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## CL 613 Equipping the Laity

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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**

**(June 2004 Syllabus)**

**Three Hours Credit**

**CL 613 ExL Fall 2004**

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**Class Limited To 22 Students**

## **WELCOME**

Welcome to CL613 ExL “Equipping The Laity.” One of the greatest joys I have experienced in the last 28 years 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.

## **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 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 those principles 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.

Throughout CL613, students should be attentive to the four objectives of all ATS Leadership courses:

1. Demonstrate an understanding of the four classical organizational frames and contingency leadership.
2. Recognize selected organizational change processes, and how to resolve the inherent conflict that accompanies.

3. Practice basic disciplines for personal leadership development and demonstrate a comprehension of key strategies of developing other servant leaders.
4. Use Biblical and theological criteria for evaluating leadership style and practice.

## **REQUIRED TEXTBOOKS**

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

Job, Rueben P. and Shawchuck, Norman. *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).

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

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

Muto, Susan; van Kaam, Adrian. *Epiphany Manual on the Art and Discipline of Formation-in-Common: A Fresh Approach to the Ancient Practice of Spiritual Direction*. Pittsburgh, PA. Epiphany Books, 1998 (115 pages).

Stott, John. *Basic Christian Leadership: Biblical Models of Church, Gospel and Ministry*. Downers Grove: InterVarsity Press, 2002 (127 pages).

Winseman, Albert; Clifton, Donald; Liesveld, Curt. *Living Your Strengths: Discover your God-given talents, and inspire your congregation and Community*. Washington, D.C. The Gallop Organization, 2003 (216 Pages).

## **Highly 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.
- Ford, Paul. *Discovering Your Ministry Identity: Learning To Be Who You Already Are!* Church Smart Resources, 1998 (54 pages).
- Garlow, Jim. *Partners in Ministry (Second Edition)*. Beacon Hill, 1998.
- 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.
- Trent, John; Cox, Rodney; Tooker, Eric. *Leading From Your Strengths: Building Close-Knit Ministry Teams*. Nashville, TN: Broadman & Holman Publishers, 2002.
- Vander Griend, Alvin J. *The Praying Church Sourcebook*. Grand Rapids: Faith Alive, 1997.
- Warren, Rick. *The Purpose Driven Life: What On Earth Am I Here For?* Grand Rapids: Zondervan, 2002.
- Watson, Gayle Turner. *Guide For Covenant Discipleship Groups*. Nashville, TN: Discipleship Resources, 2000.

## **COURSE REQUIREMENTS**

### **Small Groups**

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**.

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.

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.

In addition, each covenant group will have a group assignment involving surveying churches or specialized ministry organizations regarding their practice of equipping disciples for ministry. Every member of the group will survey two local churches or ministry organizations regarding their specific methods of ministry formation (see interview form below).

Groups will then present their findings to the entire class and make their findings available to the entire class in a written report.

Small group members will evaluate each other (form will be distributed at the beginning of class). This evaluation will count for 25% of student's overall grade for the course.

Group assignments and evaluations are for the critical purpose of assisting students in understanding the hugely important role of teams within any ministry organization.

### **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 guidelines as found in *Form and Style (12<sup>th</sup> Ed.)* by Carol Slade,

Wilmington, MA. Houghton Mifflin Trade. Please use 14-point font and 1 inch margins. This paper should be 7 to 10 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
- 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, Stott, and Winseman. The **Foundational Paper** will count for 25% of the course grade.

### **Ministry Paper**

Students should write this final integrative reflection paper in 1<sup>st</sup> person and should situate this paper within their anticipated ministry assignment. Drawing upon class input along with insights from Harper, Henderson, Mallory, and Muto, students should address this primary issue: **“How I plan on employing Wesleyan principles for discipleship formation within my anticipated ministry setting.”**

This 8 to 10 page paper should include, but not be limited to, the following major subheadings:

- Anticipated Ministry Setting  
(No more than 1 paragraph recounting where you anticipate serving after seminary).
- The Purpose of My 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 am I 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 My Anticipated Ministry Setting
- MAP (My “Ministry Action Plan”)

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 are to apply Wesleyan discipleship to their anticipated ministry setting. Take a bold leap of faith and move forward with this “what if.” What if you found yourself in your anticipated ministry setting and you could design God’s MAP for that situation? What would the MAP be?

Of course you will need to follow the lead of the Holy Spirit in adapting any MAP 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.

**Charts and time-lines are encouraged within your MAP.** Incorporate any charts or time-lines as “appendices” (pages after your 8 to 10 page body).

The **Ministry Paper** will count for 50% of the course grade.

## **ASSIGNMENT DUE DATES**

**1<sup>st</sup> Small Group Feedback Form** due Friday, October 1, 2004

**Foundational Paper** due Friday, October 8, 2004

**Church Surveys Group Project** due Friday, November 19

**2<sup>nd</sup> Small Group Participation Form** due Friday, December 3

**Ministry Paper** due Wednesday, December 15, 2004

## **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.

B = Good work: strong, significant achievement of course objectives.

C = Acceptable work: basic, essential achievement of course objectives.

D = Marginal work: inadequate, minimal achievement of course objectives.

F = Unacceptable work: failure to achieve course objectives.

## **THE 7 MODULES**

1. The Biblical foundation for raising up disciples who serve as leaders, managers, ministers, and prayer warriors. [September 7-17]  
Read Stott and begin working through the daily devotionals with Harper and with Job.
2. The direction of pastoral leadership necessary to fulfill an equipping ministry. [September 20-October 1]  
Read Buckingham and Winseman.
3. Dynamics of the Wesleyan Class Meeting and small group accountability. [October 4-15]  
Read Henderson.
4. Essential dynamics of small group leadership. [October 18-29]  
Read Muto.
5. A two-year model for discipleship formation. [November 1-12]
6. The strategy of calling people to intentional apprenticeship. [November 15-December 3] Reading Week November 22-26
7. Ministry deployment and team formation. [December 6-10]

Read Mallory.

**MODEL CHURCH INTERVIEW GUIDE**

Your name: \_\_\_\_\_ Date: \_\_\_\_\_

Name, Denomination & Address of Church:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Setting: Rural, County Seat, Urban, Suburban, etc.

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Year Church Founded: \_\_\_\_\_

Year Lead Pastor appointed: \_\_\_\_\_

Lead Pastor's name:

\_\_\_\_\_

Lead Pastor's spiritual gifts and passions?

\_\_\_\_\_  
\_\_\_\_\_

What paid staff is in the church?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

If stated, what are the values, vision and mission of the church?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What are the identifiable trends in the last 5 years in the basic stats of Attendance, Membership and Giving? Get the actual numbers if possible.

	Attendance	Membership	Giving
2003			
2002			
2001			
2000			
1999			

What events or circumstances help explain the statistical trends?

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What is this church specifically doing to train laity for ministry?

How are small groups being used within the training process and within the church as a whole?

How is the church utilizing the laity who have been trained for ministry?

How does the church continue to equip and encourage laity who are serving in ministry positions?

### **ACCESSING ON-LINE SUPPORT**

For **general questions regarding the ExL program**, contact Kevin Osborn at: [ExL\\_Director@asburyseminary.edu](mailto:ExL_Director@asburyseminary.edu)  
Or [Extended\\_Learning@asburyseminary.edu](mailto:Extended_Learning@asburyseminary.edu)

For **technical support**, contact Jared Porter at:  
[ExL\\_Support@asburyseminary.edu](mailto:ExL_Support@asburyseminary.edu)

For **library research support**, contact Information Commons at:  
[Information\\_Commons@asburyseminary.edu](mailto:Information_Commons@asburyseminary.edu)

For **interlibrary loans**, contact Dot James at:  
[Dot\\_James@asburyseminary.edu](mailto:Dot_James@asburyseminary.edu)

**Library/Information Commons Resources**

**Link:** <http://www.asburyseminary.edu/library>

**Email:** [Information\\_Commons@asburyseminary.edu](mailto:Information_Commons@asburyseminary.edu)

**Toll-Free: 1-866-454-2733**

ExL students are encouraged to make use of local libraries, if possible. However, library services are always available to students through the Asbury Seminary Library. All requests for books and journal articles should be made online by going to the following link:

<http://asbury.hosts.atlas-sys.com/illiad/logon.html>.

Advanced research assistance is available by contacting Hannah Kirsch at: [Hannah\\_Kirsch@asburyseminary.edu](mailto:Hannah_Kirsch@asburyseminary.edu) which includes using various online databases, or doing research on a specific topic.

To request material from the Asbury Seminary Library, please follow the instructions on the library loan page:

<http://asbury.hosts.atlas-sys.com/illiad/logon.html>. Students who live within a 50-mile radius of either the Florida or the Wilmore campus should come to campus to obtain their materials.

Please allow 5-10 business days for all requests to be filled. ExL students are billed for the cost of photocopies (5 cents per page) if the materials are not available in electronic format; however, shipping via media rate is free. (Media rate normally takes 5 business days for shipping, but it can take two weeks to addresses in the West). Express mail services (prices vary according to weight) and scanning (5 cents per page in pdf format) are also available. Requests generally require 1-2 business days to be processed. Plan ahead and make your requests early enough to allow for shipping and processing!