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CE 632 Recruiting and Empowering Laity for Ministry

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Recruiting and Empowering Laity for Ministry CE632/PM 632, 3 Hours, Spring 2001

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Welcome to the online and on campus course CE632/PM632: Recruiting and Empowering Laity for Ministry. During this experience we will explore God's design for doing ministry in the Body of Christ. Many of you have been in the church long enough to have experienced the old bias of the pastor being paid to do the ministry. This course will lay the foundation for a lay revolution within and beyond the local church. Using Ephesians 4 as our base, we will flesh out the paradigm of pastor as equipper/coach and laity as unpaid servants doing the work of the ministry. In many ways the delineation between laity and clergy will be minimized. We will address such issues as assimilation, leadership development and discipling disciplers.

I am Tom Tumblin and I come to the course after ten years at one of the leading laboratories for lay ministry development, Ginghamburg Church in Tipp City, OH. At churches like Ginghamburg, the primary question is what remains for the pastor (humorously labeled "the mercenary") to do because the unpaid servants (otherwise known as "the real Christians") are covering most of the ministry needs according to their giftedness and call.

We will use the best ministry tools we can find and will learn from some of the best models of lay ministry development in the nation. I hope you will join us for one of the most freeing adventures of Biblical community.

NOTE: This syllabus has been updated as of February 1, 2000. Also, this syllabus is intended for course use only, not for publication beyond the ExL and Asbury community.

Support

As we begin this adventure together, you can count on the investment of not only the participants in this course, but also the experienced team which make up the ExL staff.

- For any technical support issues, you can contact exl_support@asburyseminary.edu

- For any ExL program support, you can contact exl_counselor@asburyseminary.edu or ExlCoordinator@asburyseminary.edu
- For library support, after you have searched for materials yourself, you can contact Hannah_Kirsch@asburyseminary.edu. For interlibrary loan assistance you may contact Dorothy_James@asburyseminary.edu.
- For any other concerns or ideas with the course, contact me using the CE632 Online Office

A Few Selected Terms

Most of the concepts we will discuss are fairly common. A few are somewhat specialized.

- *Assimilation* refers to the process of welcoming persons into the church and helping them connect to meaningful relationships and service.
- *Lay Ministry Development* simply refers to the systematic nurturing, equipping and releasing of non-clergy types for ministry within and beyond the local church.
- *Ecclesiology* refers to the Biblical models and understandings of the local church.
- *Unpaid servant* describes the Scriptural theme for a person using their spiritual gifts according to their call from God.

If there are other terms we use throughout the course which are new to you, please be bold to ask for clarification.

Value to You

This course will address the perennial tension between the paid professional and the unpaid servant. In some cases, the attitude is that the former must earn their pay by doing everything. In other cases, the unpaid servants continue to undermine the ministry trying to find their place to serve. As a leader in God's church, we will unpack the dynamics of this classic tension and provide tools for creating the Biblical paradigm of Ephesians 4 – pastor as coach and laity serving according to their God-given gifts and passion. You will be equipped to be a change agent and coach for optimum local church effectiveness.

Course Objectives

As a result of this experience, we will:

1. Explore the key images of the Christian church and what image or model we personally prefer. We will also examine ministry styles within each of the models.
2. Examine the practice of Biblical hospitality that models God's welcoming grace through assimilation.
3. Learn how to create a permission-giving culture where all people are released for their God-designed ministry.
4. Create a system for identifying, recruiting, placing, training, tracking, and multiplying unpaid servants.
5. Develop basic tools for developing disciplers of disciples, the best hope for creating self-perpetuating lay ministry development.
6. Strategize how to lead the lay ministry innovations through the stages of conflict and change that will be required.

Assignments

A. Readings

The required texts for our experience are below. The course schedule will help define when you should have the readings done to match the topics of the course. You can purchase these books at the Asbury Bookstore http://ats_bookstore@asburyseminary.edu/ If you prefer to use books on tape for some of your reading, contact me and we will work out the equivalency to the numbers of pages required. If you have already read one of the required books, we can negotiate an alternative text. You will be required to submit a reading log as part of your final exam.

The New Reformation, by Greg Ogden (Zondervan, 1991, 224 pgs)
Starter Kit for Lay Mobilization (Leadership Training Network, 1996, 120 pgs)
Discovering Your Ministry Identity by Paul R. Ford (Church Smart, 1998, 54 pgs)
Community of the King by Howard Snyder [IVP, 216pgs]

Another sample assimilation tool (like *Networking*, *S.H.A.P.E.*, *Ministry Exploration* and others)

An additional 600 pages of reading using the following topics:

- Ministry to different generations
- Dealing with conflict and change
- Teams
- Small Groups
- Other topics of your choice related to working with volunteers/unpaid servants

B. Short Think Pieces

Along with the expected online interaction, we will post occasional 1-2 page think pieces as conversation starters. The format we will use for this writing is the 4-MAT system which simply uses a two column (or two section) design for recording the facts and feelings on the topic. That system is described in the online Course Center.

- On February 17, please post a think piece on the ecclesiology text you have chosen and reflect on the type of church in which you grew up using the church model that best fits that heritage.
- On March 2, please post a think piece on *The New Reformation* (or other book you have substituted).
- On March 23, please post a think piece on your conflict and change reading and reflect on your own conflict resolution style.

The 4-MAT System Instructions

(Adapted from *The 4MAT System* by Bernice McCarthy)

Top Section:

In the first paragraph, list the Author, Title, Publisher, Date (if a book) or Critical Issue(s).

1. In the next paragraphs, write a tight/clear summary or abstract. Not a review, but the essence of the book or issue(s) as the author or originator of the issue would describe it. Proving that you understand the book topic, write as if you were the author or originator, in first person voice instead of third person. No bullets or quick lists. Give a deep, insightful summary or abstract.

Bottom Section:

2. Concrete stories or your own memories in anecdote: What personal life story or memory did the book or issue(s) spark in you. Tell it in first person as a self-authored parable. To quote Dr. Don Joy on this item, "If you can not connect the reading, lecture or movie to your own past and present life experience, you will likely never be able to teach or to use what you have paid your tuition and invested time to learn."

3. Reflection/Questions: What questions popped to mind as I read the book or considered the issue(s)? What bothered me about it? Where do my experiences disagree with or confirm the insights? What questions are left unanswered?
4. Actions required: What do I need to do about these questions and learnings. Beyond praying, thinking, reading or reflecting, what actions do I need to take? Maybe it means changing a habit. Possibly it demands a phone call or conversation with someone. Maybe it means making an accountability covenant with a soul mate to ensure application of the principle(s) gleaned.

C. Model Church Interview

We will research lay ministry development models throughout North America. Each course participant will use an interview worksheet (to be provided) for use in interviewing two of these churches by phone or in person. On March 28 we will post the worksheets for review to discover both common and unique elements.

D. Paper

From your reading, propose an area of passion for you regarding lay ministry development. Once we have negotiated the topic, write a 10-15 page paper on it using all of your readings and other course content. The paper will be due April 11.

E. Team Project

We will create teams of about five participants each. About half way through the course, as a team, you will synthesize the readings and tools to create a menu or toolbox for creating a lay ministry development process. The posting of the Team Report will be due April 25.

F. Team Final Exam

On May 1, I will post a case study as the final exam question. You will have a week to respond to the five case questions in ways that reflect your understanding of ecclesiology, lay ministry, and change. You will be asked to distribute the questions to your team and, as a team, respond to them to create a comprehensive solution to the case. Due 5/11.

E. Online Interaction

By design, the quality of our virtual community depends on the investments made in the Discussion Center and Chat Room, along with the work during the modules. We will hold weekly conversations in the Discussion Center and we will make an attempt, if schedules allow, at 2 or 3 chats during the term. When responding to another participant's post, please keep your comments to a paragraph. Allow every participant a chance to interact. We will work together to maximize these communication tools.

Since this course is occurring both online and on campus, we will experiment with ways to dialogue together that allows both groups of participants to learn from each other.

F. Experiential Learning

We will experience team exercises and possibly a ropes course in Wilmore for the on campus students. This will be a challenge to duplicate for the online students, but we will brainstorm ways to design experiential learning in your unique ministry setting.

Course Schedule

Week	Topic	Assignment
1 (2/8&10)	Module 1: Introduction and Ecclesiology	Read the ecclesiology text over the next two weeks. Post a 50-100 word introduction of yourself to the online Discussion Center
2 (2/15&17)		By the end of the week, post a 1-2 page Think Piece using the 4-MAT system on the ecclesiology text.
3 (2/22&24)	Module 2: Assimilation	Read <i>The New Reformation</i> over the next two weeks.

4 (2/29&3/2)		By the end of the week, post a 1-2 page Think Piece on <i>The New Reformation</i> .
5 (3/7&9)	Module 3: Spiritual Gifts, Passion & Call	Read <i>The Starter Kit</i> over the next two weeks.
6 (3/14&16)		
7 (3/21&23)	Module 4: Permission Giving	By the end of the week, post a 1-2 page Think Piece on your change and conflict reading.
8 (3/28&30)	Module 5: Accountability & Training	Model Church Interview due 3/28.
9 (4/4&6)	READING WEEK – No Assignments	
10 (4/11&13)	Module 6: Leadership Development Strategies	Paper due 4/11.
11 (4/18&20)		
12 (4/25&27)	Module 7: Para-professional & Specialized Ministry	Team Project report due 4/25.
13 (5/2&4)	Module 8: Discipling Disciples	Case for Team Final Exam posted 5/1. Due back with responses 5/11.
14 (5/9&11)		
15 (5/16&18)	Exam Week – no class	

Grading

As participants in a graduate education experience, we begin with the assumption that you will work at the “A” level of quality. In other words, the grade is yours for the earning. The expectations are that you will:

- do the readings and post the writings as reflected in the course schedule
- be a vital member of your course team for the assigned projects
- regularly join the online interaction

Faithfulness to these expectations will result in an “A.” Inability to meet the expectations will be reflected in a reduction in grade.

Each submission will be worth points as follows:

Each Think Piece @ 10 points = 30 points

Church Interview @ 5 points

Paper @ 30 points

Team Project @ 15 points

Team Final @ 15 points

Course Interaction @ 5 points

TOTAL POINTS = 100

Bibliography

A bibliography will be posted online.