

The Church Doctor® Report

We Help Churches... One Christian at a Time.

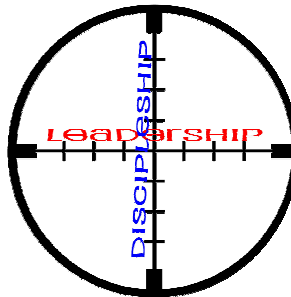


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PURPOSE: To connect with those who have an active relationship with Church Doctor Ministries as peers in ministry, clients, and partners in prayer and support.

The Church Doctor® Report provides a quick read of strategic and influential information. This information is free to share as long as the source is respected: *The Church Doctor® Report*, www.churchdoctor.org.

IN THE CROSSHAIRS:



There has probably never been a time when we have had such a glut of materials, programs, and training conferences on leadership. But as I have spent the last three decades of my life consulting churches and training our consultants, I find a recurring absence of an obvious practice of Jesus. Without this element of leadership, a church is greatly undermined in its power and potential to do ministry and to impact the community. It is, in my perception, the most valuable issue of leadership in the church. It is practiced almost nowhere—denominational, non-denominational, inter-denominational, or network church. One very rarely sees this basic model of Jesus put into practice in the modern church—to our great detriment. That is why I have focused this issue of the *Church Doctor Report* on the leadership dynamic of discipling.

Kent Hunter is an author, consultant, and leader of Church Doctor Ministries (CDM). CDM equips and trains field consultants through a discipling process, a Church Doctor Residency, utilizing on-the-job training through the relationship of a mentor.



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Your first reaction will probably be, “I know all about discipling. That is elementary in the church. We are supposed to go and make disciples.” At first blush, it looks like such a simple issue that you might be tempted to consider it a non-issue. Think again! My best guess is that it was the Age of Rationalism that robbed the church of this extraordinarily

MULTIPLYING MINISTRY

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powerful model of on-the-job training. Just give me a chance to explain and the result may rock your world in the practice of ministry—whether you are a pastor, staff member, leader of the church, and, as a Christian parent.

EVERYONE IS A LEADER

Someone has described leadership as influence. While leadership is certainly more, it is at least that. Everyone influences the people around them. Everyone, in that sense, is a leader, or influencer. As Christians, we intentionally want to influence others. We want to influence them for the faith, for a relationship with Christ, for their own benefit—for their eternal benefit. We want to influence them so their life works better, according to God’s plan. As churches, we are called to influence the unchurched. Our influence is, as a church, to make an impact on our communities and the world.

BECOMING A DISCIPLING LEADER

Not all leaders are disciplers...or are they? Here is a question that pastors, staff, church leaders, and all Christians must consider. If you are an influencer of others, are you a discipler? What does that mean? As a parent, do you lead your children—influence them? Does that mean that as a Christian parent, you are, in a sense, a discipler of your children?

In reality, most Christians do not practice much discipling. Parenting is where most discipling takes place. But in the life of the church, unfortunately, we have substituted an *institutional form* of equipping people for ministry, for the *relational context* of making disciples.

The way Jesus modeled discipleship was the fine art of multiplying himself. That includes the context of a relationship. It is a platform that allows for one-on-one elements like vision-casting, training, delegating, and empowering. Based on the command to make disciples, and the clear model of Jesus and his followers, you would think most churches would operate in this regard. Based on the incredible, measurable results of discipling, you would think most churches would reflect this type of culture. However, it is our experience, consulting churches of all kinds, sizes, shapes, and brands, that the culture of on-the-job mentoring and equipping is almost nonexistent.

Frequently, when interviewing at a church consultation, someone will say they are a Sunday school teacher. Our normal questioning would be along these lines: “So what are the joys and challenges of Sunday school teachers in this congregation?” One of the most frequent responses is that the Sunday school needs more teachers. Our trained consultants (who have learned through discipleship!) have been through the modeling of this issue. We ask, “What is the job description of a Sunday school teacher—either written or perceived?” The Sunday school teacher responds repeating the basics we hear in most churches: teaching Sunday school, showing up on time, following up on children who aren’t there, preparing the lesson well, etc. What is missing? Less than 2% of the Sunday school teachers say they have a primary responsibility to pray for, look for, find, and invite someone to come along side and help them while they teach Sunday

10 STEPS IN THE PROCESS WHERE LEADERSHIP MEETS DISCIPLESHIP



1. Know who you are—your gifts, talents, passions, calling, and niche in the Body of Christ.
2. Take surveys so you can learn more about yourself.
3. Leaders, like the pastor, must model a one-on-one discipling/mentoring lifestyle.
4. Multiplying yourself must become a way of life.
5. Set your sights on equipping others for ministry through one-on-one relationships where mentoring/discipling occurs.
6. Be patient. This is a slow process—and counter-intuitive to our secular culture.
7. Equip disciples until they get it—are disciplers.
8. Continue as you move into the third and fourth generations of disciples.
9. As you reach critical mass, the church moves from growing by addition to multiplication and, then, to exponential growth: explosion.
10. Watch your church change from an institution, to a movement.

school. In Jesus' words, it would be, "Come follow me." Nothing less, nothing more. Not, "Will you sign up to teach Sunday school the rest of your life?" Not, "Would you attend a class where you will be taught to be a Sunday school teacher?" Not, "Will you fill in for me while I am gone for a week?" In modern terminology, it would be, "I teach Sunday school, would come once and hang out with me?" The implication of this invitation goes like this: "You don't have to do any thing, just come and watch."

How many pastors, when visiting those who are homebound or in hospitals consider it the highest priority to take someone with them, to equip them to do the work of calling, while they are doing the ministry? The answer is: very few! The culture of multiplication doesn't exist in most churches. So how do you begin to develop this culture? It may not be the way you think.

KNOW WHO YOU ARE

Developing a subculture of discipling begins with helping people to understand who they are. It is true; some, by definition of their spiritual gift, are leaders. Others are not.

You might not have the gift of leadership. But no matter who you are, as a Christian, you have the role of being an influencer. Yes, there are "leaders" who have a different gift mix from others. However, the key is to understand the best leadership (influence) is not by your gifts, talents, or your experience. The best leadership occurs through something every single person can do: invest in another person. Model whatever it is you do as a Christian. Demonstrate ministry to someone else. Invest your life in another person. Multiply yourself, at least for a season.

Learn all you can about yourself so you know how God has put you together—how you are wired by your Creator. There are many tools that can help you do this. At Church Doctor Ministries, we have found some we think are most helpful. They include: (1) *DISC*; (2) *Spiritual Gifts Discovery Survey*; (3) *Taylor-Johnson Temperament Analysis*; (4) *MinistryStyles Profile*; (5) *Five Fold Ministry Survey*; and (6) *Strength Finders* survey. There are many, and some are more sophisticated. However, we are more interested in the practical side, and these are practical tools to help people know who they are, as God intended and created them. Our job is not to psychoanalyze people, but to help them learn what makes them unique—and what strengths God has given them.

It is my perception that learning who you are, and how the Creator uniquely made you, should be the primary purpose of college, Bible college, seminary, and, a key ministry in the church. Help people discover who they are and you will be laying a foundation for a culture for discipling.

THE DISCIPLING CROSSHAIRS: WHERE MATTHEW 28:19-20 MEETS EPHESIANS 4:11-12

The intersection where leadership and discipleship cross is best developed by modeling. What am I saying? If the pastor and the leaders of the church are not discipling others, do not expect anyone else to "get it." If you want to form a culture, the leaders must model the discipling life-

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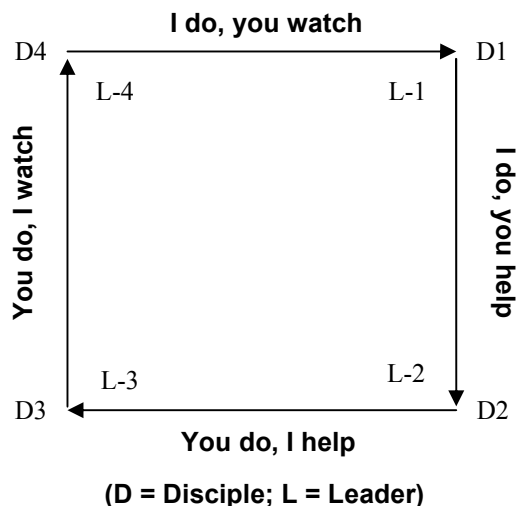
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style. They must show the priority for multiplying themselves. Leadership is multiplied when good, spiritual leaders know how to disciple. In most churches, even the key leaders (whether they be a group of elders, staff, board, or church council) are usually sought and found through nominations, elections, or pleading for recruits. When was the last time you saw a church leadership group meet and around the outside of the meeting were the people who each of those leaders was mentoring (equipping) to be a future leader?

This concept of multiplication is how a church moves from an institution to a movement. Your greatest result, in terms of your legacy is directly proportional to the number of people you have personally, one-on-one mentored/equipped/discipled. Jesus is the example to help the church get in the crosshairs of leadership and discipleship. You can see this approach modeled also among the followers of Jesus. This is well established in the Bible.

This concept of training others was further magnified in more recent years by Paul Hersey. In 1960, he published *The Management of Organizational Behavior*, which talks about situational leadership. This book, over fifty years old, is in its ninth edition and has become a standard in teaching, in the secular world, what Jesus models in Scripture. Ken Blanchard, a Christian teacher and author of leadership and management training has written a book, *Leadership and the One Minute Manager*. Most recently, Mike Breen and Walt Kallestad wrote the book, *The Passionate Church*. In that book, they expanded on the situational leadership teaching and provided a symbol for the leadership process that is very easy to understand and remember. They call it the Leadership Square.



KEY RESOURCES

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- 📖 DISC Survey. American Management Association:
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Mike Breen and Walt Kallestad have provided insights of how Jesus operated as the discipler and what you can expect from the disciple as you move through these four levels of discipling.

Over the years, we at Church Doctor Ministries have been expanding the number of our consultants. Several have come from other consultant training backgrounds, even in the Christian world. Without exception, each of them has decided to abandon their previous consultant training by others. The reason is not that we are so much smarter. The main reason is that we explain our commitment to discipleship and relate to the biblical pattern. These future Church Doctors recognize the seriousness of the consulting practice and the importance of the investment in discipling. And, to be sure, when they are working with churches, they will make strategic recommendations that help congregations, starting with the lead pastor, develop a culture of discipling.

This dynamic builds very slowly but soon reaches a third and fourth generation of disciples. When it does, the church has a critical mass which leads to exponential growth. It is then that the church moves from being an institution to a movement because it moves from growth by addition to multiplication to explosion, in the best sense of the word. This is the movement Jesus started and intended for his followers.

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Join Church Doctor Ministries in a trip to the Holy Land. Kent Hunter will join with Educational Opportunities (EO) to provide a guided tour with added teaching about events happening in those locations in the Bible and what it means for us as Christians reaching people for Christ.

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