

COMMUNITIES OF

HOPE

Christians Starting
New Congregations

Pastor's Manual



The Kingdom of God

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Getting Started

Communities of Hope has been written and compiled for churches and pastors to provide for two fundamental needs.

The first purpose is to provide a process for churches to reach communities beyond their normal reach with committed Christians.

The second purpose is to provide basic equipping materials for busy pastors that will enable them to equip and empower everyday Christians to reach those under-reached communities with the gospel.

Pastor, you may have leaders in your church that are already prepared to start a small group that will result in a new church. Appendix C has been included for you to use in this situation. It is a basic coaching process to help you coach that leader(s).

The other items in the manual will be useful for training both the already prepared leader and those that need training. We rejoice with you as you immediately seize the day for the kingdom of God as you will coach those gifted leaders. You will find this systematic process to be effective as you identify potential leaders and challenge them to enter into the harvest that God will put on their hearts.

Glossary of Terms

The following is a glossary of terms to assist with the language that will be used throughout the material:

Communities of Hope	>	the overall theme
Hope Communities	>	the Bible studies started by everyday Christians
Hope Community Advocates	>	a network of prayer warriors
Hope Community Facilitator	>	the everyday Christian who starts a Hope Community
Hope Community Hospitality Coordinator	>	the individual who plans for meals and other hospitality in the Hope Community
Hope Community Host	>	the family that hosts the Hope Community
Hope Community Network	>	regular support and training meetings
Sending Community	>	the sponsor church that sends out the Hope Community Facilitator
Sending Community Pastor	>	the pastor of the sending community

Pastor's Overview

Pastor, you are the key person to make Communities of Hope a dynamic evangelistic and church starting effort in the life of your church. The nature of this initiative is in keeping with the biblical charge to pastors to “equip the saints for the work of the ministry,” giving you practical assistance in equipping and mobilizing your members to be on mission. In this manual, you will find all of the necessary resources to equip believers to start and lead evangelistic small groups which will become a seedbed for planting new churches.

Below are descriptions of each segment you will find in this manual.

- Overview of Hope Communities** > This section provides an overview for the role of the Hope Communities.
- How to Gather People into a Hope Community** > This section is loaded with suggestions to assist Hope Community Facilitators in enlisting and gathering a core group of people to participate in their Hope Community.
- How to Guide a Hope Community** > This section provides an overview of how to guide an evangelistic home Bible study.
- How to Identify and Equip Congregational Leaders** > Identifying and equipping new leaders is vital to the success of a healthy and reproducing Hope Community. This section gives practical suggestions to assist the Facilitator in identifying and equipping new leaders, which ensures the continued growth in starting other new Hope Communities. There are three main leaders in each Community: the host, the hospitality coordinator, and the Facilitator. Areas of preparation include: leadership skills, ministry skills, and biblical knowledge.
- How to Move from Community to Congregation** > The intent of the Communities of Hope initiative is to create a seedbed of evangelistic small groups from which new churches will be birthed. This section describes a simple process of assisting Hope Communities to transition to become a launch team for a new church.

The entire Communities of Hope process is presented with specific time frames and recommended actions to provide direction, clarity, and simplicity. These guidelines are normally realistic. However, for a given Hope Community, the time frames for specific actions or decisions may need to be expanded or compressed, depending upon the numerical and spiritual growth of those in the Hope Community. A possible timeline is located on page 13.

These training resources are purposefully brief. This entire process must be kept as simple as possible. If you desire any help along the way, your Church Planting Team of the SBC of Virginia stands ready to assist you. Our prayer is that many millions will come to know Christ through these efforts, and that hundreds of new congregations will be formed from these new converts!

Overview of Hope Communities

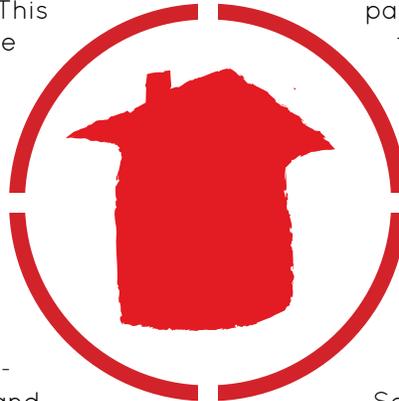
This initiative is intended to create a seedbed of evangelistic small groups from which new churches will be planted. With that being said, there are at least four potential outcomes for each Hope Community which is started.

1. One Hope Community leads to one new church plant.

In this case, the Community is well established and enjoys a very favorable response in both participants and professions of faith. This group continues to grow to form the launch team for a new church, utilizing the synergy and favor that has carried them through their initial phase.

2. Two or more Hope Communities lead to one new church plant.

In this case, two or more Communities have been established in reasonable proximity to one another, and cumulatively have experienced a favorable response in both participants and professions of faith. With guidance from the Sending Community, these two or more Communities join together to form the launch team for a new church.



3. The Hope Community becomes a mini-satellite of the Sending Community.

In this case, the Hope Community is well established and enjoys a very favorable response in both participants and professions of faith. As this group continues to meet and grow, it is positioned to be a perpetual mini-satellite with a permanent relational and identity connection with the Sending Community.

4. The Hope Community exists for a short duration.

In this case, the Hope Community (including new believers and new prospects) is folded back into the life of the Sending Community after it completes the initial curriculum cycle. The reasons for folding the group back into the Sending Community can range from the limited success in establishing or growing the group to intentionally sending out the Facilitators for only one curriculum cycle. Regardless of the fruitfulness in this last case, there is much to celebrate in the obedience of believers who leave their comfort zones to engage their communities with the gospel.

For those Hope Communities that progress to become new churches, the Facilitators who began them from your congregation may not become their permanent leaders. God may provide leaders from the newly saved and disciplined group. The Facilitator you send out from your congregation could soon work himself out of a job with this new congregation and will be ready to start additional Hope Communities.

If you don't have several Hope Community Facilitators from your congregation, you may want to pair up with a nearby pastor or with several pastors in your region to do this orientation, as well as the follow-up meetings. The Facilitators will be

greatly helped by a regular meeting with other Facilitators and their pastors. They can share their status, celebrate victories, pray for particular needs, answer one another's questions, and hold one another accountable.

With this in mind, enlist a group of potential Hope Community Facilitators from your congregation. Order materials for a two-hour orientation session and calendar a training date. To prepare for this orientation, you will need one copy for each participant of the materials listed in Appendix B. You will also need to make a copy of Appendix A of this manual for each participant.

Role Descriptions for a Hope Community

Hope Community Facilitator

A Hope Community Facilitator is a member of your church whom you send out into your community or a nearby community to start a Hope Community (an evangelistic Bible study) with lost and unchurched people. Who could you expect to be able to be a Facilitator? Just about any spiritually mature teen or adult in your church who is willing! They need to be sound in the Scriptures, faithful and able to guide a group of people. Sunday School teachers, deacons, and ministry leaders will certainly be capable of founding a Hope Community, but so will many others who do not presently have major leadership roles in your church.

Hope Community Host

The Hope Community Host will provide the meeting location for the Hope Community. The meeting location could either be their home or an alternate meeting location such as a business conference room or a community center. The host arranges for a warm and welcoming atmosphere for those that will attend. This person should be someone that is known, respected, and valued by the community where the people will come from.

The host may be a member of the Sending Church, but could be a spiritually sensitive but unchurched person from the community to be reached. This fits the description of what the Bible describes as a "person of peace," such as Cornelius or Lydia in Acts.

Hope Community Hospitality Coordinator

A person with the gift of hospitality should be enlisted to be the Hope Community Hospitality Coordinator. The Hospitality Coordinator will arrange for snacks and special fellowship meals for the Hope Community gatherings. When the Hope Community conducts outreach events, the Hospitality Coordinator should be involved with planning food items or other special giveaway items.

The Hospitality Coordinator will most likely be a person from the Sending Church who has a relationship with the Facilitator since she/he will be on a team with the Facilitator. This leader should have some spiritual maturity, ability to organize, and genuine care toward people.

How to Gather People into a Hope Community

Hope Communities are especially geared for the lost or unchurched. By far the easiest people to reach are those with whom a Facilitator already has some form of relationship. The preferred focus groups from which a Facilitator can gather are those among their family, friends, neighbors, or coworkers who are not yet followers of Jesus or are unchurched.

Lead them to consider the following steps:

- Pray that God would guide them to the right people for this Hope Community.
- List their family, friends, neighbors, or coworkers who are not actively involved in a church.
- Visit them (preferably) or call them, and invite them to come to a designated place on a chosen date and time to sit down with other friends and neighbors to see what the Bible has to say about key issues in life.
- If they are willing to come, ask them if they know other people who may be interested in coming as well. If so, ask them to contact them and bring them along.
- A few days before the appointed day, call them again to remind them, and ask how many will be coming with them.

Their goal should be to have a gathering of 10-20 primarily lost or unchurched people. They may assume that only about half of those who commit will actually come (unless they have good reason to believe otherwise). If the number who have com-

mitted does not reach at least 10, then have them supplement their efforts with one of the following approaches:

1) Conduct a prayer walk of the target area, asking residents for needs in their lives for which others can pray. Ask them if they would be interested in a neighborhood Bible study on key life issues. Invite them to your Hope Community or ask them if they would be willing to host such a study in their home.

2) Draw out an area around the location for the Community that includes about 200 homes or other dwelling units. Then contact these people using one of the following methods:

- Prepare an attractive flyer or brochure that invites them to come to a Bible study dealing with key life issues. Include information such as date, time, place, and a phone number and name for them to respond to. Hand out these flyers to the targeted dwellings. It would be best to knock on their doors, and hand it to them personally. If they are not at home, stick the flyer in their door. Be sure not to put it in their mailbox!
- Prepare a “doorknob hanger” that has similar information to the flyer noted above, and hang it on each doorknob in the designated area.

- Call each of these homes, inviting them to come. Obtain current name, address, and phone information from the local library. Some of the more prevalent sources for such information are the Haines Directory (www.haines.com), Polk Directory (www.citydirectory.com), or Bresser's Criss-Cross Directory (www.bressers.com). Each of the resources lists the above information in street and street number sequence to allow selecting only those in a defined geographic area. The SBC of Virginia can also assist you with obtaining neighborhood contact information from the Mapping Center. Once you have determined the exact area you intend to reach, the Mapping Center can provide you with the names of those living in each home along with mailing labels and the ability to track your contacts with each home. To use the Mapping Center, contact your SBC of Virginia regional missionary.
- Mail a brochure to the dwellings in the chosen area. Obtain names and addresses from a source such as the Mapping Center or your local library. Results will be significantly better if materials are addressed by name and in handwriting (vs. computer). Again, be sure the brochure has the relevant meeting information and a name and phone number for responses.

3) Prepare signs that can be placed in windows or on bulletin boards, and ask area businesses for permission to place them. Some general retail and grocery stores have bulletin boards where “for sale” and other advertisements are placed, and they will generally allow you to include your sign. Other businesses, particularly where you know someone, will allow you to post your sign in their windows.

4) Take prepared flyers or brochures to a mall or other busy area and hand them out to all who will take them. Again, be sure all the relevant meeting and response information is included.

5) Have a neighborhood party and invite area people to come. (Block party trailers, which include popcorn, snow cone, and cotton candy machines, hotdog cookers, and various game equipment, P.A. systems, etc., are available on a reservation basis.) After the fun is underway, call a break and share that a Bible study will soon begin at a specified time and place and will deal with key life issues. Don't forget to use a creative means for registering guests, such as the use of door prizes.

6) Run an ad in the local newspaper, preferably in a section other than the religious section, sharing the relevant information and a response phone number.

7) Purchase a Hope - Purpose - Peace - Life: Find it Here yard sign to place in the front yard of each home where Hope Communities will be meeting.

Learn how to order yours by visiting www.sbcv.org/gps, then clicking “Find it Here Resources” at the bottom of the page.

8) At the end of each study for the first few weeks, ask those who have come if they know of someone who would enjoy being a part of the study group.

If you put some focus and attention on creating an inviting and relaxed atmosphere, those who begin the study will be more likely to continue and, furthermore, they will be more likely to bring someone with them.

9) When all best efforts have been made and the attendance on opening night is below 10, ask each of them to bring one or more friends with them the following week. Consider a special prize for the one who brings the most people who do not have a regular church home.

If this does not result in 10 or more attendees by the time they have finished the first eight-week study, consider merging them with another Hope Community in the area. If this is not feasible, consider leading the group through the first 20 weeks of study (salvation and discipleship), and then help them integrate into the Sending Church, perhaps as an intact beginning Sunday School class.

How to Guide a Hope Community

A Hope Community is a home Bible study group that leads to salvation, discipleship, leadership development, and reproduction. The Bible studies are facilitated using guiding questions that help participants discover the truth from God's Word, not lectured or preached. The following are helpful guiding principles for the Facilitator.

Anyone who desires may participate. Even those who are unable to read can participate by listening to the question and the Scripture reference read by one of the Hope Community participants. Preteens can participate very easily. Remember that "everybody is somebody." More is learned when the people actively participate. Involve every group member as much as possible.

Principles to remember:

- What the Bible says is more important and more powerful than anything any person has to say about the Bible.
- Prolonged exposure to the Word of God is the best way to bring about an authentic decision for Christ.
- The leader does not have to talk all the time. He can relax and let the Word of God speak. God's Word will be maximized and the leader's words will be minimized.
- People learn more when they hear, speak, think, and do something than if they only hear.
- Stay with the study. Don't allow people to debate or philosophize. This will distract from the goal of the study and divide the group.

What can be expected at the conclusion of the first study, *Christian Worldview*?

- Many will have accepted Christ as Lord and Savior.
- Others will recommit their lives to Jesus Christ.
- Some in the group will pray for the first time.
- People from the group should be leading the singing.
- Instrumentalists from the group will be playing guitar, keyboard, etc.

The second study focuses on discipleship and is titled *Entering the Kingdom*. Now that many of the participants are believers, each study session should open and close with prayer. Pray a simple, reproducible prayer such as, "Jesus, thank you for our Bible study tonight. Amen." Once the new believers have heard such a simple prayer, they will not be afraid to pray. Encourage it, expect it, and they will do it.

Continue with music. Let new believers lead in singing and providing special music.

The Facilitator should guide the first study, with the group continuing to participate. Each study is a unit designed to teach certain basic truths and should be studied without lecturing at each point. Participants should be encouraged to come prepared to both ask and answer questions

In these lessons the believers are introduced to prayer, Bible study, the church, baptism, the Lord's Supper, and so forth. At the conclusion of the studies, it is time for the believers to be baptized and begin to function as a church.

The Facilitator's role will change throughout the process and should prayerfully shift as follows:

Model

In the first eight weeks of study in *A Christian Worldview*, the Facilitator guides each study and models an effective small group discovery learning process that could be done by other participants in the group.

Assist

In the next six weeks of study, *Entering the Kingdom*, the facilitator will ask one (or more) group participant(s) that has demonstrated faith in Christ, is a growing disciple, and is a respected member of the Hope Community to assist with facilitating parts of the small group study.

Watch

In the next six weeks of study, *Living in the Kingdom*, the Facilitator will ask a group member that has proven himself to be a faithful follower of Christ to facilitate entire Bible studies while he observes. The Facilitator will debrief and mentor the new small group leader after each study during a scheduled meeting time.

Multiply

The Facilitator will prayerfully decide what his role should be after these 20 weeks of study. His choices are (1) to help the Hope Community form into a church, serve as the pastor, and prepare another leader in the group to start another Hope Community or (2) to help an emerging leader that has been called by God to become the pastor. In this last instance, the Facilitator will continue to serve as the new leader's mentor and will meet with him weekly.



Permission was given for reprinting of Bible studies by Dick Scoggins with the Fellowship of Church Planters International.

How to Identify and Equip Congregational Leaders

When the Hope Community moves to the discipleship study, Entering the Kingdom, the Facilitator will ask others to guide parts of the study just as he has been doing. The Facilitator should take note of those who are effective in this role and:

- Look for those who are natural leaders.
- Watch for those whom other members of the Community tend to look to.
- Note those who seem to grasp biblical truth quickly and accurately.
- Note those whose lives indicate ongoing spiritual growth.
- Note those who bring in new people.

The Hope Community Facilitator should keep a record of group members that are effective in leadership roles and discuss potential leaders with his pastor. As needs emerge within the Hope Community, look for people that naturally move to meet those needs, such as Bible study leader, music, hospitality, outreach, organizational needs, and member care.

Several overarching values, similar to the values for the Facilitator, should be kept in mind as potential leaders are identified. When the Lord is forming a new body, He will supply all the components of that body that are needed for it to grow and prosper. This includes the needed congregational leaders. He will gift and call those He desires to fill leadership roles. These emerging leaders will have a growing sense of God's call on their lives, as will the congregation.

A plurality of leadership is preferable at this point. All of these leaders have job and family responsibilities to balance with whatever new congregational leadership roles they may be called on to fill. Be careful to not overload these emerging leaders. If several share leadership, more time is allowed for God to make clear to the candidates and to the congregation who He is preparing for primary leadership in the congregation. Further, a plurality of leaders provides one or more candidates who can launch out to start new Hope Communities, and thus fulfill the reproduction mandate to all congregations.

Simplicity is a prime virtue at this point. Moving toward more complex worship and leadership will be a natural tendency. It will not have to be encouraged. In the meantime, a purposeful effort to

keep what a leader looks like and what he needs to do at the simplest standard will be most important. Do not push movement from a participative Bible study format to a preaching/listening format. This will diminish learning for all members and will make it less likely that one or more of the emerging leaders can effectively lead.

As the Facilitator's private list of emerging leaders begins to solidify, and as it is confirmed by you, take care to not exclude others who may have a desire to be included in leadership training. We often fail to see what God sees, and may miss someone that God intends to use. In addition, you do not wish to convey the idea of a hierarchy or of exclusiveness. Leadership is just one of many needed roles within the new church.

Once the decision has been made by the Hope Community to develop as a new church, the Facilitator should enlist those emerging leaders God has laid on his heart and confirmed with the Sending Church Pastor. These enlisted leaders will become the new church's leadership team. The team should now participate in leadership training.

The Facilitator will train them using the same materials that he has studied as follows:

- Doctrinal Study: *The Baptist Faith and Message*, LifeWay Publication
- Topics from "Questions that People and Churches Ask"
- Spiritual Leadership Development:
 - > *Spiritual Leadership* by J. Oswald Sanders, Moody Press (available at your local LifeWay Christian Resource Center)
 - > *The Pursuit of Holiness* by Jerry Bridges, NavPress (Use as a leadership team devotional book during a selected period of time.)

How to Move from Community to Congregation

As stated earlier in this manual, there are four potential outcomes for each Hope Community. They are:

1. One Hope Community leads to one new church plant.
2. Two or more Hope Communities lead to one new church plant.
3. The Hope Community becomes a mini-satellite of the Sending Community.
4. The Hope Community exists for a short duration. In this case, the Hope Community (including new believers and new prospects) is folded back into the life of the Sending Community.

Communities of Hope is focused on winning people to Christ and forming them into new churches. Once your Facilitator has gathered a group together and has guided them through an evangelistic small group study, many of the group will have received Christ. A discipleship Bible study will follow. By the end of this series, they will have met for about five months. At this point, it is time to consider moving them to the status of a new church plant.

What are some of the factors to consider? Are they large enough? If they begin with 10-20 people and have made regular efforts to grow, they should be large enough. Even if 10 people remain, one could treat this as a core group, and go from there to get them to the 20 size range, and then launch them as a new church plant. Do they have enough capable potential leaders? If the format has been kept to a guided participative format as suggested and that is the kind of leadership guidance needed for the present, then the answer will almost always be yes.

At this point, several matters need to be completed. Potential congregational leaders should have been identified by the Facilitator and confirmed by

the Sending Church Pastor. The training approach and curriculum for these potential leaders should be in place and ready to go. The Sending Church Pastor needs to coach the Facilitator as he equips his leadership team through an established training process. A weekly training schedule should be established. Hopefully, there are three or more potential congregational leaders.

If the Facilitator will stay with the Hope Community and serve as their pastor, identify and send out a leader and one or two families to start a new Hope Community. You can begin them in the orientation process along with any other new Hope Community Facilitators you have identified.

A worship leader, clerk/records keeper, and church treasurer need to be chosen. A baptism needs to be scheduled. It would be great if you allowed the Facilitator to do the baptizing. You may wish to consider a formal covenanting process with the new church plant. A sample of a possible covenant follows this section.

Consideration needs to be given to the meeting time and place. Allow the new congregation to decide. If they have grown, they may need a larger place to meet. You may need to guide them in a budgeting process. They are now ready to begin receiving offerings and will need to have a plan for properly using them. They will have few expenses, so much of their offering can be pegged for servant evangelism and missions. Your Facilitator will still need to attend their services for several more months (in most cases), but at this point, the new emerging congregational leaders should be taking the lead in the meetings unless the Facilitator has sensed God's calling to plant and lead this new church.

The style of worship will still be very simple. As the new congregational leaders are trained, more options are open to them in leadership and worship style.

Possible Timeline for a Hope Community

Month 1	Pastor casts vision with the church to saturate under-reached communities. Hope Community Facilitators enlisted one-on-one. Pastor determines if he will be the equipper of the Facilitators or enlist someone to assist him.
2	Start the training process with Hope Community Facilitators. Encourage your Facilitators to become familiar with "The HOPE" or "The Kingdom of God" Bible studies by using them in two practice sessions with family and friends. This would be a good time to start praying for the Hope Community with friends that will help. Ask the Facilitators to plan their first outreach and develop a list of possible Hope Community participants. Ask them to identify where they will meet.
3	Conclude your first six weeks of study. Start the first Hope Community Bible study by month end. Debrief the first gatherings with your Facilitators and help them learn from each other.
4	Facilitators will conduct Hope Community gatherings and continue to reach new people. Weekly encouragement and coaching meetings should be conducted.
5	Start the second six weeks of the Facilitator training plan. The evangelistic Bible studies will continue.
6	Conclude the second six weeks of study for the Facilitators. These are becoming both training and coaching meetings. Bible studies will be changing to more of a discipleship focus. Hope Community indigenous leaders will be identified, and consideration of becoming a church is now being discussed by the Hope Community.
7	Decisions are being made by the Hope Communities to become a church, satellite, or enfold back to the Sending Church. Baptism should be scheduled for those that have been saved.
8	Some of the Hope Communities will now develop as a church. The third and final six weeks of training for Facilitators is started. Plan for a graduation service and/or banquet. Consider including the Hope Community members.
9	Conduct your graduation service and/or banquet. The Facilitator will start training his leaders.
10	New Hope Community Facilitators will be enlisted and trained, and the process is repeated.

Hope Community Resources



Using the “Kingdom of God” Bible studies:

These “Kingdom of God” Bible studies are available as downloadable resources from the SBC of Virginia Web site at www.sbcv.org/coh:

- *A Christian Worldview* (8 Bible studies)
- *Entering the Kingdom of God* (6 Bible studies)
- *Living in the Kingdom of God* (6 Bible studies)

Other downloadable Bible studies are available by the same author at www.sbcv.org/coh.



Using “The HOPE” Bible studies:

For information regarding purchasing one or more copies of The HOPE DVD, please see www.sbcv.org/coh. These “The HOPE” Bible studies are available as downloadable resources from the SBC of Virginia Web site at www.sbcv.org/coh.

- *The HOPE Study Guide*
- *The HOPE New Believers Guide*
- *Story Session Basics*
- *From Community to Congregation Using Chronological Bible Storying*

Ministry Resources:

- “Hope-Purpose-Peace-Life: Find It Here” banner and GPS materials (Order at www.sbcv.org/gps.)

Downloadable resources at www.sbcv.org/coh:

- Communities of Hope Evaluation (form)
- Certificate of Completion for Hope Community Facilitator (certificate template)
- Communities of Hope: The Kingdom of God (manual)
- Communities of Hope: The HOPE (manual)
- Christian Leader Training: Student Study Guide (Appendix B)

Appendix A

Christian Leader Training



Teacher's Guide — Introduction

Christian Leader Training

Teacher's Guide — Introduction

The Bible says that all Christians are Christ's ministers. This course has been prepared with the deep conviction that most of our Lord's kingdom work must and will be done by everyday Christians. There are several prevailing conceptions among our church members that are counter-productive to this conviction.

Many believe that the pastor is the "hired gun" to do the work of ministry. They see their role as paying and supporting him in this effort, but often do not see themselves as having a vital and direct personal role. Many believe that they are inadequately prepared to do much kingdom work. This may be, but if so, it is certainly time to correct this inadequacy! Many believe that they must go to seminary to be able to pastor or plant churches. If this is true, then the kingdom work will never be completed. It also defies the clear truth depicted in the planting and growth of the church at Antioch, which was planted by new believers who were fleeing the persecution in Jerusalem (see Acts 8:1-4; 11:19 and following).

Positively, members who are given this kind of orientation and who have a caring mentor to continue guiding and encouraging them can become effective pastors and church planters. Everyday Christians know their local community. They have a network of relationships to work from. They already have a job and home. Many of them have superb leadership, interpersonal, and organizational skills from their secular work, and giftedness from God. Many of them are very sound in the Scriptures and the work of the church. If given a basic foundation from which to gain confidence and to begin ministry (which this course is intended to do), and especially if someone continues walking with them in their growth journey, they can and will become very productive ministers for our Lord's work. They don't have to make all the cultural, geographic, financial, and community learning adjustments in order to be

effective in ministry. Further, they are likely to stay for many years into the future. Please impart these confidence-building truths to your students. As you assess and develop these leaders consider these needed qualities:

Personal relationships

- Has a consistent prayer and devotional life
- Receives encouragement from his wife
- Has a stable family life
- Is disciplined in his personal conduct
- Is regular and appropriate in his financial stewardship

Leadership abilities

- Accepts responsibility
- Leads others to accept responsibility
- Becomes easily acquainted with strangers
- Is able to discuss problems with people
- Listens to people
- Is able to reconcile differing viewpoints
- Plans ahead
- Will work under the direction of others
- Can work with people from various backgrounds

Ministry abilities

- Can pray and read the Bible in public
- Can speak in front of others
- Can lead discussion in small groups
- Can lead a Bible study
- Is able to visit people in their homes

- Witnesses to people
- Can give an effective personal testimony in public
- Can lead a worship service
- Can prepare and deliver a Bible message

Knowledge

- Understands how we got our Bible
- Has a general knowledge of the Old and New Testaments
- Is doctrinally sound
- Has a general grasp of Christian history

Contextual awareness

- Knows the leaders of the community
- Knows something of the history of the community
- Knows something of the needs in the community

Begin this training effort with an informational meeting that will take about one to two hours. It is most effective if the candidate students are personally enlisted. A general announcement will not do. Any pastor or church leader should have several men in mind who have been growing and reproducing and who have a heart to serve the Lord more and more completely. These are the right kind of candidates to enlist. Invite them to bring their wives as well. A class of three men is about the smallest size possible to experience a group dynamic. A class size of 10 men is about all that can be actively included in a dynamic, discussion, sharing format, which this course must be.

Begin the informational meeting with greetings and prayer, and have all sign in with their name, e-mail address, and phone number. Then ask each person to share a five-minute testimony of their salvation, how God has used them, what He is doing in their lives now, and what they believe He may have in mind for them in the future. Do not discourage those who do not have a clear call to pastoral ministry or to some other leadership role.

Then hand out a copy of the "Student Study Guide — Introduction" to each student, and discuss each paragraph. Introduce the books they will be studying, and share a bit about how each will be used. Hand out a copy of the Student Study Guide for Week 1 to each student, along with a copy of Kelley, Land, and Mohler's *The Baptist Faith and Message*. Explain to them what the assignment will be for the first class and briefly go over the study guide with

them. Emphasize to them that they are expected to come to class with their reading and study guides or assignments completed each week. Emphasize that the class time will be a time of sharing questions and observations and probing key issues covered in the assigned material. It will not be used to cover the details of the assignment. Ask again for any questions. Then ask how many believe they would like to take the class. Agree on the best class meeting time, and put the first six weeks of class dates on the calendar. Ask for a commitment that they will make this class a priority for the next six weeks. Close with prayer and adjourn.

As you prepare to lead week-to-week, consider the following suggestions:

- Start promptly at the scheduled time. Some have a pattern of lateness. Do not accommodate this bad habit!
- Ask someone to keep a prayer request journal for the class. Open each session with a review of the answers God has given, ask for new requests, and have someone lead in prayer. This should take about 15 minutes.
- Ask if all have completed their assignments. If too many have not done so, especially for the first few class meetings, you may need to go through the material methodically. However, emphasize that this is an exception and that you expect all will be ready to share next week.
- Ask if they have any questions or observations about the material. Turn to the class for answers needed.
- Conduct the class in a guided discussion format. Do not lecture, except for very brief bursts. You must develop a list of open-ended questions that will provoke discussion of key issues in this week's material. When a question is asked of you, open the class for answers to the question. Try not to tell them anything they can and should best learn from themselves and from one another. They not only learn more in this fashion, but it also helps them break habits of over-dependence on seminary-trained or other experienced leaders. You will find that a very deep camaraderie develops among the students as they go through this kind of joint learning and sharing experience.

Guide the discussion as necessary to:

- Let all participate. (You may wish to regularly call on a student to lead in the discussion of a given topic, once you get to know the students.)
- Keep one or a few from dominating the discussion.
- Keep to the subject matter at hand.
- Balance overall time versus material to be covered.
- Affirm right information, and redirect misinformation tactfully.
- Make as much personal application as possible.

Take a break at about the halfway point of each class to refresh drinks, stretch, and use restrooms.

Once all the material is appropriately covered and all questions have been answered, make assignments for the next week, along with any additional books needed for reading. Review the assignment very briefly with them, and close with prayer.

At the end of the first six weeks of class, discuss with the students when they would like to begin the second term (weeks 7-12) of the training. In general, a minimum of a four- to six-week gap, and a maximum of a three- to four-month gap is desirable. Let the students again determine what day or evening is best for them, and mark out the next six weeks of class on the calendar. A similar process may be used at the end of the second six weeks of class in preparation for the last term (weeks 13-18).

It is best not to hand out the material for the first class of the next term at this time. Rather, send it to the students about one to two weeks before the first class of the new term is scheduled to begin. This will be a good reminder to them and will reduce the probability of students misplacing their materials.

Consider writing brief notes or making short phone calls to each student several times during the training. Affirm their strengths, challenge them to further growth and commitment, and let them know that you care about them.

At the conclusion of the training, consider having a formal dinner and graduation recognition for these students and their wives. Have each share what God is doing in their lives as a result of this training. Hand out framed diplomas to each student. Consider having a motivational, challenging speaker for a 20- to 30-minute time slot to wrap up the evening. Consider inviting all area pastors and church

leaders to share in this celebration time. Alternatively, consider holding this special graduation recognition and sharing of student testimonies at one of the SBC of Virginia regional meetings.

To lead students through this class, you will need the following materials:

- Doctrinal Study
 - > *The Baptist Faith and Message*, LifeWay Publication (six week study)
- Practical and Ecclesiastical
 - > *Questions People and Churches Ask*, Church Growth International, www.churchgrowthinternational.com (use by topic) Note: This was written for a predominantly Catholic culture so you will select topics most appropriate to your setting.
 - > *Servanthood Evangelism Manual*, NAMB Item # 22.0840085052 or contact your SBCV regional missionary (use to plan servant evangelism)
 - > *The New Ministers Manual*, Paul Powell, PDF document (book is out of print), request from your SBCV regional missionary (weddings, funerals, ordinances of baptism and Lord's Supper, study one week) or use your own material/manual
 - > Cooperative Program overview, request brochure from the SBCV office or download from SBC Web site (study one week from items provided by the SBC or SBCV and the church's stewardship ministry)
- Spiritual Leadership Formation
 - > *Spiritual Leadership* by J. Oswald Sanders, Moody Press. Available at your local LifeWay Christian Resource Center (six week study)
 - > *The Pursuit of Holiness* by Jerry Bridges, NavPress (use as a devotional book during a selected period of training)

A recommended training process using these materials would be:

Term 1	<i>Week 1</i>	> Doctrine - Introduction Doctrines - The Scriptures
	<i>Week 2</i>	> Doctrine - God the Father Doctrines - God the Son Doctrines - God the Holy Spirit
	<i>Week 3</i>	> The Church - Definition, foundation, and mission The Church - Organization, structure, officers, and leaders
	<i>Week 4</i>	> The Church - Members The Church - Discipline of members
	<i>Week 5</i>	> Practical Matters - Personal devotions Practical Matters - Sermon preparation and delivery
	<i>Week 6</i>	> Practical Matters - Leading worship Practical matters - Preparing for and leading Bible studies
Term 2	<i>Week 7</i>	> Doctrines - Man Doctrines - Salvation Doctrines - God's purpose of grace
	<i>Week 8</i>	> Doctrines - Baptism Doctrines - The Lord's Supper Doctrines - The Lord's Day Doctrines - The Kingdom Doctrines - Last things
	<i>Week 9</i>	> The Church - The pastor's role The Church - Pastoral leadership styles
	<i>Week 10</i>	> The Church - Pastoral care The Church - Decision making and the business meeting
	<i>Week 11</i>	> Practical Matters - Finding prospects Practical Matters - Cultivating prospects
	<i>Week 12</i>	> Practical Matters - Presenting the gospel Practical Matters - Decision counseling Practical Matters - Disciple making
Term 3	<i>Week 13</i>	> Doctrines - Evangelism Doctrines - Stewardship
	<i>Week 14</i>	> Doctrines - The Christian and the social order Doctrines - Peace and war Doctrines - Religious liberty
	<i>Week 15</i>	> The Church - Cooperation The Church - SBC organization and the Cooperative Program
	<i>Week 16</i>	> The Church - SBC agencies, boards, institutions, and commissions
	<i>Week 17</i>	> Practical Matters - Weddings Practical Matters - Funerals
	<i>Week 18</i>	> Practical Matters - Conducting baptisms Practical Matters - Celebration of the Lord's Supper Practical Matters - Calendaring for the church Practical Matters - Your personal library Practical Matters - Your family

Note: It is recommended that the church award a Christian Leader Diploma upon the completion of the training series. A template may be received from the SBC of Virginia office if you choose to not use your own.

As you lead students through this training, would you please keep a journal of any suggested additions, deletions, or changes to this training? At the end of each term or at the end of the 18 weeks, please direct these comments to your SBC of Virginia regional missionary. Your suggestions will help to make this training more effective for future students and teachers. Also, a student evaluation form is included at the back of this appendix (Appendix A). Please hand out these evaluation forms to the students at the end of week 17, along with their week 18 study guides. Ask them to complete the

evaluation during the week and to bring the completed form to the class on week 18. At the end of that class, you may wish to have them share highlights of their evaluations. Please incorporate their evaluation recommendations, along with your own, when you send them to your regional missionary.

Each student should have completed some additional outside task of about four weeks duration before they are considered to have completed the course of study. This may include assisting with a funeral or wedding, pulpit supply, participating in hospital visits, and so forth. Look for opportunities for them and encourage them to find some such task on their own as they proceed through the training. In general, the more you assign them pastoral roles to complete along the way, the more effective the training will be to them.

Communities of Hope Evaluation

In the process of being equipped and starting a Hope Community, each participant needs to provide honest feedback of the materials used or any other insights that you are willing to share. Please take the time to complete this evaluation and return it to your pastor or trainer. He will send your comments to the SBC of Virginia office. We will take your comments into full consideration as new editions of the materials are written.

Please rate the following items.

Provide comments where you feel it to be appropriate.

Materials provided

- Christian Leader Training (for Facilitators)
- The Baptist Faith and Message*
- Questions People and Churches Ask*
- Servanthood Evangelism*
- The New Ministers Manual*
- Spiritual Leadership*
- The Pursuit of Holiness*
- Cooperative Program handouts

<i>Poor</i>					<i>Excellent</i>
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					
<input type="checkbox"/>					

Comments:

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Materials used for training by your church

<i>Poor</i>					<i>Excellent</i>
<input type="checkbox"/>					

Comments:

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Bible studies

- Christian Worldview
- Entering the Kingdom
- Living in the Kingdom
- The HOPE Study Guide
- The HOPE New Believers Guide

	Poor				Excellent
Christian Worldview	<input type="checkbox"/>				
Entering the Kingdom	<input type="checkbox"/>				
Living in the Kingdom	<input type="checkbox"/>				
The HOPE Study Guide	<input type="checkbox"/>				
The HOPE New Believers Guide	<input type="checkbox"/>				

Comments:

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Other Bible studies used

Names of studies:

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	Poor				Excellent
	<input type="checkbox"/>				
	<input type="checkbox"/>				
	<input type="checkbox"/>				

Comments:

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Please list any other item or part of the training process that you believe needs to be reviewed for improvement, changed, or deleted. Please list these per subject for consideration.

Subject:.....

Subject:.....

Subject:.....

Thank you for investing in eternity and in yourself.

(This survey may also be taken electronically at surveymonkey.com/s/CoHevaluation.)

Appendix B

Christian Leader Training



Student Study Guide — Introduction

Christian Leader Training

Student Study Guide — Introduction

This training program is intended to prepare everyday Christians who feel a call from God to be pastors or church planters. It is also intended to prepare those who desire to be and do all that God desires of them in leading and ministering within their local church and community (e.g., deacons, Sunday School teachers, etc.).

This training focuses on three broad areas:

- Doctrine
- The Church
- Practical Matters

It is designed to be completed in three terms of six weeks each. The three terms should not be spaced over more than an 18-month period.

Each term consists of six classes of about two to three hours each, at weekly intervals. During each term, two weeks will be devoted to each of the three broad study areas noted above. Upon completion of the three terms, a Christian Leader Diploma will be issued to each student. Contact your regional SBC of Virginia church planting strategist for a template if you choose to not develop your own.

This training is intended to give a broadly based orientation to pastoral ministry and will need to be followed by other more detailed training and mentoring. Early subjects for further training would include courses on effective communication, New Testament survey, Old Testament survey, pastoring, church planting, and so forth. Some students may wish to go on to complete a seminary extension degree. Others may desire specific training. In any

case, each student should enlist a spiritually mature mentor and be given an opportunity to further develop their gifts and experience in serving the Lord. This course is specifically designed for men, believing that God has chosen to use men in pastoral leadership. However, with the exception of the unit on preaching, wives could and should participate fully with their husbands in this course, to the extent possible and desired.

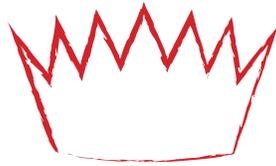
For each week of training, students will be assigned some reading to complete. Students will also have a study guide to complete. The study guide includes questions to firm up the information covered in the assigned reading and to cause students to think about and make personal application of the issues covered. It is expected that students will come to each class having completed the reading and the study guide questions and assignments. The class time will be devoted to the discussion of key issues and questions related to the assignment. Students should come prepared as though they could lead the class through this discussion. It is vital that students attend every class session. If a student cannot or will not make this commitment, there is no value for him to go further.

Following is an outline of the subjects that are covered:

Term 1	<i>Week 1</i>	> Doctrine - Introduction Doctrines - The Scriptures
	<i>Week 2</i>	> Doctrine - God the Father Doctrines - God the Son Doctrines - God the Holy Spirit
	<i>Week 3</i>	> The Church - Definition, foundation, and mission The Church - Organization, structure, officers, and leaders
	<i>Week 4</i>	> The Church - Members The Church - Discipline of members
	<i>Week 5</i>	> Practical Matters - Personal devotions Practical Matters - Sermon preparation and delivery
	<i>Week 6</i>	> Practical Matters - Leading worship Practical matters - Preparing for and leading Bible studies
Term 2	<i>Week 7</i>	> Doctrines - Man Doctrines - Salvation Doctrines - God's purpose of grace
	<i>Week 8</i>	> Doctrines - Baptism Doctrines - The Lord's Supper Doctrines - The Lord's Day Doctrines - The Kingdom Doctrines - Last things
	<i>Week 9</i>	> The Church - The pastor's role The Church - Pastoral leadership styles
	<i>Week 10</i>	> The Church - Pastoral care The Church - Decision making and the business meeting
	<i>Week 11</i>	> Practical Matters - Finding prospects Practical Matters - Cultivating prospects
	<i>Week 12</i>	> Practical Matters - Presenting the gospel Practical Matters - Decision counseling Practical Matters - Disciple making
Term 3	<i>Week 13</i>	> Doctrines - Evangelism Doctrines - Stewardship
	<i>Week 14</i>	> Doctrines - The Christian and the social order Doctrines - Peace and war Doctrines - Religious liberty
	<i>Week 15</i>	> The Church - Cooperation The Church - SBC organization and the Cooperative Program
	<i>Week 16</i>	> The Church - SBC agencies, boards, institutions, and commissions
	<i>Week 17</i>	> Practical Matters - Weddings Practical Matters - Funerals
	<i>Week 18</i>	> Practical Matters - Conducting baptisms Practical Matters - Celebration of the Lord's Supper Practical Matters - Calendaring for the church Practical Matters - Your personal library Practical Matters - Your family

From the list of subjects, you can see that this training is rather comprehensive. Complete it with a serious effort, learn from your instructor and the other students, and contribute to the group's learning experience. Some of you may already be familiar with much of this material, but you can seek a deeper understanding and make a major contribution to other students in the class. At the conclusion of this training, you should be ready and able to take on major tasks the Lord gives you and to complete them with confidence. Many who have covered this ground before you are now serving very productively as pastors, church planters, and leaders within their local churches. May God richly bless you as you make this exciting journey with Him!

Appendix C



Hope Communities coaching plan
for prepared leaders

Appendix C was adapted from the work of missionary Dennis Hampton who served with the Kansas/ Nebraska Baptist Convention before his home going. Written permission was given for its use and adaptation.

Hope Communities coaching plan for prepared leaders

Use this church planting process to coach a leader that is already prepared for ministry. A prepared leader is a man that:

- Has proven himself to be doctrinal sound
- Has a God-given direction for ministry
- Lives a life of proven character
- Is supported by his family
- Is an active leader in his church

The Sending Church Pastor or designated leader by the pastor will work through the following church planting process with the Hope Community Facilitator.

First Steps: Acts 16

1. Receive a Vision from God

During the night a vision appeared to Paul: a Macedonian man was standing and pleading with him, "Cross over to Macedonia and help us!" (Acts 16:9) [emphasis added].

There must be a vision for every new ministry start. **What vision has God given you?**

- A personal walk with Christ will show itself with a compassion for lost people, which results in a desire to share the Good News.
- "Relational evangelism" is building authentic relationships of concern that lead a person to share the love of God.
- Our goal is to see evangelism that results in new churches, which in turn reaches people and starts other churches.

I believe God has given me a church planting vision for...

- My family
- My neighbors
- My coworkers
- A specific residential area
- A specific town or community

Clarify and verbalize the vision

Assignment: Write a statement that describes your vision for a new church. Include Scripture verses that God has used in your life to birth this vision.

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2. Enlist a Team

I believe God wants me to partner with others.

- Where is my spouse with this vision?
- Where is my family with this vision?
- Are there people who would partner with me in this vision?
- Do I have a mentor?
- Are there people praying for me and the vision?

Assignment: Write the names of those that will serve with you and what their roles will be.

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3. From Vision to Place

After he had seen the vision, we immediately made efforts to set out for Macedonia, concluding that God had called us to evangelize them. Then, setting sail from Troas, we ran a straight course to Samothrace, the next day to Neapolis, and from there to Philippi, a Roman colony, which is a leading city of that district of Macedonia. We stayed in that city for a number of days (Acts 16:10-12).

- As with Paul, starting new work often requires necessary ports of entry on the way to fulfilling the vision.
- Some of these “layovers” on the journey are training, team development, and prayer support.

Assignment: Complete all that apply to you.

I will need additional training and understanding of ...

- The people group I will be reaching, which will be:.....
- How to reach multi-family housing residents
(mobile home, apartments, etc.) located at:.....
- Reaching my high school or elementary school at:.....
- Reaching this ethnic group:

4. Find Receptive People

On the Sabbath day we went outside the city gate by the river, where we thought there was a place of prayer. We sat down and spoke to the women gathered there (Acts 16:13).

- Paul was looking for people who did not know Jesus but would be willing to hear the gospel.
- Lydia and the Philippian Jailer became examples of receptive people.
- Peter's encounter with Cornelius (Acts 10) is another such example.
- In Luke 10:6, Jesus describes this type of person to the disciples.
- It is crucial to find receptive people who are credible in their community and among their peers.

What tools will you use to search for receptive people?

I intend to find people by ...

- Community survey to determine needs
- Prayer walking
- Backyard Bible Clubs
- Vacation Bible School
- Block parties
- Community ministries
- Support groups
- Relationships with neighbors or coworkers
- Other:

Assignment: Write your outreach plan that includes prospect recordkeeping and your follow-up plans.

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5. Evangelize Nonbelievers

A woman named Lydia, a dealer in purple cloth from the city of Thyatira, who worshiped God, was listening. The Lord opened her heart to pay attention to what was spoken by Paul (Acts 16:14).

Once located, receptive people need to hear the gospel and be given the opportunity to receive Christ.

- Paul was very intentional in evangelizing the lost as the means to starting new work.
- Our task is not simply to gather believers for worship, but to impact communities by introducing people to a personal relationship with Christ Jesus and to the lifestyle found in Him.

I believe God wants me to use the following evangelism process to reach people with the gospel:

- Evangelism Explosion or Continuous Witness Training
- Roman Road
- My testimony (written and verbalized)
- Door-to-door evangelism
- Mass telephone calling
- Outreach Bible studies
- Other:
- Other:

Assignment: Check each of the above that you will use. Second, describe how you plan to train others and how you will use each tool or process.

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6. Disciple People by Building a Core Group

After she and her household were baptized, she urged us, "If you consider me a believer in the Lord, come and stay at my house." And she persuaded us (Acts 16:15).

Relational evangelism turns into "relational discipleship" as friends come to new life in Christ. Discipleship is more than teaching information about doctrine. It is imparting your life with a new believer. Discipleship involves the living of life as well as disseminating information. The day-by-day, step-by-step sharing of life and its choices brings about genuine discipleship.

- This demonstrates that the family and friends of new believers, once initially disciplined, provide a rich resource for building a core group upon which to anchor the new work.
- Consider how to *disciple* these new believers with your ministry team.
- Pray for God to give you a discerning spirit to identify potential emerging leaders and what their roles will be. Give people small roles and let them prove themselves.

How much training must be done before a person can participate as a core group member?

Materials with principles of discipleship that I wish to teach new and growing disciples are ...

- Survival Kit* - Ralph Neighbors
- Design for Discipleship* - Navigators
- Other:
- Other:

Assignment: Check each of the above that you will use. Second, describe how you will involve others in the process of discipleship. For example: Will you use one-on-one or group discipleship?

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7. The Launch of the New Church

- Scripture is clear in illustrating the need for ongoing fellowship, ministry, worship, teaching, and prayer.
- The core group must determine how to appropriately move from being a Bible study group or ministry/evangelism group to becoming a “church.”
- Leadership and shared vision will determine how they should manifest “being church” at this point.

The SBC of Virginia provides training for new churches. When the new church begins to form, the church planter may want to attend Basic Training for Church Planters. You may contact your regional missionary to enroll in the next training event.

Appendix C was adapted from the work of missionary Dennis Hampton who served with the Kansas/ Nebraska Baptist Convention before his home going. Written permission was given for its use and adaptation.

