



Reclaiming the Call of Lay Ministry

An Eight-Session Course

by

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and

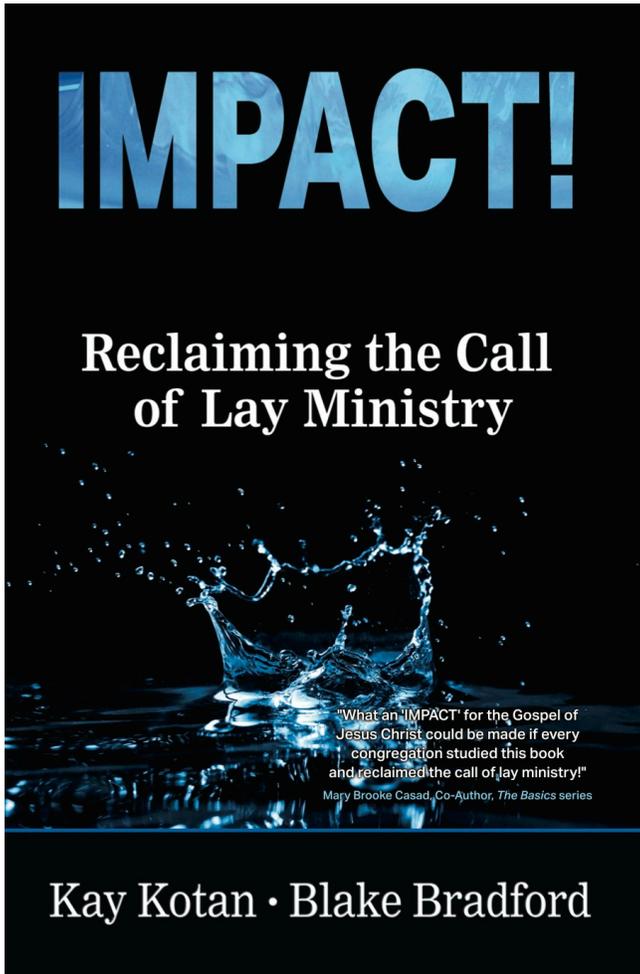
Blake Bradford

IMPACT! Facilitator's Guide

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This Facilitator's Guide is designed to accompany the Market Square book
Impact! Reclaiming the Call of Lay Ministry



Dr. Bradford and Kay Kotan have written an insightful book challenging the church to reclaim the God-sized IMPACT of the partnership between laity and clergy together strengthening the local church for a future with hope. This practical book is full of stories, examples, and questions to help ignite a movement where laity are inspired, equipped and mobilized for ministry and IMPACT!

—Debi Nixon, Managing Executive Director,
Church of the Resurrection, Leawood, KS

Truly a book that will Impact your congregational life. IMPACT! Is one of the best practical books I have read in while. The perfect book for your next congregational study.

—F Douglas Powe, Jr., Director,
Lewis Center for Church Leadership,
Wesley Theological Seminary

Kay Kotan and Blake Bradford have cracked the code on moving people from spinning their wheels, to really making an impact in their churches.

—Jason Moore,
Midnight Oil Productions

What an 'IMPACT' for the Gospel of Jesus Christ could be made if every congregation studied this book and reclaimed the call of lay ministry!

—Mary Brooke Casad,
Co-Author, *The Basics* series

IMPACT!**Eight-Session Curriculum****Facilitator's Guide**

Welcome to *IMPACT!* Thank you for taking this bold step in discovering methods of reclaiming the call of lay ministry. This is such an important part of our heritage and identify that has slipped away over recent decades. If new people are to come to know Christ, we must reclaim our call to all be in ministry!

GATHERING THE GROUP

Gather an IMPACT group of eight to twelve people for this eight-week adventure. Your group may already be assembled (i.e. Sunday school class, small group, life group) and choose to work through this four-part series. This may also be a great time to gather up and resource people from your leadership team (board/council), nominations committee, staff/ministry team leaders, evangelism/invite team, connection team, or hospitality team.

Remember, personal invitation with clear expectations is always a best practice for assembling groups. Lead with “why” the group experience will be meaningful and worth the investment of time rather than only describing what you are inviting someone into. Participants will be asked to read one book along the journey and make have some homework to complete between sessions.

Choose a time that is convenient for the group to be fully engaged for ninety minutes. While the materials are designed to fit into a 90-minute timeframe, you may add social components to this journey. For example, you could gather for some fellowship time before starting. Just be sure to add that time into the commitment expectations for your participants. Do not forget about setting up childcare if that is a need of your group.

RESOURCES & FORMAT

For each session, a participant handout will be provided as well as a facilitator's guide. Each session will carry the same format.

Resources Include:

- Facilitator's Guide
- Participant Handout

Ninety-Minute Format:

- Prayer
- Scripture
- Topic introduction
- Practice lab
- Take-away
- Impact step
- Prayer

Being completely transparent and honest with one another about the life of our church can be difficult. Be patient and grace-filled with one another. These resources are not meant to offer once and done. Use this tool often to continue to be fully aware of the type of church you are and how to take the next faithful step so people know Jesus Christ.

May you be blessed on this faithful journey!

Kay Kotan & Blake Bradford

IMPACT!

Reclaiming the Call of Lay Ministry

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FACILITATOR'S INSTRUCTIONS

Thank you for facilitating this experience for your group. This is important Kingdom work! Thank you for your ministry.

You will be gathering your group for eight sessions. If your group is an already-assembled group as mentioned previously, no introductions will be needed. But, if this is a newly assembled group, you might allow a somewhat longer session for your first gathering to get to know one another a bit. You might have each person introduce him/herself and share why they chose to participate in this journey. This allows us to hear the motivations of the participants and begin to build trust and intimacy with one another.

Remember, if you add a social component to the group experience, be sure to add that time to the format and participant expectations. For example, if a 15-minute gathering/fellowship time is added, advertise the group as an hour and forty-five minute-small group experiences.

This resource is a dive-deeper and action step opportunity for the presentation from the Susquehanna Annual Conference 2018 Laity Session presented by Kay Kotan. While this resource can be used without the presentation, it is certainly available as a launch to this eight-part series. If you choose to launch with watching the video of the presentation, you would simply add an additional session. The presentation is about 60-minutes.

Each of the eight sessions will follow the same 90-minute format:

Prayer (5 minutes)

Scripture (5 minutes)

Topic introduction (7 minutes)

Practice lab (45 minutes)

Take-away (10 minutes)

Impact step (15 minutes)

Prayer (3 minutes)

You will find specifics for each session following this pattern. The numbers beside each item in the agenda above is the approximate timeframe allocated for each element. There is, of course, some flexibility within the format, but these guidelines will help keep you on track to finish on time to honor the participants' time. Notice the practice lab is the bulk of the session. While this opportunity has some learning and awareness components, this is primarily intended to be experiential in a safe place to explore, discern, and discuss. As a facilitator, it is important to share this with the participants and help create the space for this to occur. Included you will find the key points of each session to keep the group on track and make sure those points come out in conversation.

Included in this Facilitator's Guide is the specific information for leading each session. You will want to provide the Participant Handout to each person for each session. You may need to provide pens, too. After each session, the handouts can be taken home by each participant as a reminder of the learnings from the session and the call to make a God-sized IMPACT. Ask participants to read the chapter to be discussed at each session ahead of time to be prepared for the discussion

Thank you once again for your ministry in serving as a facilitator for this group experience. May you be blessed in your facilitation!

SESSION ONE

CHRIST'S CHURCH FOR CHRIST'S IMPACT



Prayer

Oh, Holy One, we often move about life with our blinders on. In our hustle and bustle world, we are often distracted by the busy-ness of life. We lose sight of you and how you intersect with our daily lives. Lord, open us up to seeing you every day. Open our eyes to your moving, prodding, whispering, and nudging. Help us to see the people you have placed in our paths with purpose. Lord, help us to live life with the intentional purpose of being your follower and being the leaders in your church you desire us to be. In Jesus's name, we prayer. Amen



Scripture

Who do you think Paul is, anyway? Or Apollos, for that matter? Servants, both of us—servants who waited on you as you gradually learned to entrust your lives to our mutual Master. We each carried out our servant assignment. I planted the seed, Apollos watered the plants, but God made you grow. It's not the one who plants or the one who waters who is at the center of this process but God, who makes things grow. Planting and watering are menial servant jobs at minimum wages. What makes them worth doing is the God we are serving. You happen to be God's field in which we are working.

Or, to put it another way, you are God's house. Using the gift God gave me as a good architect, I designed blueprints; Apollos is putting up the walls. Let each carpenter who comes on the job take care to build on the foundation! Remember, there is only one foundation, the one already laid: Jesus Christ. Take particular care in picking out your building materials. Eventually there is going to be an inspection. If you use cheap or inferior materials, you'll be found out. The inspection will be thorough and rigorous. You won't get by with a thing. If your work passes inspection, fine; if it doesn't, your part of the building will be torn out and started over. But you won't be torn out; you'll survive—but just barely.

1 Corinthians 3:6-15 (The Message)



Topic introduction

(distribute handout)

Over our eight sessions together, we will be learning how to *IMPACT!* and *Reclaim the Call of Lay Ministry*. We will explore eight different areas to reclaim for lay ministry for Kingdom *IMPACT!*

In this session, we will be exploring Christ's Church for Christ's IMPACT! This session takes us back to the basics of why church and our role in the church as laity. We sometimes get so caught up in "doing church" that we forget the purpose of why the church exists and the simple fact that the church is not ours, but the church belongs to Christ.

We cannot share Christ or his church if we don't know why Jesus or the church REALLY matters. Today's group discussion pushes us to "get real" about the meaning of Jesus Christ in our own life, and how the Church fits into our relationship with God and others.

Quotes from IMPACT!:

I (Blake) didn't walk across the street. In my first appointment as a solo pastor in a small Arkansas congregation in a mid-sized town, I was under the mistaken impression that I was supposed to pastor the church – not much was said about the community.

We are ALL responsible for the harvest. We are ALL responsible to walk across the room – to walk across the street. It is simple – mature disciples disciple others.

Unchurched folks want to know first why God, then why a church, and then finally why your church.

Followers of Jesus Christ understand what it means to have meaning in our lives; we know that we are sinners in need of grace, not inauthentic sanctified robots; and we believe that it is possible to make a God-sized IMPACT when we join together as a community of faith and a movement of the Holy Spirit.



Practice lab

Questions for Group Discussion:

1. In your reading of this first chapter of IMPACT!, what were the over-arching themes or teachings you discovered?
2. Describe your church's mission field? Describe your personal mission field.
3. Discuss your thoughts on passive vs active evangelism. What is the difference? What were you equipped to do?
4. Name three methods where laity could take ownership of the mission of making disciples in your church.
5. Why is this a "ripe" season for reclaiming the call of lay ministry?
6. Process the appropriate questions for your group on pages 19-20.

Key Concepts:

- We most likely need to re-tool ourselves to practice active evangelism.
- Most of us compartmentalize our church life from our secular life.
- Churches have become clergy dependent.
- Laity must step up and reclaim our role of lay ministry to have Kingdom IMPACT!

Time to Practice:

Divide the group in pairs or triads. Ask them to share with their partner(s) how they would answer the four questions at the bottom of page 14 and the top of page 15. Make sure each partner has the opportunity share and practice answering these questions.



Take-away

Call the group back together. Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what action step they are willing to take in Christ's Church for Christ's IMPACT. Who will hold them accountable for the action step? How will they hold you accountable?



Prayer

Almighty and all-knowing God, we come to you this day asking for forgiveness and with thankfulness. God, forgive us for the times we have ignored your presence and your workings in our lives. God, we are grateful and thankful for your undying love and grace for each of us. Lord, in the upcoming week, help us to live our lives more fully aware of you and how you are moving in each of our lives on a daily basis. Open our lives, Lord, we want to reclaim our role of ministry as laity! In Jesus's name, we pray. Amen

SESSION TWO

CULTURAL IMPACT



Prayer

Almighty God, we come to you today with an open mind and an open heart to capture you in our lives. Be with us as we explore the stories you gift us with through your presence and power. Lord, we love you, but your love for us is far greater than we can imagine. Help us to be opened to your loving presence in our lives so that we could capture those precious moments. Help us to open our eyes and ears to the culture around us who You so desperately want to reach through us. In Jesus's name, we pray. Amen



Scripture

While Paul waited for them in Athens, he was deeply distressed to find that the city was flooded with idols. He began to interact with the Jews and Gentile God-worshippers in the synagogue. He also addressed whoever happened to be in the marketplace each day. Certain Epicurean and Stoic philosophers engaged him in discussion too. Some said, "What an amateur! What's he trying to say?" Others remarked, "He seems to be a proclaimer of foreign gods." (They said this because he was preaching the good news about Jesus and the resurrection.) They took him into custody and brought him to the council on Mars Hill. "What is this new teaching? Can we learn what you are talking about? You've told us some strange things and we want to know what they mean." (They said this because all Athenians as well as the foreigners who live in Athens used to spend their time doing nothing but talking about or listening to the newest thing.)

Paul stood up in the middle of the council on Mars Hill and said, "People of Athens, I see that you are very religious in every way. As I was walking through town and carefully observing your objects of worship, I even found an altar with this inscription: 'To an unknown God.' What you worship as unknown, I now proclaim to you..."

Acts 17:16-23 (Common English Bible)



Topic introduction

(distribute handout)

Last session we talked about how the church belongs to Christ and we are here to be servants in the church. Churches have become clergy-dependent and laity has lost their role of lay ministry. We also discussed how we might have been trained for passive evangelism but most likely not active evangelism. We explored ways we could reclaim our role of lay ministry. This session we will explore how culture has changed and our call as the church to respond to the changing culture.

Quotes from IMPACT!:

Looking at the landscape of United Methodism alongside recent statistical demographics, I am reminded John Wesley said “the world is my parish.” Yet, by and large, we don’t even own our own neighborhoods.

Our very Methodist DNA includes caring for our communities. We have a deep history of making an IMPACT in individual souls, in our communities, across our nation, and even around the world. Yet we have allowed this legacy of the Wesley Brother’s Bible Moths and the early Methodists to get dusty and moth-ridden.

Without the printing press, Martin Luther would have probably lived and died an obscure monk in Germany who had caused a little local trouble. We are a people of the Word, and now words move at the speed of light. ... We now know what happened the last time that information technology took a great leap. To imagine that today’s digital technology and social media has no effect on the larger culture would be foolish. To pretend that the church would never be affected by the digital revolution would be both foolish and terribly unwise.

When we do start talking about these changes in the church, we usually look at it all from the congregation’s point of view. We are usually asking, “How will all this change impact the sustainability of our church?” Or worse, we ask, “How will we keep our church budget in the black?” We challenge you to flip the script! Imagine looking at these changes from the point of view of the person without a church home. Even better, what if we were to look at this from the point of view of our neighbors who don’t yet know the love of grace of Jesus Christ! Some of these changes may be challenging their lives and livelihood. So, instead of asking questions of institutional sustainability, ask, “How can we have a God-sized IMPACT in people’s lives, as together we are affected by all these changes?”



Practice lab

Questions for Group Discussion:

1. What are our modern-day idols that keep us apart from being fully devoted followers of Jesus Christ?
2. Describe the culture of the neighborhood where your church is located. How familiar are you with the culture? Do you live in the neighborhood and socialize with them?
3. How will the prediction of a minority-majority population and one in five being 65 years of age or older affect your church?
4. How is your church adapting to meet this changing culture?
5. How will we IMPACT the souls of the Millennials?
6. Answer the appropriate questions of your group from page 34.

Key Concepts:

- The gap between the church and culture has become wider and wider over the past five decades.
- Churches have become foreigners in our own neighborhoods.
- Churches will have to adapt in order to become/stay relevant to the changing culture.

Time to Practice:

Divide the group into different pairs or triads from last session. Ask them to process how each are personally willing to lead adaptations in the church to become more culturally relevant to the neighborhood. How does this affect them personally? How will this affect the church?



Take-away

Call the group back together. Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what action step they are willing to take in being more culturally aware in the upcoming week. Who will hold them accountable for the action step?



Prayer

Precious Lord, we thank you for this time together today. We thank you for the vulnerability demonstrated within this group today as we seek to become more faithful in both noticing your presence in our daily lives and the ever-changing culture around us. Help us to live more fully aware of you and our neighbors. Guide us. Teach us. Mold us into being more Christ-like each day. Help us to be open to caring more about reaching new people than holding onto the church of yesterday. In Jesus's name, we pray. Amen

SESSION THREE

DISCIPLESHIP IMPACT

**Prayer**

All-knowing God, we come to you this day with a yearning to know you more deeply and walk beside you more closely. Lord, let us be open and noticing to your presence today during our time together. We come with open hearts and minds in how you might expand our individual understanding of you and grow in our relationships with you. Remove our fears and our anxieties in our work for you, Dear Lord. For it is in your precious son's name, Jesus Christ, we pray. Amen

**Scripture**

Now the eleven disciples went to Galilee, to the mountain where Jesus told them to go. When they saw him, they worshipped him, but some doubted. Jesus came near and spoke to them, "I've received all authority in heaven and on earth. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey everything that I've commanded you. Look, I myself will be with you every day until the end of this present age."

Matthew 28:16-20 (Common English Bible)

**Topic introduction**

(distribute handout)

In our last session, we discussed how the church has not always kept up with being culturally relevant in our mission fields/neighborhoods. We talked about some shift the church may need to make in order to reach people for Christ in today's culture. Today we will explore the role of laity in discipleship.

Quotes from IMPACT!:

[D]iscipleship is not just about doing certain things. Discipleship is a way of being. Discipleship is an ever-growing relationship with Jesus Christ and the intentional lifestyle to be more Christ-like every day. It is through disciples that we will IMPACT God's world.

When people are being disciplined, when they are growing in faith, and when they are making a transformative impact in their community and the world, the institution will always be fine. To focus first (or only) on the institution invites not only cynicism but also a loss of the great, sacramental, grace-filled journey of discipleship that is Christ's gift to the church.

Having an intentional pathway for discipleship is a must for each and every church if we are to help grow in our discipleship. ... Again, we have the best of intentions, but without an intentional plan, we are destined to have pews filled with consumers rather than disciples. We are doomed to be an inwardly-focused church without a sent-out people to disciple others and transform the world.

Discipleship is about a relationship with Christ, not just knowing things about Christ.

Lay-led small groups are our birthright as Wesleyan Christians! John Wesley believed that they were a means of grace, and we today see small groups as an instrument of Christ to make a God-sized IMPACT.



Practice lab

Questions for Group Discussion:

1. Discuss your thoughts on the definition of a disciple from page 36.
2. Compare and contrast member versus discipleship.
3. How does your church intentionally disciple both new believers and existing attenders to grow deeper in their discipleship continuously?
4. What improvements are needed in your church's intentional discipleship process?
5. Discuss the traits and processes suggested around small groups. What did you learn from the concepts in the book?
6. Answer the appropriate questions for your group from page 57.

Key Concepts:

- The church has focused on membership rather than discipleship causing us to concentrate on the institution rather than being a disciple of Jesus Christ.
- Most churches are missing an intentional faith development process and the value for all to engage in it.
- Some churches have lost the purpose of small groups by becoming fellowship focused rather than discipleship focused.
- We sometimes become focused too much on knowing Jesus and not enough about living out the life Jesus modeled for us.

Time to Practice:

Divide the group in pairs or triads. Ask each partner to share their discipleship experience. How have they been discipled? Who discipled them? Who are they now discipling? What are his/her next steps in growing as a disciple of Jesus Christ?



Take-away

Call the group back together. Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what action step they are willing to take in his/her discipleship journey during this upcoming week. Who will hold them accountable for the action step?



Prayer

Oh, Holy One, we are grateful for our time of learning and sharing together. We are thankful for your presence today as we wrestle what it means to be a disciple. God, continue to guide us and challenge us so that we grow ever closer to you and can't help but share You with others. Lord, you put us in particular places with certain people because you need for us to be better examples and to be your messenger. Help us to better recognize when you are calling on us for this important work. Give us courage and strength to answer your call to discipleship. In Jesus's name, we pray. Amen

SESSION FOUR

RELATIONAL IMPACT



Prayer

Almighty God, we come here for our session this day with humbled hearts. God, you are so very good. Every day you seek us for relationship with you. Sometimes we reciprocate that relationships while other times we do not. God, we just ask that you continue to be here with us today as we dive even deeper into being in relationship with you and relationships with others so that they might also know You. Challenge us today that we may be more Christ-like in how we encounter the world and demonstrate your teachings in our daily lives. In Jesus's name, we pray. Amen



Scripture

During this time, as the disciples were increasing in numbers by leaps and bounds, hard feelings developed among the Greek-speaking believers—"Hellenists"—toward the Hebrew-speaking believers because their widows were being discriminated against in the daily food lines. So the Twelve called a meeting of the disciples. They said, "It wouldn't be right for us to abandon our responsibilities for preaching and teaching the Word of God to help with the care of the poor. So, friends, choose seven men from among you whom everyone trusts, men full of the Holy Spirit and good sense, and we'll assign them this task. Meanwhile, we'll stick to our assigned tasks of prayer and speaking God's Word."

The congregation thought this was a great idea. They went ahead and chose: Stephen, a man full of faith and the Holy Spirit, Philip, Procorus, Nicanor, Timon, Parmenas, Nicolas, a convert from Antioch.

Then they presented them to the apostles. Praying, the apostles laid on hands and commissioned them for their task. The Word of God prospered. The number of disciples in Jerusalem increased dramatically. Not least, a great many priests submitted themselves to the faith.

Acts 6:1-7 (The Message)



Topic introduction

(distribute handout)

Last session, we explored our call to discipleship – both in ourselves and offering to others. We also talked about the need for our church to have an intentional faith development process/pathway. Today we will discuss ways we are called into relationship in our lay ministry.

Quotes from IMPACT!:

The church is called to reach new people. We do that through building new relationships with new people. The church is called to disciple. As disciples, we are called to walk alongside others to help them grow in their discipleship. Ultimately, through all these relationships with others, we are all growing in our relationships with Jesus Christ. Church is ALL about relationships!

We limit the size of our church and its potential IMPACT to reach new people when relationship building is left solely up to the pastor. In addition, if people are only connected relationally to the pastor, the person will likely leave the church if the pastor leaves the church.



Practice lab

Questions for Group Discussion:

1. What is the primary relational focus in your church – internal or external? Explain your answer.
2. Who is/are the primary relationship builders with new people? If it is the pastor, discuss the limitations with this approach and how to shift away from it.
3. Hospitality is a first-impression and demonstrates how open the church is to new relationships. How is your church with hospitality particularly for guests?
4. How does one go about getting connected into the life of your church?
5. How are intentional relationship-building opportunities built into worship design, ministries, and community networks in your church?
6. Answer the questions on page 78-79 appropriate for your group.

Key Concepts:

- We, as the church and as disciples, are in the relationship business.
- Great hospitality is the first step in building relationships
- Connection is an intentional relational process to help build relationships and connect a person into the life of the congregation and a discipleship process.
- Because we are in the relationship business, we must be intentional in every aspect of the church on how build relationships and being relational with one another and with Christ is central to all we do.

Time to Practice:

Ask each participant to pick one area of the life of the congregation (hospitality, fellowship, connections, discipling, worship, ministries, congregational care, denominational/connectional, or community) and share how it could be more relationally-focused.



Take-away

Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what impact step they are willing to take in being more relational in the life of the church and in the secular world. Who will they ask to hold them accountable for the action step?



Prayer

All-knowing God, you know each of us intimately. You know our fears. You know our anxieties. You provided our spiritual giftedness. Lord God, we ask that you continue to help us notice the people you place in our daily lives who are seeking relations with us and with You. Help us to live our daily lives that pleasing to you as we share with others your goodness, love, and grace. In Jesus's name, we pray. Amen

SESSION FIVE

MISSIONS THAT MAKE AN IMPACT

**Prayer**

Almighty God, we come here with a servant's heart. We desire to do the good works you commanded us to do. Help us to see not only the opportunity for doing the good deeds, but to see the faces, feel the hurts, and build relationships with those you ask us to serve. In Jesus's name, we pray. Amen

**Scripture**

'I'm telling the solemn truth: Whenever you did one of these things to someone overlooked or ignored, that was me—you did it to me.'

Matthew 25:40 (The Message)

**Topic introduction**

(distribute handout)

Last session, we explored the relational aspect of being the church. We discussed how hospitality was the opportunity to make a good first-impression and connection was the next step in building relationships. We also talked about how each aspect of the life of the church is based in relationship with each other and with Christ. Today we will explore how to have IMPACT through missions.

Quotes from IMPACT!:

Churches often do mission work, but they fail to have missions with IMPACT! First, we have often become passive in our missions. In other words, we have become good check writers and provide great "stuff" for people in need. ...We have become more like a charity and other secular organizations. Secondly, we often leave the work of missions to a selected group - the few, the proud, the mission's committee/ team.

When we leave relationships out of missions, we are leaving out the best potential for true IMPACT. IMPACTFUL missions are grounded in authentic relationships. They are no longer about the anonymous giving of stuff. When two or more are gathered, Christ is with you. Relational missions provide opportunity for the Holy Spirit to do its thing - IMPACT souls! Missions without relationship reduces the opportunity for "Holy Moments."

Any organization can do charity work. And many excellent organizations do wonderful and essential charity. What differentiates the church from other charity or social groups is that we are in the Jesus business. All we need is to be led back to the purpose for which the church exists - to make disciples of Jesus Christ for the transformation of the world.



Practice lab

Questions for Group Discussion:

1. What current mission work is your church doing?
2. How could the church have more IMPACT! through their current missions?
3. Who is God calling you to take responsibility for reaching? Define this mission field.
4. How is or could your church be “of” and “with” the community?
5. Discuss what third places are currently available in your community and how your church might be able to create a new third place.
6. Answer the questions on page 93 appropriate for your group.

Key Concepts:

- We are called to do good deeds AND share the Good News.
- Check writing is not as IMPACTFUL and relational good deeds.
- Church with IMPACT are a vital thread in the life of their community.

Time to Practice:

Ask each group to think about a new way to both meet people’s needs in the community while also building relationships so they might have the opportunity to share his/her faith story. Have the group think through what shifts would need to be made in the life of the church to make something new like this happen.



Take-away

Ask each person to share their take-away for today’s session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session’s participant handout. Ask them to write down what impact step they are willing to take in being more intentional in doing both good deeds and sharing the good news. Who will hold them accountable for the action step?



Prayer

Gracious and loving God, you go before us. You provide opportunities to show your love and grace to our community day in and day out. Sometimes we are passive in our approach of sharing you. Sometimes we hide behind checking writing so we don't have to share your Good News. Lord, as we leave here today, let us grow more uncomfortable with not intersecting our community with the new of your great love and desire for more people to have a personal relationship with you. In Jesus's name, we pray. Amen

SESSION SIX

WORSHIP WITH IMPACT

**Prayer**

All-knowing and powerful God, we come to you today with a worship mindset. We humbled ourselves to learn how we can honor you through our weekly worship. Lord, be with our group tonight as we struggle through conversations that will cause us to stretch and discover. Grab our hearts today, Lord, that we bring honor and glory to you in our words and actions. In Jesus' name we pray. Amen

**Scripture**

Everyone around was in awe—all those wonders and signs done through the apostles! And all the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met. They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. People in general liked what they saw. Every day their number grew as God added those who were saved.

Acts 2:43-47 (The Message)

**Topic introduction**

(distribute handout)

Last session, we explored a new understanding of missions – doing both the Good Deeds and Sharing the Good News. Today we will discuss how to have a more profound IMPACT in worship.

Quotes from IMPACT!:

Regardless of how you describe worship, compelling and IMPACTFUL worship is best planned with a team - a team of both clergy and laity. Liturgy actually means the work of the people. Too often, worship has instead been left up to the “pros” (clergy and music minister).

Planning worship is layered. Worship is one continuous experience with multiple encounters tied together. Worship with IMPACT is seamless with smooth transitions and elements that fit together as different puzzle pieces to create a crystal clear picture of the Gospel take-away for the day. IMPACTFUL worship causes us to think and act. It prompts transformation.



Practice lab

Questions for Group Discussion:

1. How is worship planned in your church?
2. Who participates in worship? How are the participants chosen?
3. How could your church's worship experience be more IMPACTFUL?
4. Discuss the terms vertical and horizontal as it pertains to worship from pages 98-99.
5. What would it take to move the worship experience from attractional to missional?
6. Answer the questions on page 104-105 appropriate for your group.

Key Concepts:

- Worship is a verb and not a noun.
- Worship planning is best when done collaboratively in a group.
- Worship planning must take the mission field into account.

Time to Practice:

Ask each group to identify three elements of worship that are IMPACTFUL and three areas that are not. Share their work and explain the reasoning to the larger group.



Take-away

Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what impact step they are personally willing to take for a more IMPACTFUL and compelling worship experience. Who will they ask to hold them accountable for the action step?



Prayer

Ever-present God, we desire to worship you every day. Help us to break down our walls that keep us from having a full understanding of all the ways we can worship and all the ways others might come to know you if our church's worship service was more culturally relevant and seeker friendly. God, we know you count on us to provide those opportunities for others. Help us to worship you continuously. In Christ, we pray. Amen.

SESSION SEVEN

IMPACT-FOCUSED LAY LEADERSHIP

**Prayer**

Almighty God, you have provided each of us with spiritual gifts. We are so grateful for your blessings on each of us. Be with us today as we focus on using our gifts as laity to lead your church. Guide us and mold us into being the leaders you need for the church today. In Jesus's name, we pray. Amen

**Scripture**

Jethro, Moses' father-in-law, brought a Whole-Burnt-Offering and sacrifices to God. And Aaron, along with all the elders of Israel, came and ate the meal with Moses' father-in-law in the presence of God. The next day Moses took his place to judge the people. People were standing before him all day long, from morning to night. When Moses' father-in-law saw all that he was doing for the people, he said, "What's going on here? Why are you doing all this, and all by yourself, letting everybody line up before you from morning to night?"

Moses said to his father-in-law, "Because the people come to me with questions about God. When something comes up, they come to me. I judge between a man and his neighbor and teach them God's laws and instructions."

Moses' father-in-law said, "This is no way to go about it. You'll burn out, and the people right along with you. This is way too much for you—you can't do this alone. Now listen to me. Let me tell you how to do this so that God will be in this with you. Be there for the people before God, but let the matters of concern be presented to God. Your job is to teach them the rules and instructions, to show them how to live, what to do. And then you need to keep a sharp eye out for competent men—men who fear God, men of integrity, men who are incorruptible—and appoint them as leaders over groups organized by the thousand, by the hundred, by fifty, and by ten. They'll be responsible for the everyday work of judging among the people. They'll bring the hard cases to you, but in the routine cases they'll be the judges. They will share your load and that will make it easier for you. If you handle the work this way, you'll have the strength to carry out whatever God commands you, and the people in their settings will flourish also."

Exodus 18:12-23 (The Message)

**Topic introduction**

(distribute handout)

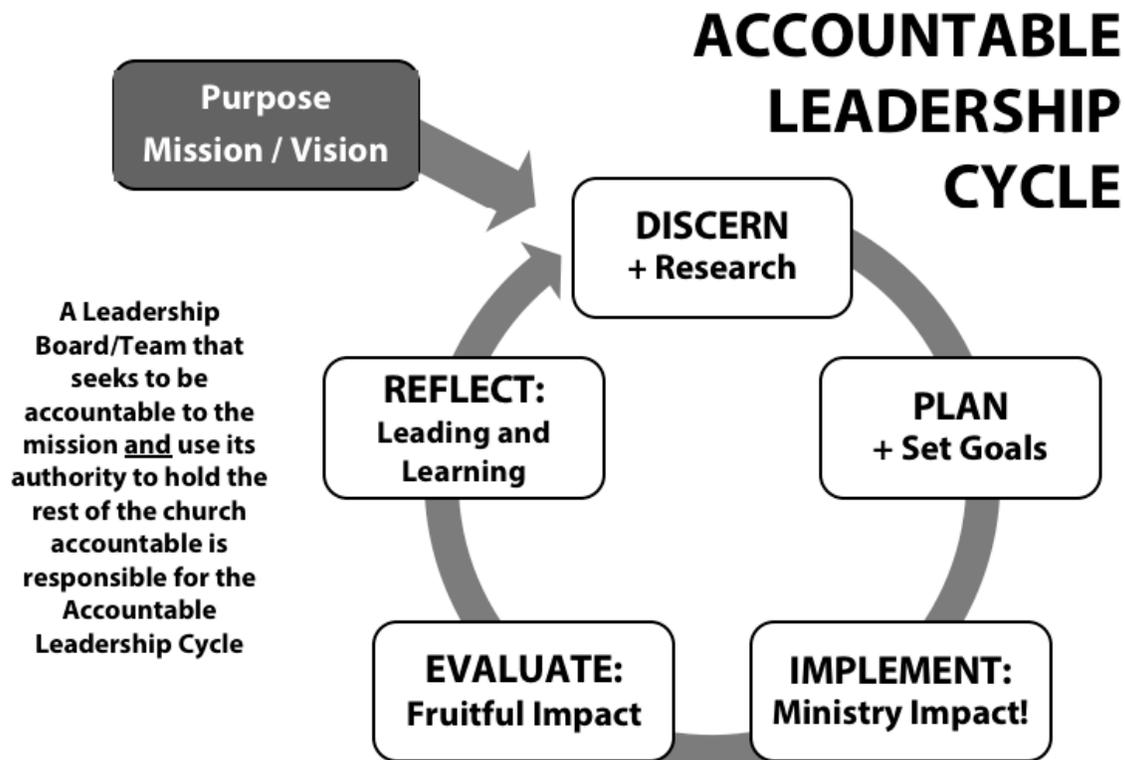
Last session, we explored our call to IMPACT worship. Today we will discuss how we as laity are called to lead our churches in their mission of making disciples of Jesus Christ for the transformation of the world.

Quotes from IMPACT!:

In some churches, leadership was a place of honor rather than a position matched to spiritual gifts and calling. Nominating committees first thought about the people of influence in the church and then made sure that all these influential members were slotted to fill some blank space on the leadership chart.... Much importance was given to the role of being a leader as a key influencer rather than the responsibility of the collective church leadership to guide the congregation in making an IMPACT for Christ.

Our world works at a much quicker pace today, and we are living in a post-Christendom culture that simply won't wait for the church to catch up. Leaders are looking to work within a governance process where real and greater IMPACT can be experienced routinely.

Assessment, evaluation, and reflection are critically important to a healthy governance model when practicing accountable leadership. We must become proficient with assessment at every level. The board is accountable to Christ for the church living its mission of making disciples. The pastor is accountable to the board for the church's annual goals and living into its vision of God's preferred future for how it uniquely makes disciples. The staff (paid and unpaid ministry leaders) are accountable to the pastor for the day-to-day ministry, with the pastor ensuring that the ministries are aligned with the church's annual goals. Constant and consistent evaluation at all levels is critical to enable the church to assess its fruitfulness and remain in alignment of its purpose/mission. Finally, the board needs to take time to reflect on ministries and their effectiveness. Accountability is not about blaming, but it's certainly about learning. An organization that never reflects on their work never learns or adapts. A word of warning: Evaluation and accountability are key, but please know that this is an incredibly difficult shift to live into because it will take persistence and patience, but it will be so worth the investment. (See below for a graphic representation of the Accountable Leadership Cycle)



Congregations need functioning and nurtured “immune systems” to stay healthy. A congregation cannot depend upon the pastor to serve as the congregation’s immune system. While the pastor may have some role to play in transforming conflict in her capacity as a spiritual leader, it is really the congregation’s lay leadership that provides the church with the antibodies to protect the congregation’s mission.

The pastor’s role is not one of church ownership nor is that the role of the lay leadership. Christ is the owner of the church; we should be owning the mission that Christ gave us. The board’s role is governance and partnering with the pastor in the strategic work of visioning. The pastor’s role is that of a leader and an equipper.



Practice lab

Questions for Group Discussion:

1. What is current culture in your related to how church leaders come into their leadership and how long they serve?
2. Please share your thoughts on how simple and authentic (desired by the modern leader) your leadership culture is in your church.
3. How does your current leadership structure align (or not) the church in its purpose/mission of making disciples? Identify any gaps present where alignment is missing.
4. Discuss the idea of accountability and practice in leadership at your church. How does it match up to the Accountable Leadership Cycle?
5. How are leaders identified, recruited, and equipped for ministry in your church? What are the markers of a mature disciple to lead?
6. Answer the questions on pages 123-124 appropriate for your group.

Key Concepts:

- Many churches have leaders in place from a power perspective or default rather than those best equipped to lead.
- Most church boards are managing leaving no one to govern. Decision-making is complicated and relationally based
- Accountability is essential in the life of the church to nurture a healthy laity leadership culture.
- Better identification, recruiting and equipping practices are needed in most churches to be a vital, growing congregation.

Time to Practice:

Ask each group to draw a diagram of the organizational chart of the congregation. Have each group present their diagram. Compare the various diagrams and different perceptions of the congregation’s leadership structure. Discuss what was discovered in this exercise.



Take-away

Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what impact step they are willing to take in helping shift the leadership culture in the life of the church to a healthier culture. Who will hold them accountable for the action step?



Prayer

All-knowing God, you know each of us intimately. You placed the gifts in each of us to serve you. Help us to not only know those gifts, but to use those gifts to serve you. Lord, we know that sometimes examining our church's culture is difficult. We have had some eye-opening and maybe even some uncomfortable conversations today. Help us to process our learnings and take the necessary bold steps needed to be an every-increasing body of Christ sharing you in our community. In Jesus's name, we pray. Amen

SESSION EIGHT

NEW PASTOR'S ARRIVAL: OPPORTUNITY FOR IMPACT



Prayer

Almighty God, we are so grateful that you send us pastors to lead our congregation. While we are sad to say good-bye to pastors, we receive new pastors with great expectation and thanksgiving. Transitions are often difficult and cause anxiousness. Yet, transitions are also time for new starts, fresh eyes, and new possibilities. Help us to be open to the process. In Jesus's name, we pray. Amen



Scripture

The guild of prophets at Jericho came to Elisha and said, "Did you know that God is going to take your master away from you today?" "Yes," he said, "I know it. But keep it quiet." Meanwhile, fifty men from the guild of prophets gathered some distance away while the two of them stood at the Jordan. Elijah took his cloak, rolled it up, and hit the water with it. The river divided and the two men walked through on dry land. When they reached the other side, Elijah said to Elisha, "What can I do for you before I'm taken from you? Ask anything." Elisha said, "Your life repeated in my life. I want to be a holy man just like you." "That's a hard one!" said Elijah. "But if you're watching when I'm taken from you, you'll get what you've asked for. But only if you're watching." And so it happened. They were walking along and talking. Suddenly a chariot and horses of fire came between them and Elijah went up in a whirlwind to heaven. Elisha saw it all and shouted, "My father, my father! You—the chariot and cavalry of Israel!" When he could no longer see anything, he grabbed his robe and ripped it to pieces. Then he picked up Elijah's cloak that had fallen from him, returned to the shore of the Jordan, and stood there. He took Elijah's cloak—all that was left of Elijah!—and hit the river with it, saying, "Now where is the God of Elijah? Where is he?" When he struck the water, the river divided and Elisha walked through. the guild of prophets from Jericho saw the whole thing from where they were standing. They said, "The spirit of Elijah lives in Elisha!" They welcomed and honored him.

2 Kings 2:5, 7-15 (The Message)



Topic introduction

(distribute handout)

Last session, we explored our call to lay leadership. We are called to lead our church with IMPACT! We are called to own the mission and live into the vision you have given us. Today we will explore the possibilities open to us as in a time of pastoral transition.

Quotes from IMPACT!:

The arrival of a new pastor is an amazing opportunity for the congregation to mobilize for IMPACT. Receiving a new pastor creates a window -- often a fleeting moment -- for your fellow members to look at your church with fresh eyes, assess its culture, and use the opportunity for some cultural shifts that could impact the congregation in your community. You can be intentional in how you describe your community, your mission field, and your church's culture to the new pastor.

We often hear laity are frustrated that they must "start over" every time a new pastor is appointed. Yet we, as laity, must first own who we are and where God is leading us. Without that missional ownership and clear communication to the pastor about the mission, vision, core values and current congregational goals, pastors are left to create some-thing on their own.

Communication must be multidirectional, including the pastors, the S/PPRC, the appointive cabinet, and the congregation. The word relations in the title of the Staff/Pastor Parish Relations Committee is meaningful because their primary work is relational, so the committee's communications should be as much about listening as talking, like in any healthy relationship.... In the healthiest transitions, the S/PPRC or transition team serves as a two-way interpreter between the congregation and the new pastor: clarifying expectations and feedback, identifying the congregation's sacred cows and blessed traditions, and connecting the new pastor to the congregation and community with intentional introductions.

A change in clergy leadership is also a perfect time to begin a tradition of a congregational survey. Surveys often create a bit of anxiety on the part of the clergy. While, as the adage "information is your friend" may be true, what people do with the information is not always friendly. But the arrival of a new pastor creates a window for lay leadership to get some critical information and identify your next steps.

A transition is a time of simultaneously saying goodbye and saying hello. As laity, we need to remember that, just as we are going through our own emotions during a pastoral transition, the incoming and outgoing pastors are also going through their own stressful journeys of saying goodbye and hello. How we say goodbye to an existing pastor says a lot about us as a congregation.

"Have you met our new pastor?"



Practice lab

Questions for Group Discussion:

1. Discuss your last few pastoral changes. How did it go? What improvements could be identified.
2. How is a pastoral profile completed in your context? What preparations are made to help clearly articulate the profile based on the needs of the congregation AND mission field?
3. How do you say good-bye and hello in times of pastoral transitions? What improvements could be made? How does communication play into the potential improvements?
4. How well does your church "know thyself" and "know the community"?
5. What intentional steps of intentional relationship building are in place to greet a new pastor and get an early win?
6. Answer the questions on pages 148-149 appropriate for your group.

Key Concepts:

- Pastoral transitions are a great opportunity to create new momentum. Don't miss the opportunity.
- Most church do not do the intentional work of really knowing who they are, what they need in pastoral leadership, and who the community is.
- Pastors are appointed to the mission field not just the church.
- Intentionality is needed in this time of transition to reap the harvest opportunity.

Time to Practice:

Ask each group to brain storm ideas on how the church's next pastoral transition could be its very best, and an opportunity for missional IMPACT. Share their ideas with the larger group.



Take-away

Ask each person to share their take-away for today's session. This could be a learning, a new awareness, or a shift of some sort.



Impact step

Ask each participant to return to this session's participant handout. Ask them to write down what impact step they are willing to personally take during the next pastoral transition. If there is no expected pastoral transition upcoming, how will participants commit to helping the current pastor meet and engage a larger cross-section of the community with intentionality and purpose?



Prayer

All-knowing God, you know each of us intimately. Help us to know ourselves and our mission field as intimately. In times of anxious transitions, open our eyes to the possibilities rather than the concentrate on the sorrow. Allow us to say good-bye with grace and gratitude and say hello with radical hospitality and intentional relationship building. In Jesus's name, we pray. Amen



Parting Challenge

As we end our time together, I want to offer a challenge to all of us. Reclaim your call to lay ministry. God has called each of us. You are called to ministry! You are called for IMPACT! Now, go do it!



ABOUT THE AUTHORS

Mrs. Kay Kotan is the Director for Equipping Vital Congregations at the Susquehanna Annual Conference of the United Methodist Church. A credentialed coach, church consultant, speaker and author, she was one of the principal creators for the Healthy Church Initiative process in the Missouri Annual Conference. She also created the Small Church Initiative as part of the Missouri Conference Initiative. Kay is a sought-after speaker and workshop leader throughout the denomination. She is an ICF credentialed coach, consultant and trainer. In addition, she is a Path One Coach and has served on the Faculty of Coaching4Clergy.

Kay has a passion to serve churches of all sizes and has written or coauthored fourteen books. Some of those books include: *Renovate or Die*; *A Day of New Beginnings: Helping Small Churches Remember and Discover New Paths Forward*; *Gear Up: Nine Essentials Processed for the Optimized Church*; *Building Worship Bridges: Worship to Accelerate Neighborhood Connections*; *Mission Possible: Structuring Your Church for Missional Effectiveness*; *Necessary Nine: Things Effective Pastors Do Differently*, and *Small Church Checkup: Assessing Your Church Health and Creating a Treatment Plan*.

Kay is an active layperson who is passionate about being a disciple of Jesus Christ. Kay is committed to use her call as a layperson to help churches, pastors, and other laypersons serve Jesus Christ and to help churches vision for a renewed future. She has been married for over twenty-five years to her husband, Bob, and they have one son, Cameron.

Dr. Blake Bradford is the Chief Mission Strategist and Superintendent of the Central District of the Arkansas Conference of the United Methodist Church, and co-author of the book, *IMPACT! Reclaiming the Call of Lay Ministry*. A graduate of Hendrix College, he has masters degrees from Vanderbilt University and Iliff School of Theology, and a Doctor of Ministry from Perkins School of Theology at SMU.

After earning his doctorate, Blake continued training with in facilitating conflict transformation in congregations, communities, and organizations. Blake has been a keynote speaker at the General Board of Higher Education and Ministry's Quadrennial Training for Boards of Ordained Ministry and presented at the Church of the Resurrection's Leadership Institute. He currently serves on GBHEM's Advisory Panel for Residency In Ministry.

Blake has pastored churches of different sizes and contexts, and he has served the Arkansas Conference Center for Vitality as a congregational coach, consultant, and director of the ordination program. He and his wife Kerri, an instructor in the art department at the University of Arkansas at Little Rock, have two teenage children. Blake also holds a second-degree black belt, which he believes has been his best training for ministry! Learn more about Blake at blakebradford.org.

PARTICIPANT HANDOUTS



Handouts

The next section provides participant handouts designed for each session. Photocopy enough for everyone in the class and distribute during the welcoming time when the session's topic is introduced.

These handouts are also downloadable at EquippingVitalCongregations.org and blakebradford.org.

SESSION ONE

CHRIST'S CHURCH FOR CHRIST'S IMPACT



Scripture

1 Corinthians 3:6-15 (The Message)

Planting and watering are menial servant jobs at minimum wages. What makes them worth doing is the God we are serving. You happen to be God's field in which we are working.



Key Concepts

- We most likely need to re-tool ourselves to practice active evangelism.
- Most of us compartmentalize our church life from our secular life.
- Churches have become clergy dependent.
- Laity must step up and reclaim our role of lay ministry to have Kingdom IMPACT!



Practice Lab

Questions for Group Discussion:

1. In your reading of this first chapter of IMPACT!, what were the over-arching themes or teachings you discovered?
2. Describe your church's mission field? Describe your personal mission field.
3. Discuss your thoughts on passive vs active evangelism. What is the difference? What were you equipped to do?
4. Name three methods where laity could take ownership of the mission of making disciples in your church.
5. Why is this a "ripe" season for reclaiming the call of lay ministry?
6. Process the appropriate questions for your group on pages 19-20.

Time to Practice:

Divide the group in pairs or triads. Ask them to share with their partner(s) how they would answer the four questions at the bottom of page 14 and the top of page 15. Make sure each partner has the opportunity share and practice answering these questions.



My Take Away



My IMPACT Step

SESSION TWO CULTURAL IMPACT



Scripture

Acts 17:16-23 (Common English Bible)

Paul stood up in the middle of the council on Mars Hill and said, "People of Athens, I see that you are very religious in every way. As I was walking through town and carefully observing your objects of worship, I even found an altar with this inscription: 'To an unknown God.' What you worship as unknown, I now proclaim to you..."



Key Concepts

- The gap between the church and culture has become wider and wider over the past five decades.
- Churches have become foreigners in our own neighborhoods.
- Churches will have to adapt in order to become/stay relevant to the changing culture.



Practice Lab

Questions for Group Discussion:

1. What are our modern-day idols that keep us apart from being fully devoted followers of Jesus Christ?
2. Describe the culture of the neighborhood where your church is located. How familiar are you with the culture? Do you live in the neighborhood and socialize with them?
3. How will the prediction of a minority-majority population and one in five being 65 years of age or older affect your church?
4. How is your church adapting to meet this changing culture?
5. How will we IMPACT the souls of the Millennials?
6. Answer the appropriate questions of your group from page 34.

Time to Practice:

Divide the group into different pairs or triads from last session. Ask them to process how each are personally willing to lead adaptations in the church to become more culturally relevant to the neighborhood. How does this affect them personally? How will this affect the church?



My Take Away



My IMPACT Step

SESSION THREE DISCIPLESHIP IMPACT

Scripture

Matthew 28:16-20 (Common English Bible)



Now the eleven disciples went to Galilee, to the mountain where Jesus told them to go. When they saw him, they worshipped him, but some doubted. Jesus came near and spoke to them, "I've received all authority in heaven and on earth. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to obey everything that I've commanded you. Look, I myself will be with you every day until the end of this present age."



Key Concepts

- The church has focused on membership rather than discipleship causing us to concentrate on the institution rather than being a disciple of Jesus Christ.
- Most churches are missing an intentional faith development process and the value for all to engage in it.
- Some churches have lost the purpose of small groups by becoming fellowship focused rather than discipleship focused.
- We sometimes become focused too much on knowing Jesus and not enough about living out the life Jesus modeled for us.



Practice Lab

Questions for Group Discussion:

1. Discuss your thoughts on the definition of a disciple from page 36.
2. Compare and contrast member versus discipleship.
3. How does your church intentionally disciple both new believers and existing attenders to grow deeper in their discipleship continuously?
4. What improvements are needed in your church's intentional discipleship process?
5. Discuss the traits and processes suggested around small groups. What did you learn from the concepts in the book?
6. Answer the appropriate questions for your group from page 57.

Time to Practice:

Divide the group in pairs or triads. Ask each partner to share their discipleship experience. How have they been disciplined? Who disciplined them? Who are they now disciplining? What are his/her next steps in growing as a disciple of Jesus Christ?



My Take Away



My IMPACT Step

SESSION FOUR RELATIONAL IMPACT



Scripture

Acts 6:1-7 (The Message)

Praying, the apostles laid on hands and commissioned them for their task. The Word of God prospered. The number of disciples in Jerusalem increased dramatically. Not least, a great many priests submitted themselves to the faith.



Key Concepts

- We, as the church and as disciples, are in the relationship business.
- Great hospitality is the first step in building relationships
- Connection is an intentional relational process to help build relationships and connect a person into the life of the congregation and a discipleship process.
- Because we are in the relationship business, we must be intentional in every aspect of the church on how build relationships and being relational with one another and with Christ is central to all we do.



Practice Lab

Questions for Group Discussion:

1. What is the primary relational focus in your church – internal or external? Explain your answer.
2. Who is/are the primary relationship builders with new people? If it is the pastor, discuss the limitations with this approach and how to shift away from it.
3. Hospitality is a first-impression and demonstrates how open the church is to new relationships. How is your church with hospitality particularly for guests?
4. How does one go about getting connected into the life of your church?
5. How are intentional relationship-building opportunities built into worship design, ministries, and community networks in your church?
6. Answer the questions on page 78-79 appropriate for your group.

Time to Practice:

Ask each participant to pick one area of the life of the congregation (hospitality, fellowship, connections, discipling, worship, ministries, congregational care, denominational/connectional, or community) and share how it could be more relationally-focused.



My Take Away



My IMPACT Step

SESSION FIVE

MISSIONS THAT MAKE AN IMPACT



Scripture

Matthew 25:40 (The Message)

'I'm telling the solemn truth: Whenever you did one of these things to someone overlooked or ignored, that was me—you did it to me.'



Key Concepts

- We are called to do good deeds AND share the Good News.
- Check writing is not as IMPACTFUL and relational good deeds.
- Church with IMPACT are a vital thread in the life of their community.



Practice Lab

Questions for Group Discussion:

1. What current mission work is your church doing?
2. How could the church have more IMPACT! through their current missions?
3. Who is God calling you to take responsibility for reaching? Define this mission field.
4. How is or could your church be "of" and "with" the community?
5. Discuss what third places are currently available in your community and how your church might be able to create a new third place.
6. Answer the questions on page 93 appropriate for your group.

Time to Practice:

Ask each group to think about a new way to both meet people's needs in the community while also building relationships so they might have the opportunity to share his/her faith story. Have the group think through what shifts would need to be made in the life of the church to make something new like this happen.



My Take Away



My IMPACT Step

SESSION SIX

WORSHIP WITH IMPACT



Scripture

Acts 2:43-47 (The Message)

Everyone around was in awe—all those wonders and signs done through the apostles! And all the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met. They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. People in general liked what they saw. Every day their number grew as God added those who were saved.



Key Concepts

- Worship is a verb and not a noun.
- Worship planning is best when done collaboratively in a group.
- Worship planning must take the mission field into account.



Practice Lab

Questions for Group Discussion:

1. How is worship planned in your church?
2. Who participates in worship? How are the participants chosen?
3. How could your church's worship experience be more IMPACTFUL?
4. Discuss the terms vertical and horizontal as it pertains to worship from pages 98-99.
5. What would it take to move the worship experience from attractional to missional?
6. Answer the questions on page 104-105 appropriate for your group.

Time to Practice:

Ask each group to identify three elements of worship that are IMPACTFUL and three areas that are not. Share their work and explain the reasoning to the larger group.



My Take Away



My IMPACT Step

SESSION SEVEN

IMPACT-FOCUSED LAY LEADERSHIP



Scripture

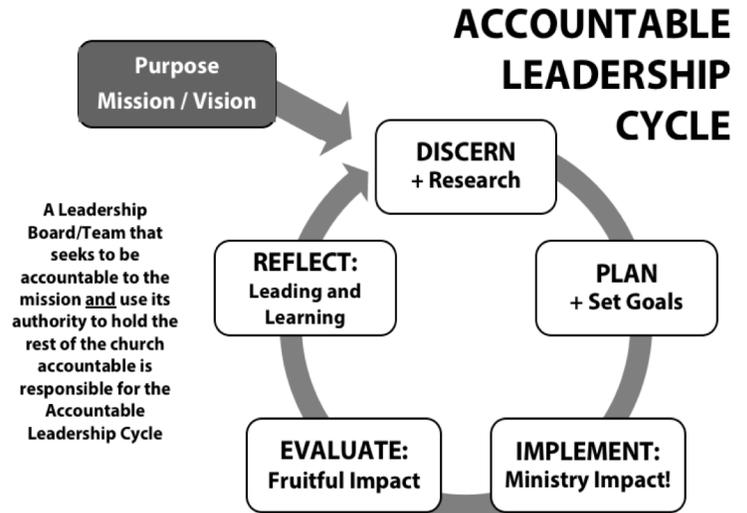
Exodus 18:12-23 (The Message)

Moses' father-in-law said, "This is no way to go about it. You'll burn out, and the people right along with you. This is way too much for you—you can't do this alone. Now listen to me. Let me tell you how to do this so that God will be in this with you."



Key Concepts

- Many churches have leaders in place from a power perspective or default rather than those best equipped to lead.
- Most church boards are managing leaving no one to govern. Decision-making is complicated and relationally based
- Accountability is essential in the life of the church to nurture a healthy laity leadership culture.
- Better identification, recruiting and equipping practices are needed in most churches to be a vital, growing congregation.



Practice Lab

Questions for Group Discussion:

1. What is current culture in your related to how church leaders come into their leadership and how long they serve?
2. Please share your thoughts on how simple and authentic (desired by the modern leader) your leadership culture is in your church.
3. How does your current leadership structure align (or not) the church in its purpose/mission of making disciples? Identify any gaps present where alignment is missing.
4. Discuss the idea of accountability and practice in leadership at your church. How does it match up to the Accountable Leadership Cycle?
5. How are leaders identified, recruited, and equipped for ministry in your church? What are the markers of a mature disciple to lead?
6. Answer the questions on pages 123-124 appropriate for your group.

Time to Practice:

Ask each group to draw a diagram of the organizational chart of the congregation. Have each group present their diagram. Compare the various diagrams and different perceptions of the congregation's leadership structure. Discuss what was discovered in this exercise.



My Take Away



My IMPACT Step

SESSION EIGHT

NEW PASTOR'S ARRIVAL: OPPORTUNITY FOR IMPACT



Scripture

2 Kings 2:5, 7-15 (The Message)

When they reached the other side, Elijah said to Elisha, "What can I do for you before I'm taken from you? Ask anything." Elisha said, "Your life repeated in my life. I want to be a holy man just like you."



Key Concepts

- Pastoral transitions are a great opportunity to create new momentum. Don't miss the opportunity.
- Most church do not do the intentional work of really knowing who they are, what they need in pastoral leadership, and who the community is.
- Pastors are appointed to the mission field not just the church.
- Intentionality is needed in this time of transition to reap the harvest opportunity.



Practice Lab

Questions for Group Discussion:

1. Discuss your last few pastoral changes. How did it go? What improvements could be identified.
2. How is a pastoral profile completed in your context? What preparations are made to help clearly articulate the profile based on the needs of the congregation AND mission field?
3. How do you say good-bye and hello in times of pastoral transitions? What improvements could be made? How does communication play into the potential improvements?
4. How well does your church "know thyself" and "know the community"?
5. What intentional steps of intentional relationship building are in place to greet a new pastor and get an early win?
6. Answer the questions on pages 148-149 appropriate for your group.

Time to Practice:

Ask each group to brain storm ideas on how the church's next pastoral transition could be its very best, and an opportunity for missional IMPACT. Share their ideas with the larger group.



My Take Away



My IMPACT Step