can function in the gifts. There is a difference between having an office and functioning in a gift.

**Leaders Roles & Descriptions**

**(Slide 21)**

What are the Roles of the Apostles? (Slide22)

An apostle is someone who is sent out by God to proclaim His message. They are often seen as pioneers or visionaries because they are often sent into new areas to start churches. Apostles and prophets usually work closely together.

Apostles are also responsible to equip people to do the work of the ministry.

**Who is Apostle Paul in the New Testament?**

Apostle Paul is one of the most well-known apostles in the New Testament. He was originally named Saul and he was a Pharisee. He was present at the stoning of Stephen and he approved of it. After that, he began to persecute Christians.

He was on his way to Damascus to persecute the body of Christ (Christians) there when he had a dramatic encounter with Jesus Christ (Acts 9).

After this encounter, Saul's name was changed to Paul and he became one of the most well-known apostles who ever lived. He wrote a large portion of the New Testament including fourteen books of the Bible!

What are the Roles of a Prophet? (Slide 23)

A prophet releases God's word and truth. Prophets often receive messages from God that they then share with others to prepare God's people. Prophets also have a role in interceding for people. This means that a prophet can prophesy over others to edify or build up the church and church leaders.

What are the Roles of an Evangelist? (Slide 24)

Evangelists gather people. An evangelist is someone who is responsible for sharing the gospel message with those who haven't heard it yet. They often do this through preaching and teaching. Evangelists also have a heart for discipleship, which means they help new believers grow in their faith.

What are the Roles of a Pastor? (Slide 25)

A pastor is someone who shepherd's the flock (local church). This means that they care for the spiritual needs of the people in their church. Pastors also have a role in teaching and preaching. They often do this through sermons and Bible studies. Pastors guard the sheep, just like a shepard would protect his sheep.

What are the Roles of a Teacher? (Slide 26)

A teacher is someone who is responsible for instructing others in the things of God. They often do this by breaking down the Word of God. That can be in a Bible study setting or from the pulpit. Teachers also have a heart for equipping people to be able to study the Bible on their own.

The five-fold ministry (Slide 27)

The five-fold ministry is an important part of what makes the Church function properly. Each member has a role to play, and when everyone is working together, great things can be accomplished for the [kingdom of God](https://www.ffministry.com/blog/what-is-the-kingdom-of-god)!

Does Everyone Have A Five-Fold Gift? (Slide 28)

No, not everyone has a specific gifting that is listed in the five-fold ministry. The fivefold gifts are to equip and mature the body of Christ to function in the gifts.

Gifts of the Father

The gifts of the Father stay with us our whole lives; It is something we are born with. There are inherited gifts (grace gifts). To each has been given a measure of grace. This pertains to strengths in our lives.

Gifts of Jesus Christ

The gifts of Christ Jesus are the five-fold ministry gifts. The five-fold can be represented using a hand.

‍

Gifts of the Holy Spirit (Slide 29)

The gifts of the Spirit are for today and they are listed in I Corinthians 12:7-11. These gifts are given to us by the Spirit of God and they are meant to be used for building up the Church.

9 Gifts of the Holy Spirit in 3 categories

What are the 9 gifts of the Holy Spirit?

Word of Wisdom

Word of Knowledge

Gift of Faith

Gift of Healing

Miracles

Gift of Prophecy,

Gift of Discernment

Speaking In Tongues

Interpretation of tongues

Conclusion: What is the 5 Fold Ministry?

In conclusion, the five-fold ministry is an important part of what makes the body of Christ function properly. Each member of the body of Christ Jesus has a role to play. The five fold ministry is to equip the body of Christ to function in gifts.

Not everyone is called to one of the offices in the five fold but everyone is called to preach the gospel of Jesus Christ. While preaching the gospel of Jesus Christ, the Bible says that signs and wonders will follow. Therefore, everyone can function in gifts so that we can reveal Jesus Christ and His kingdom on this earth. Now, when everyone is working together, great things will be accomplished for the kingdom of God!

**Mission Statement (Matthew 28:18-20 (Slide 31)**

Our Mission “To Make Disciples”

Our Vision “To Empower the Victorious Living in Christ”

Our Three-Fold Function

“Up-reach-Exaltation

“In-reach-Edification

“Outreach-Evangelism”

By fulfilling our functions, our results will be

Increase Numerical Growth

Increase Spiritual Growth

Increase Ministerial Growth

**Core Value Statements (Slide 32)**

A value statement is a declaration that communicates an organizations or individual core beliefs and guiding principles. They serve as a compass for decision making for the church or an individual’s culture or behavior. The value statements reflect what is important to the church, the leadership and the members. Core value statement should articulate clearly what a congregation most highly values. This lays the foundation for building ministry, leadership and accountability. Churches that take an internal look to discover and define its core values moves closer to discerning its unique mission. This definition can assist a congregation in shaping its vision and ministry for the future. It can also be helpful to persons looking to join the church and who seek to understand the very nature of the church and its priorities. Core values and the mission of a congregation (its purpose) should be in close alignment.

**Core Value Statements are (Slide33)**

1. Biblical
2. Accountable
3. Ethical
4. Relational
5. Influential
6. Punctual
7. Exceptional
8. Radical
9. Instrumental
10. Liberal
11. Motivational
12. Practical

**Core Value Statements (Slide 34)**

**Building Core Values. . . Answer these Questions**:

* What do we stand for?
* What are we all about?
* What makes us different from other congregations?

**Reflect Uniqueness**

* A congregation’s distinctive “personality”, culture, very nature and its priorities
* Values are deeply held by the congregation and have been demonstrated in actions
* Values are actual, not aspirational

**Reflect Mission**

* Values are in close alignment with the congregation’s sense of purpose

**Shape Ministry**

* Values guide decision making Values guide goal setting, ministry priorities, budgets, best use of human and material resources

**Lay the Foundation for Vision**

* God given vision for the future is best discerned when a congregation has clarity about what it values, then seeks God’s guidance and blessing to build a vision based on its mission and positive values

**Touch**

* the heart, elicit strong emotions, and are important to parishioners
* Define a congregation’s culture

**THE MANDATE OF EVANGELISM**

**Objective**

Explore a holistic approach to ministry based on biblical principle and the mandate of "The Great Commission".  The holistic approach removes the barriers of traditionalism; allowing congregations to effectively minister the Word of God. The holistic approach displayed in Acts 2 where the church ministers to the total man, meets people where they are and meet their needs.

**Scriptural References**

**Matthew 28:18-20** 18And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. 19Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: 20Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.

A**cts 1:15** 15And in those days, Peter stood up in the midst of the disciples, and said, (the number of names together were about a hundred and twenty.

**Acts 2:37-47** 37Now when they heard this, they were pricked in their heart, and said unto Peter and to the rest of the apostles, Men and brethren, what shall we do?38Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of sins, and ye shall receive the gift of the Holy Ghost.39For the promise is unto you, and to your children, and to all that are afar off, even as many as the Lord our God shall call.40And with many other words did he testify and exhort, saying, Save yourselves from this untoward generation.41Then they that gladly received his word were baptized: and the same day there were added unto them about three thousand souls.42And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers. 43And fear came upon every soul: and many wonders and signs were done by the apostles. 44And all that believed were together, and had all things common; 45And sold their possessions and goods, and parted them to all men, as every man had need. 46And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, 47Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.

**Our Greatest Commandment-TO MAKE DISCIPLES**

Leaders, Christian, church members and believers are MANDATED by the Savior to Make disciples. The goal is to growth the kingdom of GOD, to bring the lost into a relationship with Jesus Christ through EVANGELISM. The word of God leaves no doubt on the importances of evangelism as referenced in a few scriptures below

1. **Equipping Your Church-The role of the shepherd is to** *Equip the saints for the work of the ministry.* **(The shepherd is to LEAD and FEED and the sheep are to SWALLOW and FOLLOW)**

***Facts***

* **The church must be Evangelistic.**
* Your church can grow spiritually and numerically.
* The day of Pentecost there was no choir, no deacons, no trustees, no musicians
* The average size of an Anglo church is \_\_\_\_\_\_\_\_\_\_\_\_.
* The average size of an African American church is \_\_\_\_\_\_\_\_\_\_.
* Attraction rather that Promotion. The church must accept people where they are. The church must be exciting and friendly. (Greeters)

1. **Engaging Your Church (Get the people involved)**

**The Last Eight Words of a Dying Church that Fail to Do Evangelism**

**“We Have Never Done It That Way Before”**

* We don’t them kind of people in our church (Gangs, Alcoholics, Drugs Dealers, etc.)
* People resist change
* Alarming statistics because of neglect of evangelism
  + Christian movement is on the down trend in the U.S.
  + Churches are closing daily (40%)
  + Non-Christian denominations are expanding(example-Islam)

1. **Holistic Ministry-Minister to the Total Man**

* Holistic means taking into consideration the whole body or person, considering the mind, body and spirit.
* Man is made of three components-Body, Spirit and Soul.
* Being Holistic move to the next level by offering ministries not auxiliaries (Example: recovery ministry, food pantry, clothing ministry, intercessory prayer team fitness ministry, etc.).
* People go where their needs are met.

**The Holistic Ministry of Jesus**

1. Jesus feeds 5000 men plus women and children with two fish and five loaves (St. John 6:1-14) Power and authority over hunger.
2. Jesus heals Jairus Daughter (Mark 5:35-43) Natural Healing-sickness and death
3. Heals the demon possessed man (Mark 5:1-20) (3000-600 demons) Jesus has power and authority over demons
4. Jesus Heals the Woman with issue of blood (Mark 5, 21-34)-Physical Healing
5. **The Purpose of Evangelism (Matthew 28:19)**

* Go into the world and preach the power of the Cross to win the lost. We are COMMISSIONED to evangelize the unbelievers.
* The role of the Pastor is to feed and lead/the role of sheep is to follows and swallow.
* As you go, MAKE DISCIPLES-followers of Christ (not church members).

1. **The Importance of Evangelism (Matthew 4:17*)***

* Jesus preached and said Repent (To turn away from sin-be godly sorry): for the kingdom of heaven is at hand.
* Build the kingdom of God.
* You are not a member of the church. You are a disciple of the kingdom.
* Jesus mentions the word church only a few times and he mentions the word kingdom 119 times

1. **The Method of Evangelism (Acts 2:37-47)**

* Develop a strategic evangelism team (people who LOVE GOD)
* Effective appeal/invitation/call to discipleship (effective alter workers) Christ, Church, Change
* Support global and local mission projects (food, clothing, medicine, etc.)
* Street Ministry (Out of the seats and into the streets, they will not come they must be sought)
* Become a soul winning body of believers. (The church has to be excited about winning souls to Christ.)

1. **Five Priorities of Evangelism in Your Church**

* **Discipleship**-Spend time developing new believers (mission statement, new members class, sharing your vision, spiritual gift assessment)
* **Fellowship** (Koinonia is a Greek word that occurs 20 times in the Bible. Koinonia’s primary meaning is “fellowship -Hanging out with other believers (deacon care ministry, family night, movie night, marriage counseling, couple ministry, single ministry, children’s, youth, college and career ministry)
* **Stewardship** (Accountability of leaders, including you as a pastor, having integrity, good stewards of resources
* **Worship**-Praising God without fear, not out of traditions, lively worship, good worship atmosphere
* **Relationships**-Getting along with church people, members and the body.

**IV. Effective Steps to Evangelism**

**(How to Lead a Person to Christ)**

* Identify
* Intercede
* Invest
* Invite

**References**

The Joshua Ministry “God’s Witnessing Army” School of Evangelism Training Manual

David Hopewell, Sr. D. Min

Lay Bible Workers Training Institute, Ron Williams, II,

The Church Experiencing God, Henry Blackaby

Making of a Leader, Robert Clinton

What Makes the Church Hum, Dr. Paul Powell

A Professor of Evangelism, Charles Spurgeon

New Testament Survey *(Dr. Charles Spurgeon)*

The Nuts and Bolts of Church Growth (*Dr. James Smith)*

The Peacemaker, Ken Sande