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CL 613 Equipping The Laity

Stephen L. Martyn

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The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4.11-13

EQUIPPING THE LAITY

Three Hours Credit

CL 613 Fall 2006

Class Limited To 40 Students

8:00 a.m. – 10:45 a.m. Tuesday Morning

Stephen L. Martyn, Ph.D. [Steve Martyn@asburyseminary.edu](mailto:Steve_Martyn@asburyseminary.edu)

Office: Beeson Center 316 (859) 858-2051

Office Hours: Tuesdays & Thursdays 1:00 – 2:30 pm

WELCOME

Welcome to CL613 “Equipping The Laity.” One of the greatest joys I have experienced in the last three decades as a United Methodist pastor has been witnessing the people of God embracing the ministry that God has for them in the local church and in the world. In fact, I am absolutely convinced that a major move of the Holy Spirit within the Church right now is that of identifying, equipping, encouraging, and releasing women and men into a life of discipleship and ministry. The Reformation tenet of “The Priesthood of All Believers” is still very much unfolding!

In CL613 I want to share with you some Biblically based and historically proven principles of adult discipleship that lead to ministry engagement. I will be moving from a thoroughly Wesleyan background and understanding of what it means to be a Christian; and I will be sharing from my own rich experience of discipleship training in five different local congregations.

This class is for you if you have a deep desire to see the people under your care equipped for the ministry that God has for them.

COURSE DESCRIPTION

With the end in view of a local congregation fulfilling God's purposes and being filled with disciples who are exercising their spiritual gifts and callings to ministry, we will examine seven major components necessary for an equipping ministry.

1. The Biblical foundation for raising up disciples who serve as leaders, managers, ministers, and prayer warriors.
2. The direction of pastoral leadership necessary to fulfill an equipping ministry.
3. Dynamics of the Wesleyan Class Meeting and small group accountability.
4. Essential dynamics of small group leadership.
5. A two-year model for discipleship formation.
6. The strategy of calling people to intentional apprenticeship.
7. Ministry deployment and team formation.

PARISH BASED

Please note that the primary material for CL613 arises from the Wesleyan Societies as structured by John Wesley, and from Dr. Martyn's personal experience within local congregations. As such, CL613 will be presenting a parish-based model of Christian discipleship. Dr. Martyn fully acknowledges that there are rich and diverse means of equipping the laity for ministry, some of which come from para-church ministries, college ministries, and other avenues. Small group projects within the class will allow those not planning on serving in a parish setting to take the principles of Wesleyan discipleship and adapt them to their anticipated setting upon graduation.

COMPETENCIES TO BE DEVELOPED BY THE STUDENT

Students taking this course should come out of the experience with a conceptual frame-work of how to walk into a ministry setting and set up an intensive two-year discipleship course that would result in ministry deployment and ministry team formation.

Students should first have a clear understanding of the Biblical role of the pastor or ministry leader to equip the saints for ministry. A huge conceptual shift must take place here of moving away from a world view that sees laity as the object of ministry to a more Biblical view that trains laity to be in ministry.

Students should then be able to take the foundational principles of Wesleyan discipleship and implement them in a culturally appropriate manner in the ministry context within which they find themselves. A beginning grasp of small group dynamics should be part of this competency.

Students in CL613 should have an understanding of the goal of discipleship formation, which is ministry deployment, and how ministry is best done within a team setting.

REQUIRED TEXTBOOKS

Buckingham, Marcus, and Donald Clifton. *Now, Discover Your Strengths*. New York: Simon & Schuster, 2001 (250 pages).

Cordeiro, Wayne. *Doing Church As A Team*. Ventura, CA: Regal Books, 2004 (214 pages).

Job, Rueben P. and Norman Shawchuck. *A Guide To Prayer*. Nashville, TN. The Upper Room, 1983 (417 pages).

Harper, Steve. *Devotional Life In The Wesleyan Tradition: A Workbook*. Nashville, TN: Upper Room Books, 2001 (159 pages).

Henderson, D. Michael. *John Wesley's Class Meeting: A Model for Making Disciples*. Nappanee, IN: Francis Asbury Press, 1997 (191 pages).

Muto, Susan, and Adrian van Kaam. *Epiphany Manual on the Art and Discipline of Formation-in-Common: A Fresh Approach to the Ancient Practice of Spiritual Direction*. Pittsburgh, PA. Epiphany Association, 2004 (133 pages).

Recommended Texts (not required)

Bugbee, Bruce; Cousins, Don; Hybels, Bill. *NETWORK: The Right People...In the Right Places...For the Right Reasons*. Grand Rapids: Zondervan (Willow Creek Resources), 1994.

Cymbala, Jim. *Fresh Faith: What Happens When Real Faith Ignites God's People*. Grand Rapids: Zondervan, 1999.

Garlow, Jim. *Partners in Ministry (Second Edition)*. Beacon Hill, 1998.

Mallory, Sue, and Brad Smith. *The Equipping Church Guidebook*. Grand Rapids, Zondervan, 2001 (350 pages).

Manskar, Steven W. *Accountable Discipleship: Living in God's Household*. Nashville, TN: Discipleship Resources, 2000.

Mathison, John Ed. *Every Member in Ministry: Involving Laity and Inactives*. Nashville, TN: Discipleship Resources, 1996.

Vander Griend, Alvin J. *The Praying Church Sourcebook*. Grand Rapids: Faith Alive, 1997.

Watson, Gayle Turner. *Guide For Covenant Discipleship Groups*. Nashville, TN: Discipleship Resources, 2000.

COURSE REQUIREMENTS

Covenant Groups/Ministry Teams

Students will interact in small groups with two primary purposes in mind: (1) To have the experience of growing together in a **covenant group** setting; and (2) To work together as an actual **ministry team** on an **anticipated future ministry assignment**. For instance, students anticipating serving in pastoral leadership in a local congregation will be placed together in a small group. In like manner, students anticipating serving in Christian Education or in para-church ministry or in college ministry will be placed together in small groups.

Each small accountability group will work through the devotionals within *Devotional Life In The Wesleyan Tradition: A Workbook*, **and** within the applicable weeks of *A Guide To Prayer* (fall semester will cover September through mid-December). Group members will both share with one another regarding their devotional dispositions, insights and prayer requests, and they will lovingly encourage one another with appropriate accountability and by praying for one another. Personal sharing within the group will be held in sacred confidentiality.

During the first 8 weeks of the course the accountability groups will work through Steve Harper's workbook, *Devotional Life In The Wesleyan Tradition: A Workbook*.

The purpose of the above is to actually experience the dynamics of living within a covenant rule in the context of Christian community and to personally experience the major Wesleyan components of discipleship formation. Christian leadership is primarily concerned with transformed lives, which will then result in transformed systems.

COVENANT GROUP PROJECTS

In addition, each covenant group will have a major group assignment involving the imaginative structuring of a likely ministry placement and the construction of a **Ministry Action Plan (M.A.P.)** which address the direction of ministry for that particular situation. Components of the Covenant Group Project will include:

1. Constructing a mutually agreed upon anticipated ministry scenario. This scenario should reflect a composite sketch of the most likely ministry assignment students within the group will step into upon graduation. The ministry scenario should not exceed two and one half pages (12 point type, single spaced). The purpose of this assignment is to use formative imagination to create a "most likely" setting so that members of the group can anticipate a Ministry Action Plan within their ministry placement upon graduation.
2. Benchmark. Each member of the group will personally interview (telephone interviews are fine; face to face interviews

would be wonderful) two individuals who are presently serving in a leadership role in an actual setting **similar to** the anticipated setting sketched out by the group. Group members will then share insights gleaned from readings and interviews with one another. Each group member is also asked to annotate two written resources (texts, articles, blogs, etc.) beyond those discussed in class that contribute to the task of *equipping the laity* in the anticipated ministry setting. An annotated group bibliography will be presented in the final group project/presentation.

3. M.A.P. In consultation with course lectures, readings, and the combined insights of the Covenant Group, each group will prayerfully produce a Ministry Action Plan. The M.A.P. will outline the first three years of ministry (focusing upon equipping the laity) within the anticipated ministry setting. The M.A.P. should be a detailed outline of concrete ministry goals, action plans, communication processes, and evaluation processes.
4. Presentation. On the last two days of class each group will present their scenario, M.A.P., and annotated bibliography to the class as a whole. Every group should have a 15 plus page electronic version of their presentation to share with the class (including the annotated bibliography). The presentation should utilize creative communication to impart the gained wisdom and insight of the Covenant Group to the rest of the class. Class presentations are limited to 20 minutes.

Small group members will evaluate each other (form will be distributed at the beginning of class). This evaluation will count for 10% of student's overall grade for the course.

Foundational Paper

Students in CL613 will compose a ***Foundational Paper*** in which this essential question is addressed: **“How am I being called to equip the people of God for the ministry of God?”**

This integrative, reflection paper shall be written in first person and shall adhere to MLA guidelines as found in *Form and Style (12th Ed.)*

by Carol Slade, Wilmington, MA. Houghton Mifflin Trade. Please use 12-point font and 1 inch margins all the way around. This paper should be 7 to 8 pages in length.

The purpose of an integrative, reflection paper is for students to critically and creatively **integrate** insights from the course (readings, lectures, discussions, video clips, etc.) into their “world view” of ministry and then **reflect** upon the implications of those insights for their anticipated ministry situation.

The **Foundational Paper shall include** these subheadings:

- Biblical and Theological Foundations For An Equipping Ministry (3 pages minimum)
- The Personal Spiritual Formation Lifestyle I Will Need For An Equipping Ministry
- The Ministry Context I Expect To Serve In
- The Unique Gifts and Graces I Bring Into this Calling
- Where I Anticipate Needing Help

In addition to drawing upon classroom input, the **Foundational Paper** should also include pertinent quotes and insights from Buckingham, Cordeiro, and Harper. Special attention should be given to a thorough coverage of the Biblical and Theological Foundations for an Equipping Ministry. The **Foundational Paper** will count for 40% of the course grade.

ASSIGNMENT DUE DATES

Foundational Paper due Tuesday, October 17

Group Projects (Nov. 28 & Dec. 5)

Ministry Papers (Nov. 28 & Dec. 5)

Small Group Participation Form due Tuesday, December 5

Reading Report Form due Tuesday, December 5

GRADES

Grading is based upon the criteria found in the current ATS catalog. Grade increments (+/-) fall within the standards below.

A = Exceptional work: surpassing, markedly outstanding achievement of course objectives. (A 94-100; A- 90-93)

B = Good work: strong, significant achievement of course objectives. (B+ 87-89; B 84-86; B- 80-83)

C = Acceptable work: basic, essential achievement of course objectives. (C+ 77-79; C 74-76; C- 70-73)

D = Marginal work: inadequate, minimal achievement of course objectives. (D+ 67-69; D 64-66; D- 60-63)

F = Unacceptable work: failure to achieve course objectives.

Grading in CL613 will be based on a simple 100-point scale.

Your attendance at all class sessions is expected. If you are absent [for whatever reasons] for more than three sessions, or the equivalent (arriving late or leaving early), you will receive a failing grade for the course. Classes start at 8:00 am and end at 10:45 am. **Persons with three absences will have 2 points deducted from their overall grade and persons with more than three absences will receive a failing grade for the course.**

THE MODULES

1. The Biblical foundation for raising up disciples who serve as leaders, managers, ministers, and prayer warriors. [September 5 & 12] Begin working through the daily devotionals with Harper and with Job (start with week #45, p. 276 in the Job book). Read Cordeiro
2. The direction of pastoral leadership necessary to fulfill an equipping ministry. [September 19 & 26] Read Buckingham (take the online Strengths Finder Profile).

3. Dynamics of the Wesleyan Class Meeting and small group accountability. [October 3 & 10]
Read Henderson.
4. A two-year model for discipleship formation. [October 17 & 24]
5. The strategy of calling people to intentional apprenticeship. [October 31 & November 7] Read Muto & van Kaam
6. Ministry deployment and team formation. [November 14]
Reading Week: November 20-24

SMALL GROUP CLASS PRESENTATION

The primary question you want to seek an answer to is this: “What are the key principles I will need to utilize in my anticipated ministry setting to effectively raise up disciples and equip the laity for ministry?”

Each small group will make a 20-minute class presentation (creatively using multi-media resources) in which they share their findings and insights. In addition each group will have a written report (electronic version) for the class (15 plus pages). This written report should begin with the “scenario” the small group was working with and should conclude with a combined annotated bibliography from the group readings/research. Each person in the group is expected to invest a minimum of 10 hours in project preparation.

GROUP PROJECT OUTLINE

This 15 plus page paper should include, but not be limited to, the following major subheadings:

- Anticipated Ministry Setting (Your Covenant Group’s Scenario)
- The Purpose of Our Ministry
(The desired end result of your ministry should determine the means of your ministry. Given your anticipated ministry setting, in this section depend upon formative imagination—as enlightened by God’s Word and by the Wesleyan faith and

formation tradition—to answer a basic question: “Why are we here in this ministry position?” The question should approach both the “being” as well as the “doing” side of life in Christ. In essence this question is seeking to set the compass of your ministry.)

- Primary Wesleyan Principles For Discipleship Formation And How they Apply to this Anticipated Ministry Setting
- M.A.P.
- Annotated Bibliography

The “Ministry Action Plan” or MAP is a crucial exercise in which students should seek nothing less than guidance from the Holy Spirit as to how they will apply Wesleyan discipleship to their anticipated ministry setting. Take a bold leap of faith and move forward with this “what if.” What if you actually found yourselves in your anticipated ministry setting and could design God’s M.A.P. for that situation? What would the M.A.P. be?

Of course you will need to follow the lead of the Holy Spirit in adapting any M.A.P. to the cultural setting in which you actually end up serving. This exercise will at least give you a beginning point from which to conceptually launch the ministry the Lord has for you. And it will hopefully give you a good experience of working together in a ministry team

Charts and time-lines are encouraged within your MAP.
Incorporate any charts or time-lines as “appendices.”

Benchmarking Wisdom

Be sure to include the wisdom you picked up from your “Benchmarking” interviews.

The **Ministry Paper from you Covenant Group** will count for 25% of your course grade.

CL613 ASSIGNMENT GRID

Assignment	Due Date	Length	Points
Foundational Paper	October 17	7-8 Pages	40
Covenant Team Presentations	November 28 December 5	20 Minutes	15
Group Ministry Paper	November 28 December 5	15 Pages (Plus Appendices)	25
Covenant Group Evaluation	December 5	Form	5
Reading Report	December 5	Form	15

COVENANT GROUP GUIDELINES

Each person has been pre-assigned to participate in a Covenant Group/Ministry Team. Members of each small group are to alternate leadership responsibilities for the particular week. This will give each person the opportunity to lead the group at least two different times.

September 5 After introductions please share what experiences you have had in being disciplined by others and in discipling others. Make sure everyone understands the devotional routines within both Harper and Job. Start A GUIDE TO PRAYER #45 for Thursday (Luke 6.27-36) and go through Saturday (no readings on Sundays). On Monday start #46 (John 5.1-15). Start Week One of Harper.

Share how you are doing on disciplined daily prayer and scripture reading. Then begin working on your anticipated ministry scenario. Please close in prayer remembering to share prayer requests.

September 12 What spoke to you out of Week One of Harper? How did the Lord use A GUIDE TO PRAYER to speak to your heart?

Please share how are you doing in your daily devotions and how the group needs to be holding you accountable and encouraging you.

September 19 What spoke to you out of Week Two of Harper? How are you doing on your daily devotions? What spoke to you out of A GUIDE TO PRAYER? Do you have a praise to report? How can the group help hold you accountable and encourage you?

September 26 What spoke to you out of Week Three of Harper? How did the Lord speak to you in your daily scripture readings? What do you discern to be your leadership strengths that you will take into your anticipated ministry assignment? Please share praises, accountability points, and prayer requests. Close in prayer.

October 3 What spoke to you out of Week Four of Harper? How did the Lord speak to you in your daily scripture readings? Where do you discern you will need the most help in your upcoming ministry leadership position? Please share praises, accountability points, and prayer requests and pray for one another out loud by name.

October 10 What spoke to you out of Week Five of Harper? How did the Lord speak to you in your daily scripture readings and in prayer? What excites you the most about Wesleyan discipleship? Share praises, accountability points, prayer requests, and prayers for one another.

October 17 What spoke to you out of Week Six of Harper? How is the Lord speaking to you in and through your daily disciplines? What are you learning about the small group process? Please share praises, accountability points, prayer requests, and prayers for one another.

October 24 What spoke to you out of Week Seven of Harper? Out of all of the disciplines Harper covered, where do you most need

to concentrate right now? Can you implement a Wesleyan regimen of fasting? Share praises, accountability points, prayer requests, and prayers for one another.

October 31 What is coming up for you over and over in terms of accountability points? What do you think the Lord is saying to you about that? Please do share where the Lord blessed you and enlightened you this week in and through your daily readings. Close in prayer.

November 7 What kind of a specific discipleship/equipping ministry do you think the Lord may be calling you to? How do you further need to equip yourself to prepare for such a ministry? Please do share insights from your daily readings as well as praises, requests, and accountability points. How would the Lord have you to encourage one another this week?

November 14 Can you begin to envision how the Lord might use you to radically disciple and then equip the people you serve for ministry in the kingdom? Share again what it might look like for you. Also share what you are learning about team ministry in and through this whole process. Before our Thanksgiving break, do share special prayer requests and accountability points. Prayer for one another is always appropriate.

Small Group Evaluation Form

Small Group #_____

Please ask these four questions of each individual member of your group then circle your response 1 to 5 accordingly with one being low and 5 being high.

#1. How well did your colleague participate in the weekly Covenant Group discussions? (Faithfulness in attendance, appropriate levels of interaction, respectfulness, and an encouraging presence would all warrant a high score.)

#2. How competent was your colleague in actually leading the small group?

#3. Did your colleague pull a fair share of her/his load with the small group project?

#4 How would you rate your colleague in his/her overall contribution to the Covenant Group? (A strong demonstration of building up the whole group, wise discernment, organizational skills, and overall servant leadership would warrant a high score.)

Small Group Member #1 _____ (list alphabetically)

Question #1	Low	1	2	3	4	5	High	score	_____
Question #2	Low	1	2	3	4	5	High	score	_____
Question #3	Low	1	2	3	4	5	High	score	_____
Question #4	Low	1	2	3	4	5	High	score	_____

Total Points for Member #1 _____

Small Group Member #2 _____

Question #1	Low	1	2	3	4	5	High	score	_____
Question #2	Low	1	2	3	4	5	High	score	_____
Question #3	Low	1	2	3	4	5	High	score	_____
Question #4	Low	1	2	3	4	5	High	score	_____

Total Points for Member #2 _____

Small Group Member #3 _____

Question #1	Low	1	2	3	4	5	High	score	_____
Question #2	Low	1	2	3	4	5	High	score	_____
Question #3	Low	1	2	3	4	5	High	score	_____
Question #4	Low	1	2	3	4	5	High	score	_____

Total Points for Member #3 _____

Small Group Member #4 _____

Question #1	Low	1	2	3	4	5	High	score	_____
Question #2	Low	1	2	3	4	5	High	score	_____
Question #3	Low	1	2	3	4	5	High	score	_____
Question #4	Low	1	2	3	4	5	High	score	_____

Total Points for Member #4 _____

Small Group Member #5 _____

Question #1	Low	1	2	3	4	5	High	score	_____
Question #2	Low	1	2	3	4	5	High	score	_____
Question #3	Low	1	2	3	4	5	High	score	_____
Question #4	Low	1	2	3	4	5	High	score	_____

Total Points for Member #5_____