CHURCH DOCTOR® MINISTRIES

presents

Finding Them
Training Them
Sending Them

Kent R. Hunter and Tracee J. Swank

LCMC Annual Gathering

Participant Guide

Questions to ask later:

Ideas for my church:

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Presentation #1

Finding Them

I. When I first met Thomas Jefferson.

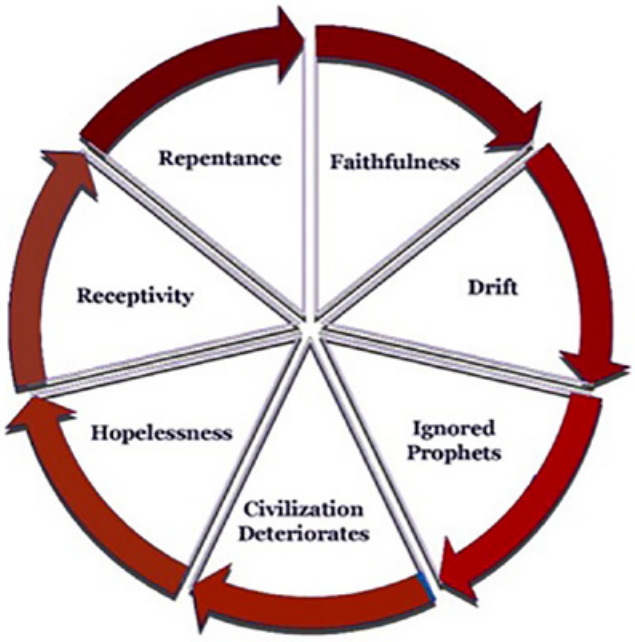
A. Our nation as a civilization is showing signs of _____.

1. You can't legislate individual values.
2. The church has great _____.
3. Non-Christians are hopeless.
4. This is a season of _____.

Homework Assignment: The waiter/waitress ministry.

1. When you order, get the first name of your waitperson.
2. When they bring the food, say, "We're going to pray for our food. Anything we can pray for you? Anything at all?"

3. The Spiritual Cycle.



Questions to ask later:

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II. The Stream of Revival

III. Our greatest challenge: mobilizing _____.

This is the centerpiece of "Finding Them."

A. How do we do it?

B. God already has!

IV. The role of holy discontent.

A. In our assessment of churches (called a Diagnostic Consultation), we conduct one-on-one confidential interviews.

B. In 2008, our Church Doctors (consultants) began encountering some Christians with “holy discontent.”

C. The frequency of encounters with those who have holy discontent increases every year.

D. Why is this important?
We have come to understand that these Christians are “early adopters” for an awakening in churches, with revival following.

E. We have concluded that likely every church in North America has some who have holy discontent. You only need to discover them!

V. Answer these questions.

VI. What is holy discontent?

A. It is the result of the Holy Spirit.

B. Those with holy discontent can be anyone in your church.

C. They may not include everyone on staff or among the leadership.

D. They are usually “hidden” from each other and everyone else.

Questions to ask later:

Ideas for my church:

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VII. Those with holy discontent are the "early adopters," the pioneers God will use for an "awakening" in your church.

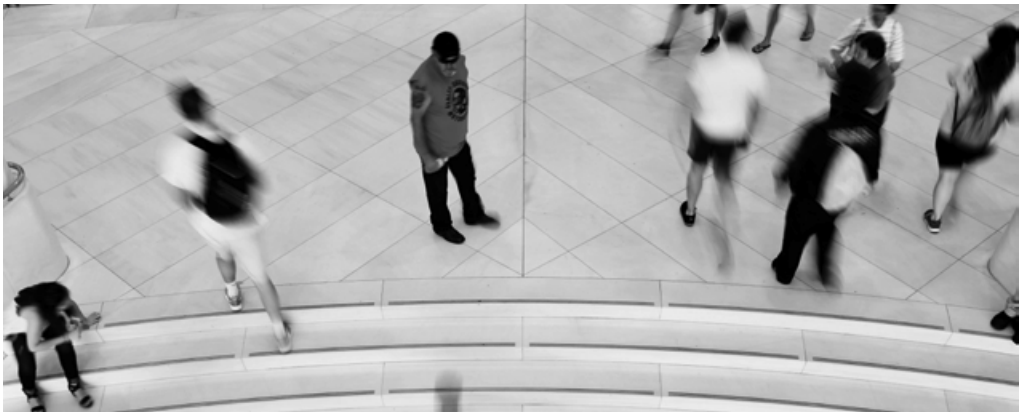
Homework Assignment:

1. Survey everyone in your church using these 10 questions.
2. Bring all the holy discontent/pioneers together.
3. Let them share their mutual holy discontent.
4. Pray for:
   - An awakening in your church.
   - Holy discontent to spread in your church.
   - A revival in this land.
5. Challenge those with holy discontent to consider an assessment of your church—and pay for it.
   - An assessment from experts will help you identify the strengths and challenges your church faces and provide best practice recommendations to remove roadblocks.

VIII. "Finding Them" includes the exciting journey to discover, develop, and use your spiritual gifts.

NOTE: In the history of the Christian movement, every time churches have expanded dramatically, two New Testament practices have been "resurrected" for use in congregations:

1. God's people operate according to their spiritual gifts.
2. Churches reorganize according to the priesthood of all believers.



A. The Apostle Paul focuses on spiritual gifts in:

- Romans 12.
- 1 Corinthians 12.
- Ephesians 4.

B. They are _____ gifts given by the Holy Spirit.

- You _____ them.

C. When you discover your spiritual gifts, you learn your spiritual _____ description.

D. When you know your spiritual job description, you will know a lot more about God's will for your life.

E. Using your spiritual gifts leads to supernatural _____.

- Filling positions by asking for volunteers or using elections by vote are not biblical concepts.
- "Jesus never said, 'Can I get a volunteer?'"

F. When you operate in your spiritual gifts, your service for God is not a job. It is a _____!

G. The primary role of church leaders is not to recruit people to get stuff done in the church. It is to help God's people to discover where they fit in the body of Christ, the church.

Questions to ask later:

Ideas for my church:

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H. Every Christian has a unique set of gifts. It is extremely rare to find two people with an identical spiritual gift profile in the same church.

I. Your spiritual gifts may or may not _____ your talents, hobbies, skills, or occupation.

> The Apostle Paul says, in Ephesians 4:16, "From Him (Christ), the whole body (the church), joined and knit, and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

- The results?

1. _____.
2. _____.

Homework Assignment:

(1) Take a *Spiritual Gifts Profile*.

(2) Use the follow-up Bible study book: *Your Spiritual Gifts: Discover God's Plan for Your Life*. Sponsor a Spiritual Gifts workshop at your church. In one day, help everyone discover their spiritual gifts!

Presentation #2

Training Them

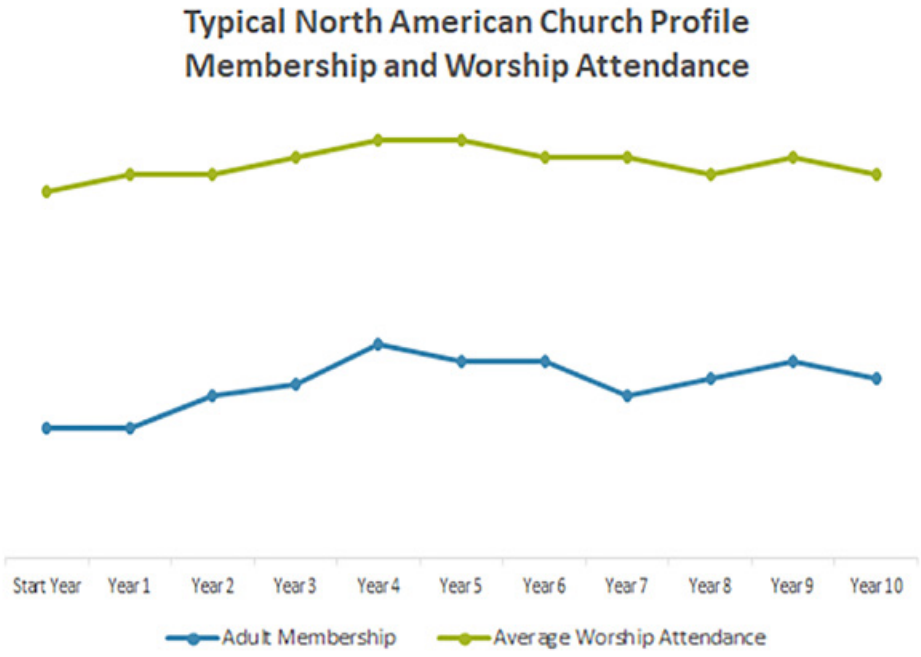
I. Jesus never told us to _____ the church larger.

A. He said, “I will build My church.” (Matthew 16:18).

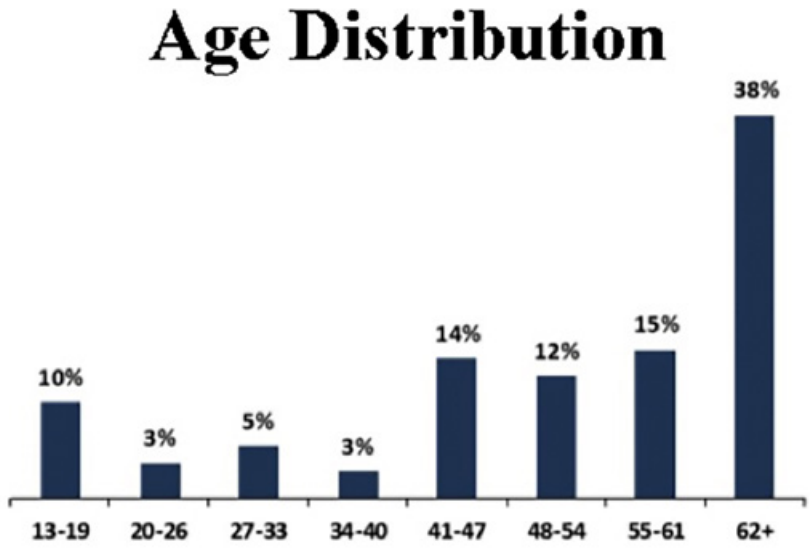
B. Jesus challenged us to focus on one strategy: Make disciples. (Matthew 28:19-20).

C. If we focus on making disciples, the church grows: It _____ with growth!

II. How are we doing?



III. A fairly typical age distribution of North American churches.



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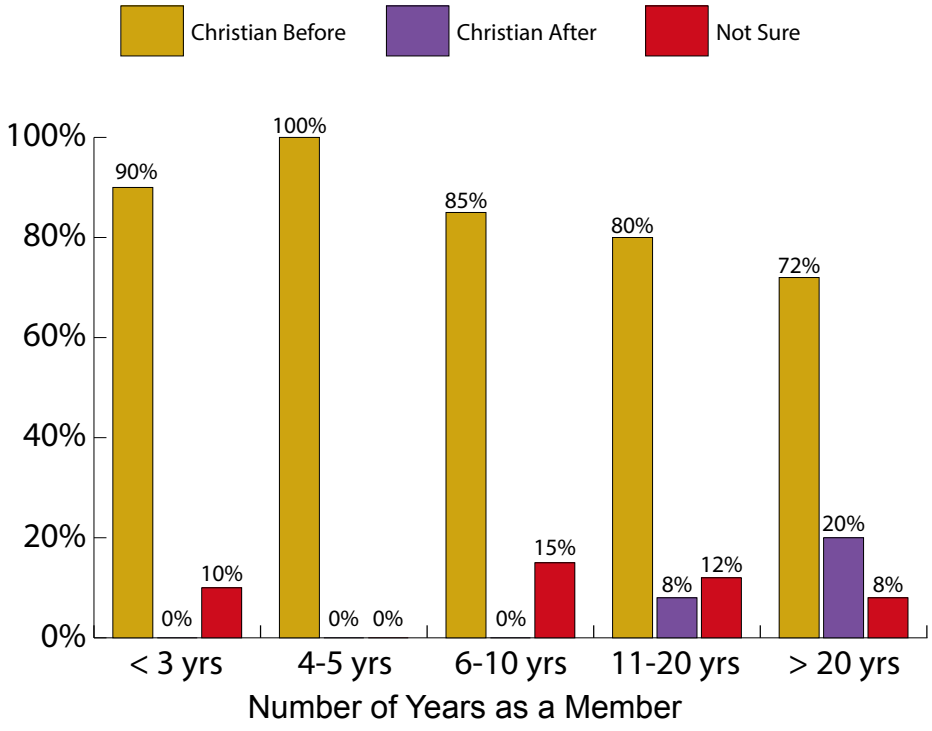
Homework Assignment:
Develop a profile showing the last 10 years of your church. Then ask yourself: What are we doing well? Where do we need help?

Homework Assignment:
Check out the Hot Springs Immersion trip, October 2019, www.churchdoctor.org.

The majority of people in the U.S., more than 50%, are, by self-declaration, _____.

IV. How are we doing at reaching unchurched people?

"Did you become a Christian before you started attending this church or after?"



V. "Training Them" is the next step for a turnaround, followed by "Sending Them."

A. Jesus never focused on making church members. He focused on making _____.

Jesus said, "As the Father sent Me, I send you" (John 20:21).

B. Members go to church.
Disciples go to _____!

- In the last session we heard about two rediscoveries from the Reformation: spiritual gifts and the priesthood of all believers.

C. "Training Them" begins with reframing the way we do _____.

D. In many churches, (1) the staff does "real ministry," (2) some people volunteer to help, and (3) everybody donates money to pay the staff.

E. In Ephesians 4, Paul says there are "_____ _____" given to the church.

1. Apostles
2. Prophets
3. Evangelists
4. Pastors
5. Teachers

Their "special function" is to train—to equip—God's people for the work of ministry.

Questions to ask later:

Ideas for my church:

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F. The priesthood of all believers turns your church right-side up.

1. The staff does most of the _____.
2. The people do most of the _____—working in the areas of their spiritual gifts!

VI. The genius of Jesus: _____ by discipling.

A. The members of your church can do more ministry in their **spare time** than pastors and staff can do working 80 hours a week.

B. When _____ _____ are around the unchurched people in their social networks, they might invite them to church to hear the pastor preach or experience the worship.

C. When *disciples* from church are around people in their social networks who are unchurched, they _____ them!

Homework Assignment:
Reflect on this: Have you been discipled in any ministry? Have you discipled anyone for anything? If you're a parent or if you're around young people, have you equipped a child to read? To play a game? Play a sport? Clean their room? Fish? Hunt?

Have you equipped anyone to pray? Share their faith? Minister to someone in a nursing home? Teach Sunday school?

D. This is when a movement begins, called a revival.

VII. Most pastors don't disciple people because no one _____ them.

A. No one can disciple a crowd. (Jesus discipled twelve—over three years. They discipled others—and the world was changed forever.)

B. Consider a Sunday school teacher.

VIII. Making disciples is not rocket science: It occurs in six steps.

#1: _____ _____ _____.

#2: _____ / _____.

#3: _____ / _____.

#4: _____ / _____.

#5: _____ / _____.

#6: We both pray for, look for, until we find a receptive Christian and _____ the process.

Homework Assignment:
Memorize the six easy steps for discipling. Put them to use with someone you are growing in a ministry. Remember, discipling always moves toward disciples who are disciplers.

IX. Today, about 190,000 pastors or staff members will visit someone in the hospital.

A. The greatest tragedy? Only about 3% will take someone with them, to disciple them in hospital ministry.

B. If you were discipled to serve in hospital ministry, what are the first two questions you would likely be asked, walking into a hospital room?

1. "Where is the _____ pastor?"

2. "What do we _____ that pastor for, anyway?"

C. The answer? Pastors and other church staff are called to equip God's people for the work of ministry: Ephesians 4:11-12.

D. In most churches, we have _____ the priesthood of all believers.

Questions to ask later:

Ideas for my church:

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1. We have burned out pastors and staff.

2. We have underutilized Christians who are missing the joy of ministry.

3. We are crippling the growth and expansion of the Christian movement.

4. Our nation is becoming secularized, and we, the church, are culpable.

5. We have been satisfied with members of an institution.

6. Jesus called us to equip _____ for ministry.

Homework Assignment:
Read the Gospel of Matthew all the way through from the perspective of learning how Jesus multiplied Himself. What can you learn from Jesus?

X. People do not become disciples through information alone.

A. People become disciples by **imitation**.

B. This is a process, like raising children. It's called discipling.

C. Discipling is not a quick fix program. It is a process that _____!

- Most church leaders *overestimate* what transformational change can occur in the short _____ — and *underestimate* what can be accomplished in the long term.

Presentation #3

Sending Them

I. In Matthew 9:38, Jesus says, “Pray to the Lord of the harvest, that He would **send** workers into His harvest.”

A. The primary outreach approach for many churches is to invite or bring people to church. In this secular nation, this strategy is approximately _____ effective.

B. The most powerful environment for mission is not your church facility. The platform for outreach is _____.

C. How do you describe the mission field for your church?

D. The mission field for your church is the sum total of unchurched people in the social _____ of all the people in your church.

1. Your social network includes friends, relatives, neighbors, people at work or school.

2. Those who are unchurched in your social network represent your personal mission field.

Questions to ask later:

Ideas for my church:

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Ideas for my church:

Homework Assignment:

1. Make a sociogram.
2. List the functionally unchurched people in your social network: friends, relatives, neighbors, people at work or school.
3. Put your sociogram on the mirror in your bathroom.
4. Pray for these people—your personal mission field, every day.
5. Ask your church leaders to encourage everyone to do this.
6. Add up the total numbers. This is your church's immediate mission field at this time.

II. In Matthew 9:37, Jesus said, "The harvest is large, but the workers are few."

A. Our challenge is not the harvest, but the _____.

B. The harvest is large. Do you believe that?

C. The media has convinced many Christians that most unchurched people are not receptive, not open to faith in Jesus. Five points:

1. The enemy is a liar. Don't believe him.
2. Why did Jesus come to earth and land in Israel?

3. But why **then**? Why at that time?

4. The people of Israel were _____.

5. Hopeless people are _____. Hope is the key that unlocks the unbeliever's heart.

Homework Assignment:
Think of those in your social network who are functionally unchurched. Ask them, "What do you think it will be like for your grandchildren?" What you will hear is abject hopelessness! Most Americans, without faith in Christ, are hopeless.

III. The harvest is ripe because unbelievers are hopeless.

A. Our hope is in _____.

B. Look at "hope" in the early Christian movement.

1. Matthew 12:21: In His (Jesus') name will gentiles hope.

2. Hebrews 11:1: Faith is the assurance of things hoped for….

3. 1 Corinthians 13:7: Love…hopes all things….

4. Romans 5:2: Through Jesus, we have grace and rejoice in our hope of sharing the glory of God.

5. Colossians 1:3-5: Thank God for your faith in Christ Jesus, the hope laid up for you in heaven.

Questions to ask later:

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6. Colossians 1:27: Christ in you is the hope of glory.

7. 1 Thessalonians 5:8: The armor of God includes the helmet of hope.

8. 1 Peter 1:3: We have been born again to a living hope through the resurrection of Jesus Christ.

9. Our _____ orders: 1 Peter 3:15: Be prepared at all times to gently share the _____ that is in you—because Jesus Christ is your Lord.

Homework Assignment:

1. Focus on these verses about hope in your favorite version of Scripture.

2. Read them in context and pray to the Lord after each one.

3. Ask God to use you for an awakening in your church. Ask God to use your church for revival in the land.

4. Print up little notecards on strong paper and hand them out to people in your church. On the notecard, print: Pray for revival every day: “Lord, bring revival, beginning with me.”

Ideas for my church:

IV. You are a 24/7 ambassador for Christ to those in your social network.

A. 2 Corinthians 5:20: We are ambassadors for Christ—God (not you or me) makes His appeal through us.

B. The best way to get everyone in the church to look at their feet at once is to talk about _____!

1. If that's your gift, great! Research shows that 90% of us don't have that spiritual gift.

2. But every gift has a corresponding role—a lifestyle, common to all Christians.

3. So, 90% of us aren't gifted to be an evangelist, but we all have the role of being a _____.

4. You know what a witness is: "I was there; I saw it; it happened to me."

C. Yet, most Christians are freaked out by witnessing.

V. Develop a _____ ____ _____ in your church using NO PROGRAM—and no one will even know it!

- The key to healthy churches is developing Kingdom culture, not another program.

- Kingdom culture is about who you are and who you become.

Questions to ask later:

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- So, let's take the idea of everyone in church becoming a witness to those in their social network, in an approach that changes culture.
- I'd love for you to become a Kingdom culture _____.

A. Phase One:
First, let's reinvent the idea of "witnessing," since that scares people. We call it telling "God stories."

1. Everyone has God stories.
2. They are stories about when God worked in your life.
3. Stories are the most _____ communication tools available.
4. Jesus was the best storyteller in history.

B. Phase Two:
Next, instead of pleas from the pulpit, or some program out of a box, let's do what Jesus did: cultural architecture.

C. Phase Three:

1. I didn't tell anyone what I was up to—not even my wife!
2. As a pastor, I taught a Bible class each Sunday between the worship services.
3. We always took prayer requests at the beginning, then prayed, and then I taught the class.
4. One day, I began class differently: "Before we start, even before we take prayer requests, anybody want to share what God's done in your life since we met for class a week ago?"
5. What do you think happened?
6. Week #2.
7. Week #3.

8. Week #4.
    - A little old lady sheepishly raised her hand and shared a not-so-smoothly-articulated God story.
9. Week #5.
10. Week #6.
11. Week #7.
    - Two people shared!
12. In six months: I had to _____ the God stories to 15 minutes!

D. Phase Four:
I began to start every group around church with the offer to share God stories: ladies' group, men's gathering, elders, youth, church council—everything except worship.

E. Phase Five:
Fruit! In 18 months, people were sharing God stories in their _____ _____, outside of church.

1. New unchurched people were coming to church, many of them brought by our members.
2. They heard other people from our church share God stories in Bible class and at congregational dinners.

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F. Phase Six: Momentum!

1. New Christians often are part of social networks with a higher percentage of unchurched people.

2. The movement jumped. New Christians began sharing God stories in their _____ _____. They caught the culture!

G. Changing culture changes everything. That's not a program; it's a _____!

Homework Assignment:
Focus on Kingdom culture. Let God change the culture.

VI. With every movement in history, there is a parallel _____ movement.

A. Watch for young adults in your church who are graduating from high school, college, or halfway through college and have no clue about their major.

B. Identify young adults who are:

1. Faithful—a little more interested in God and church than most young adults.

2. Available—not married or buried in debt.

3. Teachable—enthusiastic to learn the wisdom of God and how to change the world.

C. Connect them with SENDNorthAmerica.com: a 10-month mission training "_____ _____" and loads of fun!

D. They come back to your church. No one can reach young adults like another (trained) young adult!

E. The more you learn about God's _____ movement of SEND, the more you will wish you were a single young adult again!

F. For adults who want to learn more mission training themselves, get the DVD series *The Damascus Road: Where Christians Become Missionaries*. This is mission training for adults, a series you can use over and over.

VII. Never give up on your young adults.

A. They are not just the church of tomorrow.

B. They are the church of _____.

C. They can become powerful _____ for the Kingdom.

Homework Assignment:
Visit the SEND North America exhibit booth to get some literature to share with young adults.

Homework Assignment:
Utilize *The Damascus Road* DVD series in your church, and encourage adults of all ages to participate in the training to become missionaries to their social networks.

Questions to ask later:

Ideas for my church:

Kent R. Hunter,
The Church Doctor

Kent R. Hunter is the founder of Church Doctor Ministries. Kent says his reason for being on this earth is to help Christians and churches become more effective for the Great Commission, to make disciples of all people. He recognizes that America is the third largest mission field in the world, behind China and India. His passion is to come alongside pastors and church leaders to provide encouragement, direction, and focus and to turn challenges into opportunities for mission through the local church.

Kent lives on a certified tree farm in northeast Indiana with his wife, Janet. Kent and Janet have two grown children, Laura and Jon.

Tracee J. Swank,
Ministry Leader

Tracee J. Swank serves as the ministry leader for Church Doctor Ministries and is a certified Church Doctor consultant and leadership coach.

Tracee is committed to helping local churches and ministry organizations discover their purpose and mission in the communities they serve through coaching and consulting ministry leaders. She is passionate about resourcing and releasing Christian leaders to help fulfill the Great Commission.

Tracee has an undergraduate degree in Organization Development from the University of Toledo. She received a master's degree in Theological Studies and Spiritual Formation from the Winebrenner Theological Seminary.

She lives in northwest Ohio with her husband, Matt. Together, Tracee and Matt train assistance dogs for Assistance Dogs for Achieving Independence (ADAI).