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CL 613 Recruiting and Equipping the Laity

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Syllabus

Course: CL613 X1 (SP 2009)

Title: Recruiting and Equipping the Laity

Hours: 3.00

Published: Yes, on 12/05/2008

Prerequisites:

None

Department: Christian Leadership

Faculty: Dr. Steve Martyn



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Office: BC

SPO: 936

Meetings:

During 02/09/2009 to 05/22/2009 Online via ExL.

Maximum Registration: 22

Catalog Description: 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 engaged in the work of the ministry. In many ways the delineation between laity and clergy will be minimized in favor of a model emphasizing the ministry of the whole people of God. We will address such issues as assimilation, leadership development, and discipling disciplers.

Objectives:

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the sa

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 ExL Spring 2009

Rev. Stephen L. Martyn, Ph.D. Steve.Martyn@asburyseminary.edu

Class Limited To 22 Students

Office Phone (859) 858-2051

WELCOME

Welcome to CL613 ExL "Equipping The Laity." One of the greatest joys I experienced in nearly 30 years as a United Methodist pastor was witnessing the people of God embracing the ministry that God had 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 ExL I want to share with you some Biblically based and historically proven principles of adult discipleship (equipping the laity) 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 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 and if your desire is for those you lead to understand themselves as disciples of Jesus Christ and ministers of the Gospel of grace.

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 the saints being equipped as disciples of Jesus and deployed in ministry.

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 understand themselves and to live as ministers of the Gospel of Christ.

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.

REQUIRED TEXTBOOKS

Job, Rueben P. and Norman Shawchuck. *A Guide To Prayer.*

Nashville, TN. The Upper Room, 1983 (417 Pages). **Please**

Note: this is the BLUE book.

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).

Rath, Tom. *Strengths Finder 2.0.* New York, NY: Gallup Press, 2007, (174 pages). **Please Note:** You must purchase this exact text as a **NEW** text in order to take the on-line Strength's Finder Inventory found within.

Roxburgh, Alan J. and Fred Romanuk. *The Missional Leader: Equipping Your Church To Reach A Changing World.* San Francisco: Josey-Bass, 2006 (218 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 Books, 1998 (115 pages). (Call 412 341-7494 to order a copy of this text).

Willard, Dallas. *The Great Omission: Reclaiming Jesus's Essential Teachings On Discipleship.* New York: HarperOne, 2006 (237 pages).

Highly Recommended Texts (not required)

Bugbee, Bruce, Don Cousins, and Bill Hybels. *NETWORK: The Right People...In the Right Places...For the Right Reasons.*

Grand Rapids: Zondervan (Willow Creek Resources), 1994.

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

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.

Hirsch, Alan. *The Forgotten Ways: Reactivating the Missional Church*. Grand Rapids: Brazos Press, 2006 (295 pages).

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.

Wilkins, Michael J. *Following The Master: A Biblical Theology of Discipleship*. Grand Rapids, MI Zondervan Publishing, 1992 (400 pages).

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*. 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 7 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 the same local church or ministry organization regarding their specific methods of ministry formation (This can be done through telephone interviews and even through e-mails). Please do check with your professor regarding your group's selection of an organization or church to be interviewed.

Groups will then present their findings to the entire class in a written report. This report should be around five pages. *It should be highly readable and it should contain a brief history of the church or ministry organization, its location, a description of what it is doing in intentional discipleship/equipping ministry and the foundational principles being employed.*

Each Covenant Group should post **one joint effort paper** to the appropriate forum so that all of the members of the class may have access to their findings.

Small group members will evaluate each other (see form below). This evaluation will count for 15% 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* (12th Ed.) by Carol Slade, Wilmington, MA. Houghton Mifflin Trade. Please use 12-point font and 1 inch margins all around. This paper should be 7 pages in length. *Do not double space off-set quotes and do not put extra space between paragraphs.*

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 Rath, Harper, and Willard. The **Foundational Paper** will count for 25% of the course grade.

Ministry Paper

Students should write this final integrative reflection paper in first person and should situate this paper within their anticipated ministry assignment. Drawing upon class input along with insights from Henderson, Roxburgh & Romanuk, and Muto, (please feel free to draw upon any of our other assigned texts as well) students should address this primary issue: **“How I plan on employing Wesleyan principles for discipleship formation within my anticipated ministry setting.”**

This 8 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). If you do not know yet where you will serve after you graduate then please use formative imagination and situate yourself where you think the Lord might put you.
- 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. Your MAP should **not** be a mere copy of what the professor will present.

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

The **Ministry Paper** will count for 30% of the course grade.

ASSIGNMENT DUE DATES

Foundational Paper due Friday, March 13

Small Group Project due Friday, April 24

Small Group Participation Form due Friday, May 15

Ministry Paper due Friday, May 15

Reading Report Form due Friday, May 15

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.

Showing up for your small group discussion on a weekly basis is required. If you are absent from small group discussion (for whatever reason) for three weeks you will receive a failing grade for the course.

THE 7 MODULES

1. The Biblical foundation for raising up disciples who serve as leaders, managers, ministers, and prayer warriors. [February 9-20]

Read Willard and begin working through the daily devotionals with Harper and with Job (start with Week One, page 21 in Harper; and start with week #12, p. 84 in Job "Sixth Sunday after Epiphany" *The Rewards of Ministry*). Note: be sure to read "How to Use This Book" pages 5-12 in the Job book before starting with this devotional work.

2. The direction of pastoral leadership necessary to fulfill an equipping ministry. [February 23-March 6]

Complete the Willard text. Take the online Strengths Finder Profile and browse through Rath. Continue on with Harper and Job.

3. Dynamics of the Wesleyan Class Meeting and small group accountability. [March 9-20]

Read Henderson and continue on with Harper and Job.

4. Essential dynamics of small group leadership. [March 23-April 9] NOTE: READING WEEK IS

March 30-April 3 and no classes on Good Friday, April 10.

Read Muto and bring Harper to completion. Continue on with Job.

5. A two-year model for discipleship formation. [April 13-24] Start working through Roxburgh & Romanuk and continue on with Job.

6. The strategy of calling people to intentional apprenticeship. [April 27-May 8] Complete Roxburgh & Romanuk and continue on with Job.

7. Ministry deployment and team formation. [May 11-15]

Continue on with Job.

MODEL CHURCH INTERVIEW GUIDE

Your name: _____ Date: _____

Name, Denomination & Address of Church: _____

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

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 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.

CL613 ASSIGNMENT GRID

Assignment	Due Date	Length	% Of Grade
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Foundational Paper	March 13	7 Pages	25%
Ministry Team Papers	April 24	5 Plus Pages	15%
Ministry Paper	May 15	8 Pages Plus Appendices	30%
Covenant Group Evaluation	May 15	Form	15%
Reading Report	May 15	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.

Whoever is alphabetically first in your team should take the initiative to lead the group for that week. Then, in the following weeks, just work down the list.

What does the leader do? Leaders should press the rest of the group regarding the suggested questions listed week by week below. Leaders simply must step up to the plate and lead in this class. Leaders for the week should also ask for prayer requests and should bring forth accountability points and should follow through on old prayer requests.

These small groups should take on a life of their own very quickly, offering both a means of accountability and a source of encouragement to participants.

Week of February 9 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 #12 and go through Saturday (no readings on Sundays). Then on Monday, February 16 skip to #15 "Last Sunday after Epiphany". Start Week One of Harper.

Share how you are doing on disciplined daily prayer and scripture reading. Also, you will need to start discussing right away possibilities for the church or ministry organization you would like to interview. (Remember, your whole small group will all interview the same organization. Be creative in deciding on how to approach this project.) It is always a good move to share prayer requests.

Week of February 16 On Monday, February 16, skip to #15 "Last Sunday after Epiphany" in the Job text. How did the Lord use A GUIDE TO PRAYER to speak to your heart? What spoke to you out of the Harper text? Please share how are you doing in your daily devotions and how the group needs to be holding you accountable and encouraging you.

Week of February 23 In Job, start on Monday with week #16 "First Sunday in Lent." 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?

Week of March 2 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.

Week of March 9 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.

Week of March 16 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.

Week of March 23 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.

Reading Week: March 30-April 3

Week of April 6 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.

Easter: April 12

Week of April 13 Share some of what you understood from Susan Muto about the kind of love and respect and leadership you are called to pour into a *formation in common* group. 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.

Week of April 20 What kind of 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?

Week of April 27 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. Share special prayer requests and accountability points. Prayer for one another is always appropriate.

Week of May 4 Are you beginning to see the primary principles of what it is going to take to equip the laity for ministry? What has spoken the most to you so far in this class? How did you do with your disciplines over the break? Please share praises, concerns, accountability points and close with prayer.

Week of May 11 Give thanks to the Lord for taking you through the semester! Out of all of this experience, what are the primary disciplines you most need to engrain in your life?

COMMUNICATION

The Virtual Classroom is built upon the open-source Moodle platform. By logging into <http://virtual.asburyseminary.edu> you will have access to this course and be able to collaborate with participant-colleagues and me throughout the course. The following are functions with which you should familiarize yourself:

1. The **Course Information Center**, in the center of your screen, contains many features to be used throughout the semester:
 - a) **Course News and Announcements**, where I will post items important for the entire class;
 - b) **Syllabus**, where a copy of the syllabus is provided;
 - c) **To Professor**, which is a way for you to post a message directly to me and we can discuss an issue privately;
 - d) **Course Questions**, which is a public forum where you can publicly post any questions you have regarding the course so others may see your message and respond. Anytime you have a question or comment about the course, the schedule, the assignments, or anything else that may be of interest to other participants and me you should post it to the Course Questions Forum;
 - e) **Prayer Forum**, which is a public forum where you can post prayer concerns and praises for all to see. This is a way for us to build community;
 - f) **Open Forum**, which is a public forum where you can post anything that is not course-related for all to see. Examples include someone getting married, an upcoming birthday, discussions on topics not course-related, etc. This is a way for us to build community.
2. **Modules**, which are located below the Course Information Center, will contain forums where group discussions will take place, documents or other files to download or view online, and assignment links where you will post your assignments to me. Modules will be clearly labeled so you can follow along during the semester.
3. **Resources**, a section located on the left side, provides links to items you may want to use often in the semester.

VIRTUAL SUPPORT CONTACT INFORMATION

For **technical support, library research support, library loans, and Virtual media** contact Information Commons: Information.Commons@asburyseminary.edu Phone: (859) 858-2233; Toll-free: (866) 454-2733
 For **general questions and administrative assistance regarding the Virtual program**, contact Dale Hale: ExL.Office@asburyseminary.edu Phone: (859) 858-2393

ACCESSING INFORMATION COMMONS MATERIALS

1. General Questions:

a. The Information Commons is a "one-stop shop" for all student research, circulation and technical needs. The Information Commons hours are posted here: <http://www.asburyseminary.edu/information/hours.htm>

2. Materials Requests:

a. To search the library catalog for available materials, click here:

<http://www.asburyseminary.edu/information/index.htm>

b. Virtual Students may request books, photocopies or emailed attachments of journal articles/portions of reference books from Asbury Seminary's Library. Please allow 3-10 business days for all requests to be filled. Contact the Information Commons for costs and instructions on how to make requests.

c. Virtual students are encouraged to make use of local library resources. Students who live within a 50 mile radius of either the Florida or the Kentucky campus should come to campus to obtain their materials.

3. Research Questions:

a. Virtual students are encouraged to contact the Information Commons for research assistance including help determining the best sources to use for a paper, finding book reviews, or research questions about using the online databases or any other library materials.

4. Online Databases:

a. To access the online library resources including the library catalog and full-text journal databases, go to <http://www.asburyseminary.edu/information/index.htm> and enter your 10-digit student ID# number in the login box. Your student ID# is provided on the biographical information section of the student registration webpage. Add a 2 and enough 0's to the front to make a 10-digit number (20000XXXXX where XXXXX = your student id).

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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 showing up, 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 interview/presentation process?

#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_____