

# DREAM

*Church Conference*

DESIGN • REACH • ENGAGE • ACTIVATE • MOBILIZE

*March 7-8, 2024*

**IGNITE YOUR TEAM**

**UNPACK YOUR DREAM**

**THE DREAM CHURCH CONFERENCE.COM**



ORBC (Public) | Password: purposedriven

# WELCOME



We are so glad you are here!

We believe that the local church is the greatest agent for change on planet earth and that God wants every church, regardless of size or style, to be biblical, balanced, and building the kingdom. That's God's dream and we know that's your dream too.

We are so excited that you have given us the privilege to share with you a few of the things we have learned along the way. Our goal is that some of these tips and tools will become a take-away that will really help you and your church to become all that God wants it to be.

Whether your church is new or old, traditional or relevant, growing, plateaued or in decline God wants to do something miraculous in your midst!

**“God can do anything, you know - far more than you could ever imagine or guess or request in your wildest dreams!”**

(Ephesians 3:20a, MSG)

Our prayer for you is that you leave refreshed, encouraged, and refocused on the mission of the church. Over the next two days may God rekindle our passion for the bride of Christ!

Remember, we are in this together.

A handwritten signature in black ink, appearing to read 'Brian Moss'.

Pastor Brian Moss

# OUR STORY

Oak Ridge Baptist Church started in 1962 as a traditional Southern Baptist church plant designed to reach young families. Beginning in a house in its first ten years, it grew rapidly to an average attendance of 75.

Anticipating continued growth, in 1977, the church moved to a permanent location. However, the pastor resigned just before they moved to their new home. As a result, the church experienced stagnation and plateau for years. Finally, in 1997 the church experienced a conflict that resulted in the loss of the pastor, the leadership, and most of the congregation. By the time the smoke cleared, the church was mortally wounded and barely surviving, with less than 35 in attendance.

Without a pastor, a small group of lay leaders began praying together, asking God if there was hope for their church. They wanted to know if they should close the doors or if there was another chapter in Oak Ridge's history. They knew it would take a miracle to turn their church around.

That miracle began in August 1999, when the church called Brian Moss and his family to leave their home in Fort Worth, Texas, and relocate to Salisbury, Maryland. Pastor Brian was a bi-vocational pastor right out of Southwestern Baptist Theological Seminary.

With no prior experience to draw from, Pastor Brian gathered a group of lay leaders and attended a simulcast of Rick Warren's Purpose Driven Church Conference. At the end of the conference, they all agreed to do whatever it takes to become a healthy God-honoring purpose-driven church that reaches the lost.

Over the next 5 years, Oak Ridge made incremental changes and saw exponential results!

Now our dream is to share the principles God taught us with other churches so they can experience God's dream too!



Attendance at First Sunday Worship Service, South Salisbury Baptist Chapel, August 26, 1962

# SCHEDULE

## Day 1 - Building Foundations

7:30 AM	Registration & Breakfast	
8:00 AM	<b>General Session 1</b>	
	<b>Our DREAM:</b> The DREAM that Transformed Our Church!	<b>7</b>
	<b>DESIGN:</b> 6 Keys to Creating a Great Guest Experience	<b>11</b>
	<b>BREAK</b>	
10:15 AM	<b>General Session 2</b>	
	<b>DESIGN:</b> 5 Ways to Build a Service Lost People Love	<b>13</b>
	<b>REACH:</b> 4 Steps to Effectively Reach Your Community	<b>16</b>
	<b>REACH:</b> 6 Practices that Will Turn Spectators into Participators	<b>21</b>
12:00 PM	<b>Lunch</b>	
1:00 PM	<b>General Session 3</b>	
	<b>ENGAGE:</b> 8 Laws of Spiritual Growth	<b>26</b>
	<b>ENGAGE:</b> 8 Reasons Your Church Needs Small Groups	<b>29</b>
	<b>BREAK</b>	
2:35 PM	<b>General Session 4</b>	
	<b>ACTIVATE:</b> 7 Steps to Get Your People Serving	<b>33</b>
	<b>MOBILIZE:</b> 4 Practices that Will Get Your People Out of the Seats and Into the Streets	<b>37</b>
	The DREAM of a Dying Pastor	<b>41</b>
	Next Steps for DREAM Churches	
4:30 PM	Day 1 Ends	

# SCHEDULE

## Day 2 - Breakout Sessions

- 7:30 AM **Breakfast**
- 8:00 AM **Worship & Welcome**
- 8:30 AM **Session 1**
- Counseling Ministries that Heal Your Community - **The Cabin**
  - Creating a Winning Guest Services Culture - **The Auditorium**
  - Moving People Missionally from Apathy to Advocacy - **The Middle School Room**
  - Preschool Ministry - **The Elementary Room**
  - Strengthening Community, Outreach, and Engagement in the Digital Age - **The Theater**
- 9:45 AM **BREAK**
- 9:55 AM **Session 2**
- 6 Levels of Engagement for Every Worship Team - **The Ridge**
  - 10 Convictions for Preaching for Life Change - **The Theater**
  - Building Community Partnerships Through Service - **The Middle School Room**
  - Children's Ministry – Admin Behind the Scenes - **The Elementary Room**
  - Healing Together: The Power of Care Groups - **The Cabin**
  - How to Turn 1st Time Guests into Members - **The Auditorium**
- 11:10 AM **BREAK**
- 11:20 AM **Session 3**
- 5 Keys to Craft a Powerful Worship Experience - **The Ridge**
  - Assessing the Health of Your Church Through Metrics - **The Theater**
  - How to Build a Discipleship System that Works! - **The Middle School Room**
  - Human Trafficking: Modern Day Slavery - **The Cabin**
  - Small Groups: Where Do We Start? - **The Auditorium**
  - Sunday Morning Experiences in Elementary Ministry - **The Elementary Room**
- 12:35 PM **BREAK FOR LUNCH**
- 1:35 PM **Session 4**
- Celebrate Recovery 101 - **The Cabin**
  - Getting Volunteers into the Right Role - **The Auditorium**
  - I Kissed Youth Ministry Goodbye - **The Middle School Room**
  - Pathways to Keeping Those We Serve Safe - **The Elementary Room**
  - Small Groups: Growing Together - **The Ridge**
  - Tips for Mixing Online - **The Theater**
- 2:50 PM **BREAK**
- 3:05 PM **Closing Session:** What it Will Take to Change Your Church - **The Auditorium**
- 4:00 PM **Conference Ends**

# CONFERENCE GOALS

## 01 TO ENCOURAGE YOU

“So encourage each other and build each other up,  
just as you are already doing.” (1 Thessalonians 5:11, NLT)

## 02 TO STRETCH YOU

“The intelligent man is always open to new ideas.  
In fact, he looks for them.” (Proverbs 18:15, TLB)

## 03 TO SHARPEN YOU

“Using a dull ax requires great strength, so sharpen the blade.  
That’s the value of wisdom; it helps you succeed.” (Ecclesiastes 10:10, NLT)



# The DREAM that Transformed Our Church!

Brian Moss, Host & Lead Pastor, Oak Ridge

## This seminar is based upon these 5 Assumptions:

- 1) There is no correlation between the \_\_\_\_\_ and \_\_\_\_\_ of a church.
- 2) There is more than one \_\_\_\_\_ to grow a church. So, we never criticize what God is blessing.
- 3) It takes all kinds of churches to reach all kinds of \_\_\_\_\_.
- 4) **If a principle is \_\_\_\_\_, it will work anywhere.**
- 5) Never confuse the \_\_\_\_\_ with the message. The message must never change, but the methods must change.

### The Wrong Question:

How can I grow the church?

### The Right Question:

What is \_\_\_\_\_ our church from growing?

Growth comes from \_\_\_\_\_

Health comes from \_\_\_\_\_

**QUESTION: WHAT IS CURRENTLY \_\_\_\_\_ YOUR CHURCH?**

# The DREAM that Transformed Our Church!

DEFINITION: **DRIVE** – “To guide, control, and direct”

## Every church is driven by some force...

- by tradition
- by personalities
- by finances
- by buildings
- by programs
- by events
- by the “unchurched”

## JESUS' DREAM CHURCH WAS A \_\_\_\_\_ CHURCH!

“Many are the plans in a person’s heart, but it is **the Lord’s purpose** that prevails.”  
(Proverbs 19:21, NIV)

“...I will **build** my church, and all the powers of hell will not conquer it.”  
(Matthew 16:18, NLT)

## Why is it important to define your church’s purposes?

1. It combats \_\_\_\_\_.

“But, dear brothers, I beg you in the name of the Lord Jesus Christ to **stop arguing** among yourselves. Let there be real harmony so that there won’t be splits in the church. I plead with you to **be of one mind, united in thought and purpose.**” (1 Corinthians 1:10, TLB)

2. It reduces \_\_\_\_\_.

“You, Lord, give perfect peace to those who **keep their purpose firm** and put their trust in you.”  
(Isaiah 26:3, GNB)

3. It allows \_\_\_\_\_.

“...I am bringing all my energies to bear on this one thing: Forgetting the **past** and looking **forward** to what lies ahead, ...” (Philippians 3:13, TLB)



# The DREAM that Transformed Our Church!

Efficiency: “Doing things right.”

Effectiveness: “Doing the right things.”

4. It attracts \_\_\_\_\_.

“...**tell us how** to proceed in setting things straight, and we will fully **cooperate**.”  
(Ezra 10:4, TLB)

5. It assists \_\_\_\_\_.

“Spiritual people evaluate everything...” (1 Corinthians 2:15, GW)

## What are the purposes of the church?

### GREAT COMMANDMENT

“Jesus replied, “You must **love the Lord** your God with all your heart, all your soul, and all your mind.’ This is the first and greatest commandment. A second is equally important: ‘**Love your neighbor** as yourself.’ The entire law and all the demands of the prophets are based on these two commandments .” (Matthew 22:37–40, NLT)

### GREAT COMMISSION

“Therefore, go and **make disciples** of all the nations, **baptizing them** in the name of the Father and the Son and the Holy Spirit. **Teach these new disciples** to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.”  
(Matthew 28:19–20, NLT)

### FIVE PURPOSES FOR THE CHURCH

1. “Love the Lord” \_\_\_\_\_
2. “Love your neighbor” \_\_\_\_\_
3. “Make disciples” \_\_\_\_\_
4. “Baptizing them” \_\_\_\_\_
5. “Teaching [them]” \_\_\_\_\_

# The DREAM that Transformed Our Church!

Jesus' ministry modeled them: John 17:1-26

The first church fulfilled them: Acts 2:41-47

Paul explained them: Ephesians 4:11-16

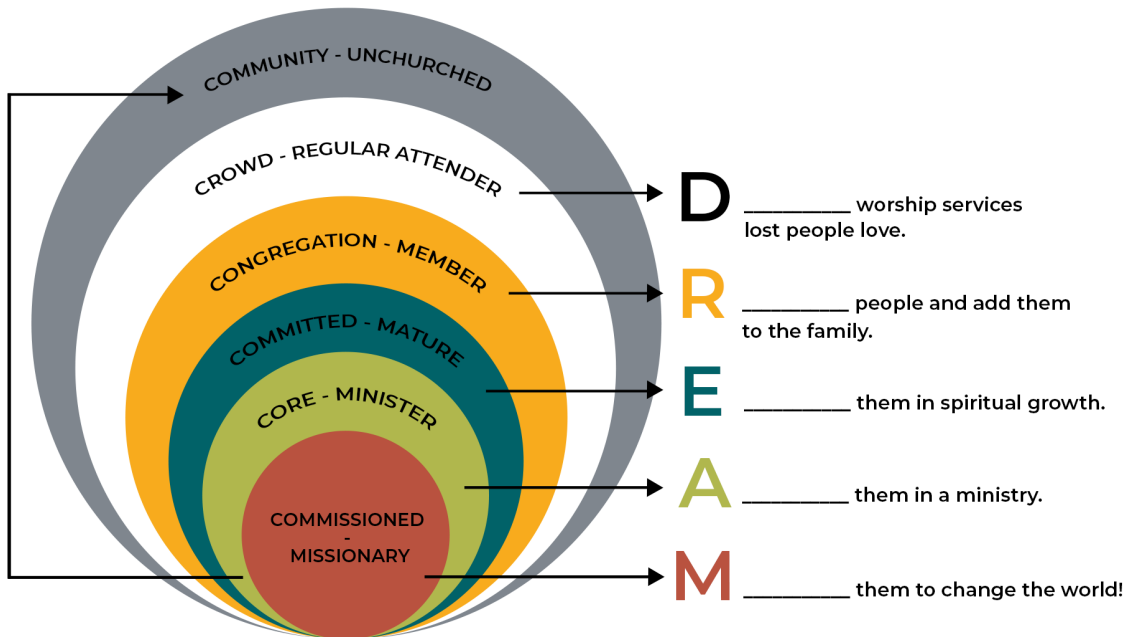
***If you do not establish a strategy to balance the purposes, your church will always be dysfunctional.***

## FIVE COMMON TYPES OF CHURCHES

	PRIMARY FOCUS	PASTOR'S ROLE	PEOPLE'S ROLE	CENTRAL VALUE
Soul Winning Church	Evangelism	Evangelist	Witnesses	_____
“Spirit-led” Church	Worship	Motivator	Worshippers	_____
Social Gathering Church	Fellowship	Chaplain	Family Members	_____
Seminary Church	Discipleship	Instructor	Students	_____
Social Justice Church	Ministry	Reformer	_____	Justice & Mercy

## Our Strategy: D.R.E.A.M.

We...





# 6 Keys to Creating a Great Guest Experience

Tom Holladay, Teaching Pastor, Saddleback Church, CA

*“Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible...I have become all things to all people so that by all possible means I might save some.” (1 Corinthians 9:19–22, NIV)*

## THE #1 FEELING OF A FIRST TIME GUEST: \_\_\_\_\_

### HOW TO ALLEVIATE THEIR FEAR AND SHOW THEM WE’RE GLAD THEY’RE HERE

1. \_\_\_\_\_ people wherever they are and love them to where God wants them to be.

*“Therefore, accept each other just as Christ has accepted you so that God will be given glory.”  
(Romans 15:7, NLT)*

**PRINCIPLE:** We don’t expect people to  
act like a Christian until \_\_\_\_\_.

2. Greet them \_\_\_\_\_; not publicly.

*“...When I was a stranger, you welcomed me, ...” (Matthew 25:35, CEV)*

**PRINCIPLE:** We want guests to feel welcomed and wanted,  
but not \_\_\_\_\_.

3. Train your members to be \_\_\_\_\_.

Jesus at Simon’s house:

*“You didn’t greet me...but from the time I first came in, she has not stopped kissing my feet.”  
(Luke 7:45, NLT)*

# 6 Keys to Creating a Great Guest Experience

**PRINCIPLE:** Friendliness is an \_\_\_\_\_, not a program.

## 4. Play upbeat music \_\_\_\_\_ and \_\_\_\_\_ the services.

King Saul's servants:

*“Let us look for someone who can play the harp. When the black mood from God moves in, he’ll play his music and you’ll feel better.” (1 Samuel 16:16, MSG)*

**PRINCIPLE:** \_\_\_\_\_ intensifies fear; music sets the mood.

## 5. View the facilities as a statement of \_\_\_\_\_.

*“They said to me, “...the wall of Jerusalem has been torn down, and the gates have been destroyed by fire.” When I heard this, I sat down and wept...” (Nehemiah 1:3-4, NLT)*

**PRINCIPLE:** Guests see your \_\_\_\_\_ before your body.

## 6. Provide \_\_\_\_\_ about the church and your ministries.

- a. Guests are checking you out \_\_\_\_\_ before they check you out in person.
- b. Help outsiders feel like \_\_\_\_\_. Watch out for “insider” words.
- c. Anticipate their unspoken \_\_\_\_\_.

You only get one chance to make a great first impression.

It takes \_\_\_\_\_ minutes for a guest to determine whether they will be back.

Those minutes matter when someone’s salvation is at stake!

**ATTEND TOMORROW’S BREAKOUT ON GUEST SERVICES!**



# 5 Ways to Build a Service Lost People Love

Ryan Nuñez, Lead Pastor, Palm Valley Church, AZ

## Our Convictions About Worship Services

1. **Worship can be used for \_\_\_\_\_ at the same time.**

### Only believers can worship

*“Hallelujah! Yes, praise the Lord! Sing him a new song. Sing his praises, all his people.”  
(Psalm 149:1, TLB, Paraphrased)*

### Non-believers can \_\_\_\_\_

*“If you come together as a congregation and some unbelieving outsiders walk in on you as you’re all praying in tongues, unintelligible to each other and to them, won’t they assume you’ve taken leave of your senses and get out of there as fast as they can? But if some unbelieving outsiders walk in on a service where people are speaking out God’s truth, the plain words will bring them up against the truth and probe their hearts. Before you know it, they’re going to be on their faces before God, recognizing that God is among you.”  
(1 Corinthians 14:23–25, MSG)*

**POINT:** Adjusting your service for outsiders is not compromise, it’s \_\_\_\_\_!

2. **There is no correct “\_\_\_\_\_” of worship.**

*“For God is Spirit, so those who worship him must worship in spirit and in truth.”  
(John 4:24, NLT)*

**PRINCIPLE:** The lyrics are for the Christian, but the style is matched to the \_\_\_\_\_.

3. **We view buildings and technology as \_\_\_\_\_.**

*“He is the God who made the world and everything in it. Since he is Lord of heaven and earth, he doesn’t live in man-made temples” (Acts 17:24, NLT)*

**PRINCIPLE:** Match the “tools” to the culture.

4. **We \_\_\_\_\_ everything that happens in a worship service.**

*“Live with wisdom toward those outside, making the most of the time.”  
(Colossians 4:5, LEB)*

# 5 Ways to Build a Service Lost People Love

## *Two questions to ask for every element:*

- Is it \_\_\_\_\_?
- Is it \_\_\_\_\_?

## Tips for being effective and sensitive

- A. \_\_\_\_\_ GUESTS! You need a system to identify who visited your service.
- We use a **CONNECT CARD**.
  - Think of creative ways to get CONNECT CARDS!
- B. \_\_\_\_\_ every service element & eliminate wasted time.
- C. Minimize \_\_\_\_\_.

## *Rules for Sunday morning platform announcements:*

- 3 max
  - Must apply to 80%
  - Cast vision not need
  - Don't do business on a Sunday
- D. Eliminate \_\_\_\_\_ language.

## *Examples:*

- “Sign up in the Doodlebugs room.”
  - “See Bill after the service.”
  - “The Gospel of Mark” versus “Mark’s biography of Jesus.”
  - “We all know the story of Balaam...”
  - Explain words they wouldn't hear on the news: Justification, glorification, sanctification...
- E. The difference between a good service and a great one is \_\_\_\_\_ and \_\_\_\_\_.
- Eliminate all DEAD time between elements!

## 5 Ways to Build a Service Lost People Love

F. Keep prayer times \_\_\_\_\_.

G. Explain the \_\_\_\_\_.

- Tell first time guests they are not obligated to give.
- Explain giving is for the family.
- Teach giving in your discipleship strategy.
- Use “Giving talks” that casts vision for how their money is used.  
(<https://ministrydesigns.com/tithe-and-offering/>)

**PRINCIPLE:** Clarity and courtesy \_\_\_\_\_.

**5. We put the needs of the lost ahead of the \_\_\_\_\_ of the found.**

*“Do not cause anyone to stumble, whether Jews, Greeks...” (1 Corinthians 10:32, NIV)*

***There is a tension between service and “serve us.”***

*“Don’t be selfish; don’t try to impress others. Be humble, thinking of others as better than yourselves. Don’t look out only for your own interests, but take an interest in others, too.”  
(Philippians 2:3–4, NLT)*

It takes \_\_\_\_\_, mature believers to build a service that lost people love!

**ATTEND TOMORROW’S BREAKOUT ON 5 KEYS TO POWERFUL WORSHIP EXPERIENCES!**



# 4 Steps to Effectively Reach Your Community

Brian Moss, Lead Pastor, Oak Ridge

*“Jesus called out to them, “Come, follow me, and ***I will show you how to fish*** for people!””  
(Matthew 4:19, NLT)*

***When it comes to reaching people for Christ, method matters!***

## JESUS’ STRATEGY OF FISHING FOR MEN

See Matthew 10 & Luke 10

1. Know what you are \_\_\_\_\_ for.

**Jesus had a clear evangelistic target:**

*“Then Jesus said to the woman, ‘I was sent only to help God’s lost sheep—the people of Israel.’” (Matthew 15:24, NLT)*

**Paul & Peter had clear evangelistic targets:**

*“Instead, they saw that God had given me the responsibility of preaching the gospel to the Gentiles, just as he had given Peter the responsibility of preaching to the Jews.” (Galatians 2:7, NLT)*

**Jesus gave the disciples a clear evangelistic target:**

*“Therefore, go and make disciples of all the ***nations***, baptizing them in the name of the Father and the Son and the Holy Spirit.” (Matthew 28:19, NLT)*

**Nations** = ‘ethnos,’ which means “people group,” is derived from ‘ethos’ which means “culture”.

**The Gospel is best communicated \_\_\_\_\_.**

## How to Define Your Target

1) Define your target \_\_\_\_\_.

**ASK: How many people live in this area?**

- a. On a map of your area, draw 3 circles representing 5, 10, and 15 miles around your church. (The size of your church will determine the span of your reach)



# 4 Steps to Effectively Reach Your Community

- b. Determine the number of unchurched people who live within your sphere of influence. (Gallup estimates this to be approx. 43% on average)

**NOTE:** Stop comparing your church to what's happening in non-similar geographies!

## 2) Define your target \_\_\_\_\_.

### **ASK: What kind of people live in this area?**

- How many in each age category?
- What is the racial/ethnic makeup?
- How many people live in each household?
- What is the marital status? How many singles/married/cohabitating?
- What is the median income?
- What is the occupational breakdown? Unemployed? Employed? Where do they work?

**Free Report:** <https://church-planting.net/free-demographic-report/>

## 3) Define your target \_\_\_\_\_.

### **ASK: What are their values, interests, and fears?**

*(In other words, the “psychographics.”)*

- |             |              |
|-------------|--------------|
| ▪ Lifestyle | ▪ Fears      |
| ▪ Behaviors | ▪ Traditions |
| ▪ Beliefs   | ▪ Dreams     |
| ▪ Values    |              |

**Best Sources:** Do a personal survey or use a paid service from a company such as <https://www.acstechnologies.com/missioninsite/>

## 4) Define your target \_\_\_\_\_.

**ASK: What do they *already* know about the gospel?**

**ASK: How do they feel about Christians and Christianity?**

- Unchurched vs. Dechurched

# 4 Steps to Effectively Reach Your Community

## 5) \_\_\_\_\_ your target!

Develop a profile/avatar of your typical unchurched resident.

### Meet the Oaks Family:

- Young \_\_\_\_\_, probably blended
- Some religious background
- May or may not be legally \_\_\_\_\_
- \_\_\_\_\_ in time & money
- Spiritually \_\_\_\_\_
- Not sure how to \_\_\_\_\_

### One question to determine your target

What kind of person are \_\_\_\_\_?

#### Helpful Facts:

- You can best \_\_\_\_\_ people that you \_\_\_\_\_ to!
- You attract what you \_\_\_\_\_, not what you \_\_\_\_\_.

## 2. You have to learn to \_\_\_\_\_ like your target.

*“Jesus knew what they were thinking...” (Matthew 9:4, NLT)*

Matthew 12:25; Mark 2:8; Luke 5:22, 9:47, 11:17

It wasn't because Jesus used His superpowers, it was because He hung out with them!

*“So the Pharisees and the teachers of the Law of Moses started grumbling, “This man is friendly with sinners. He even eats with them.”” (Luke 15:2, CEV)*

**The Problem:** The longer I am a believer, the less I \_\_\_\_\_ like an unbeliever.

## 3. Go where the fish are \_\_\_\_\_.

**PRINCIPLE:** Let your target determine your approach.

# 4 Steps to Effectively Reach Your Community

*"...I try to find common ground with everyone, doing everything I can to save some."  
(1 Corinthians 9:22, NLT)*

**Jesus' standard approach:** \_\_\_\_\_

## 4 KEYS TO EFFECTIVE EVANGELISM

1) **The needs of unbelievers determine our** \_\_\_\_\_.

*"When Jesus heard this, he told them, "Healthy people don't need a doctor—sick people do. I have come to call not those who think they are righteous, but those who know they are sinners." (Mark 2:17, NLT)*

**Anyone can be won to Christ if you discover the key to their heart.**

*"When Jesus heard them, he stopped and called, "What do you want me to do for you?" (Matthew 20:32, NLT)*

**THE KEY:** \_\_\_\_\_!

Find a need and fill it.

Find a hurt and heal it.

**The felt needs of the unchurched are primarily emotional and relational.**

2) **The mindset of unbelievers determines our** \_\_\_\_\_.

*"...Be as shrewd as snakes and harmless as doves." (Matthew 10:16, NLT)*

**How to discover the mindset of unbelievers:** \_\_\_\_\_!

3) **The culture of unbelievers determines our** \_\_\_\_\_.

**Key question: Whose approval am I seeking?**



4) **Focus on the fish that are** \_\_\_\_\_.

*"If any household or town refuses to welcome you or listen to your message, shake its dust from your feet as you leave." (Matthew 10:14, NLT)*

# 4 Steps to Effectively Reach Your Community

## Who are the most receptive?

- Those in transition.
- Those under tension.

## 4. Use more than one \_\_\_\_\_.

Offer people choices.

The more hooks/nets you use, the more fish you catch.



## Why we usually fish with only one hook.

- The wrong question: \_\_\_\_\_ ?
- The right question: \_\_\_\_\_ ?

## Financing Evangelism in the Church

- Money spent on evangelism is never an “expense,” it’s an investment!
- Churches never really have money problems; they have \_\_\_\_\_ problems.

Hudson Taylor: “God’s work done God’s way will never lack God’s provision.”

*“My ambition has always been to preach the Good News where the name of Christ has never been heard, rather than where a church has already been started by someone else.” (Romans 15:20, NLT)*

We don’t waste TIME, MONEY, and VOLUNTEER energy on events that aren’t evangelistically effective.

### EXAMPLE:

Santa’s Wonderland



**ATTEND TOMORROW’S BREAKOUTS ON FAMILY MINISTRY & SUPPORT MINISTRIES!**



# 6 Practices that Will Turn Spectators into Participators

Brian Moss, Lead Pastor, Oak Ridge

*“God decided in advance to adopt us **into his own family** by bringing us to himself through Jesus Christ. This is what he wanted to do, and it gave him great pleasure.”*  
(Ephesians 1:5, NLT)

## 1. Create a \_\_\_\_\_ where people *want* to join.

The two things people crave most: \_\_\_\_\_ .

*“By this everyone will know that you are my disciples if you love one another.”*  
(John 13:35, NIV)

*“Accept one another, then, just as Christ accepted you, in order to bring praise to God.”*  
(Romans 15:7, NIV)

Growing churches love, and loving churches grow!

**POINT:** Position your church as a \_\_\_\_\_, not as an institution!

## 2. Communicate the \_\_\_\_\_ of membership.

***The Three Parts of the Christian Life:***

### 1) Believing

*“Believe in the Lord Jesus, and you will be saved—you and your household.”* (Acts 16:31, NIV)

### 2) \_\_\_\_\_

*“...you are members of God’s very own family...and you **belong** in God’s household with every other Christian.”* (Ephesians 2:19, TLB)

*“so in Christ we, though many, form one body, and each **member** belongs to all the others.”* (Romans 12:5, NIV)

### 3) Becoming

*“For God knew his people in advance, and he chose them to become like his Son...”*  
(Romans 8:29, NLT)

# 6 Practices that Will Turn Spectators into Participators

## Five Questions Prospective Members Ask

1. Do I fit here? (question of acceptance)
2. Am I needed? (value)
3. Does anybody want to know me? (friendship)
4. What is expected of me? (expectations)
5. What is the advantage of joining? (benefit)

Help people see “Membership” as a \_\_\_\_\_ rather than as an organizational ritual.

### 3. Develop a \_\_\_\_\_ to intentionally assimilate new members into the family.

*“Good planning and hard work lead to prosperity, but hasty shortcuts lead to poverty.”  
(Proverbs 21:5, NLT)*

## The Power of a Connect Card

Connect Card	How did we do?				
<input type="checkbox"/> 1 <sup>st</sup> Time Guest <input type="checkbox"/> 2 <sup>nd</sup> Time Guest <input type="checkbox"/> Regular <input type="checkbox"/> Member How did you hear about us? <input type="checkbox"/> Social Media <input type="checkbox"/> Website <input type="checkbox"/> Other _____ Name: _____ Address: _____ City: _____ State/Zip: _____ Email: _____ Mobile Phone: _____ <small><input type="checkbox"/> Please change my information</small>					
	<table border="1"> <thead> <tr> <th style="background-color: #808080; color: white;">Next Steps</th> <th style="background-color: #808080; color: white;">Prayers   Praises</th> </tr> </thead> <tbody> <tr> <td> <input type="checkbox"/> I asked Jesus to be my Savior for the 1<sup>st</sup> time today.  <input type="checkbox"/> I want to be baptized.  <input type="checkbox"/> I want to know more about serving.  <input type="checkbox"/> I want to know more about small groups.  <input type="checkbox"/> I want to know what you have for my kids.                      Growth Track Online:  <input type="checkbox"/> 1<sup>st</sup> BASE   <input type="checkbox"/> 2<sup>nd</sup> BASE  <input type="checkbox"/> 3<sup>rd</sup> BASE   <input type="checkbox"/> HOME                      Growth Track On Campus:  <input type="checkbox"/> 1<sup>st</sup> BASE (1<sup>st</sup> Sun)   <input type="checkbox"/> 2<sup>nd</sup> BASE (2<sup>nd</sup> Sun)  <input type="checkbox"/> 3<sup>rd</sup> BASE (3<sup>rd</sup> Sun)   <input type="checkbox"/> HOME (4<sup>th</sup> Sun)                 </td> <td></td> </tr> </tbody> </table>	Next Steps	Prayers   Praises	<input type="checkbox"/> I asked Jesus to be my Savior for the 1 <sup>st</sup> time today. <input type="checkbox"/> I want to be baptized. <input type="checkbox"/> I want to know more about serving. <input type="checkbox"/> I want to know more about small groups. <input type="checkbox"/> I want to know what you have for my kids. Growth Track Online: <input type="checkbox"/> 1 <sup>st</sup> BASE <input type="checkbox"/> 2 <sup>nd</sup> BASE <input type="checkbox"/> 3 <sup>rd</sup> BASE <input type="checkbox"/> HOME Growth Track On Campus: <input type="checkbox"/> 1 <sup>st</sup> BASE (1 <sup>st</sup> Sun) <input type="checkbox"/> 2 <sup>nd</sup> BASE (2 <sup>nd</sup> Sun) <input type="checkbox"/> 3 <sup>rd</sup> BASE (3 <sup>rd</sup> Sun) <input type="checkbox"/> HOME (4 <sup>th</sup> Sun)	
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Front

Back

# 6 Practices that Will Turn Spectators into Participators

## **Connect Card Tips:**

- Mention the Connect Card \_\_\_\_\_.
- Keep it Simple! Complexity creates anxiety.
- Use a \_\_\_\_\_ approach.
- \_\_\_\_\_ the card for variety.
- Sermon \_\_\_\_\_ should always be on the Connect Card.
- Connect Card collection must be at the \_\_\_\_\_.
- Ensure that Connect Cards are used by \_\_\_\_\_, not just guests.
- Think of creative “\_\_\_\_\_” to get Connect Cards.
  - 1st Time Guest Feedback -> Gift Card registration.
  - Prayer requests.
  - Sermon call to action.
  - Polls.

## **ASSIMILATION PROCESS**

- **First Time Guest** – “Connect Card” -> Membership type in database marked as “Visitor” and Venue Pastor sends welcome communication (text, email, call or note) – **72 hour rule!**
- **Second Time Guest** – “Connect Card” -> Membership type in database remains as “Visitor” and handwritten note + continued texting/relationship building.
- **Third visit** -> “Connect Card” -> Membership type in database changes from “Visitor” to “Regular Attender” + continued texting/relationship building. Invitation to 1st Base!
- Answer every guest question with “Great question! We answer that in 1st BASE.”
- Use membership class as a frequent action step in messages.

# 6 Practices that Will Turn Spectators into Participants

## 4. Establish a required \_\_\_\_\_.

The membership class is the **DOORWAY** into our **DISCIPLESHIP** process.



The manner in which people join your church will determine their effectiveness as members for years to come.

A strong \_\_\_\_\_ will grow a strong church.

### OUTLINE OF 1<sup>st</sup> BASE - DISCOVERING OUR CHURCH FAMILY

#### GOD'S PLAN (45 min)

- Our Mission Statement
- How to Become a Christian
- Believer's Baptism

#### OUR PURPOSES (55 min)

- Brief History of the Church
- 5 Purposes of the Church
- Our Strategies
  - **D**esign worship services lost people love.
  - **R**each the broken & add them to the family.
  - **E**ngage them in spiritual growth.
  - **A**ctivate every member into a meaningful ministry.
  - **M**obilize the whole church to change the whole world!
- Benefits of Becoming a Member





# 6 Practices that Will Turn Spectators into Participants

## DISCUSSION & FOLLOW-UP (15 min)

- Answer questions
- Schedule baptisms
- Review covenant
- Course feedback & next steps
- APPENDIX: OUR BELIEFS



NOTE: 1<sup>st</sup> BASE is a 2-hour class that runs the first Sunday of every month on campus & is available any time online.

## 5. Develop a membership \_\_\_\_\_.

*"...They gave themselves first to the Lord and then to us by God's will."*

*(2 Corinthians 8:5, CSB)*

*[Josiah] went up to the Temple of the Lord with...all the people from the least to the greatest. There the king **read** to them the entire Book of the **Covenant**...and renewed the covenant in the Lord's presence. He pledged to obey the Lord by keeping all his commands, laws, and decrees with all his heart and soul...and **all the people pledged themselves to the covenant.** (2 Kings 23:1-3, NLT)*

- The difference between "attender" and "member" can be summed up in one word: \_\_\_\_\_!
- People **will** leave your church no matter what. When your church adopts a membership covenant, you are choosing who stays!

## 6. Encourage them to take their next step in your \_\_\_\_\_ process.

*"But we must keep going in the direction that we are now headed."*

*(Philippians 3:16, CEV)*

**ATTEND TOMORROW'S BREAKOUT ON ASSIMILATION!**



# 8 Laws of Spiritual Growth

Ryland Walter, Senior Pastor, Rock Brook Church, MO

***“We accept people wherever they are but love them too much to leave them there. Therefore, every person has a next step.”***

*“...building up the church, the body of Christ, to a position of **strength** and **maturity**.”*  
(Ephesians 4:12, TLB)

*“We are not meant to remain as children...but we are meant to hold firmly to the truth in love, and to **grow up in every way** into Christ, the head...”* (Ephesians 4:14, Phillips)

*“In a word, what I’m saying is, **Grow up**. You’re kingdom subjects. Now live like it...”*  
(Matthew 5:48, MSG)

*“...Let us **grow up** as believers...”* (Hebrews 6:1, NIRV)

**God wants me to \_\_\_\_\_ before I go up!**

## Fast Facts about Spiritual Growth

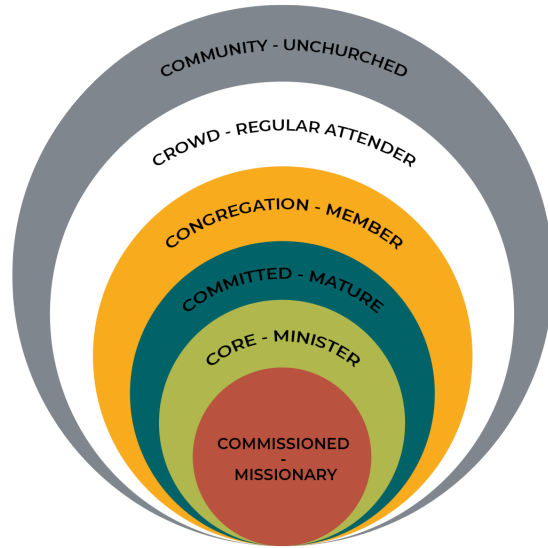
MYTH	TRUTH
Growth is automatic.	Growth is a _____.
Growth can be quick.	Growth is a _____.
I can grow by myself.	I can’t grow without _____.
I grow by going to church.	I grow by developing _____.
My maturity is measured by how much I know.	My maturity is measured by how much I _____.

### THE LAWS OF GROWTH

**1. Spiritual growth is \_\_\_\_\_.**

*“I’ve **committed** myself and I’ll never turn back from living by your righteous order.”*  
(Psalm 119:106, MSG)

# 8 Laws of Spiritual Growth



**TRUTH: I AM AS MATURE AS I \_\_\_\_\_ TO BE.**

**2. Spiritual growth is \_\_\_\_\_.**

*“Next, learn to put aside your own desires...letting God have his way with you. This will make possible the **next step**...The more you go on in this way, the more you will grow strong spiritually and become fruitful and useful to our Lord Jesus Christ.”  
(2 Peter 1:6–8, The Living Bible)*



**TRUTH: EVERYONE HAS A \_\_\_\_\_.**

**3. Spiritual growth is \_\_\_\_\_.**

*“Work hard so God can say to you, “Well done.” Be a good workman, one who does not need to be ashamed when God examines your work. **Know what his Word says and means.**” (2 Timothy 2:15, TLB)*

**4. Spiritual growth is \_\_\_\_\_.**

*“And let us consider how we may spur one another on toward love and good deeds, **not giving up meeting together**, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.” (Hebrews 10:24–25, NIV)*

*“As iron sharpens iron, so a friend sharpens a friend.” (Proverbs 27:17, NLT)*

# 8 Laws of Spiritual Growth

## 5. Spiritual growth is \_\_\_\_\_.

*“To everything there is a season, A time for every purpose under heaven:”  
(Ecclesiastes 3:1, NKJV)*

*“For we live by **faith**, not by sight.” (2 Corinthians 5:7, NIV)*

## 6. Spiritual growth is \_\_\_\_\_.

*“May the God of peace himself make you entirely pure and devoted to God; and may your **spirit and soul and body** be kept strong and blameless until that day when our Lord Jesus Christ comes back again.” (1 Thessalonians 5:23, TLB)*

## 7. Spiritual growth is \_\_\_\_\_.

*“I write to you, dear **children**, because your sins have been forgiven...*

*I write to you, **fathers**, because you have known him...*

*I write to you, **young men**, because you have overcome the evil one...” (1 John 2:12–13, NIV84)*

### **The Stages of Spiritual Maturity**

1. **CHILD** stage = \_\_\_\_\_ grace.

2. **YOUNG** stage = \_\_\_\_\_ grace.

3. **PARENT** stage = \_\_\_\_\_ grace.

## 8. Spiritual growth is \_\_\_\_\_.

*“Until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the **fullness of Christ**.” (Ephesians 4:13, NIV)*

**ATTEND TOMORROW’S BREAKOUT ON GROWTH TRACK!**



# 8 Reasons Your Church Needs Small Groups

Dave Minton, Lead Pastor, Capital Christian Center, WA

**Growth Track provides the \_\_\_\_\_ you need to grow.**

**Small Groups provide the environment for application  
leading to \_\_\_\_\_!**

Relationships are the GLUE that sticks people to your church.

**The goal of small groups is to connect every member into a loving group of believers where they will receive \_\_\_\_\_, support and encouragement to grow.**

**1. They're \_\_\_\_\_.**

*They worshiped together regularly at the Temple each day, [and] met in small groups in homes... (Acts 2:46a, TLB)*

The early church had two primary gatherings:

- Large group for \_\_\_\_\_.
- Small groups for \_\_\_\_\_ and \_\_\_\_\_.

**2. They're \_\_\_\_\_.**

*“Then Abram said to Lot, “We are relatives, and your men and my men shouldn’t be quarrelling. So let’s separate. Choose any part of the land you want. You go one way, and I’ll go the other.”” (Genesis 13:8–9, GNB)*

Small groups open the door for today’s chaotic schedules.

*Options increase participation. Offer groups:*

- Multiple days
- Varying times
- Different geographies
- Ages and stages
- Affinity groups

# 8 Reasons Your Church Needs Small Groups

## 3. They're \_\_\_\_\_.

**Pastor:** God did not design you to meet all the needs of your people by yourself!

*“Jethro replied: That isn’t the best way to do it. You and the people who come to you will soon be **worn out**. The job is too much for one person; you can’t do it alone.”*

*(Exodus 18:17–18, CEV)*

**THE #1 CHURCH GROWTH INHIBITOR: \_\_\_\_\_!**

*“You should continue to be the people’s representative before God.... Teach them God’s decrees, and give them his instructions. Show them how to conduct their lives. But select from all the people some capable, [**small group leaders**].” (Exodus 18:19–21, NLT)*

*“This is the way God wants it done. You won’t be under nearly as much stress, and everyone else will return home feeling satisfied.” (Exodus 18:23, CEV)*

## 4. They're \_\_\_\_\_.

**The #1 METRIC FOR MATURITY: \_\_\_\_\_!**

*“This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers and sisters.” (1 John 3:16, NIV)*

*“Always be humble, gentle, and patient, accepting each other in love.” (Ephesians 4:2, NCV)*

*“So encourage each other and build each other up, just as you are already doing.” (1 Thessalonians 5:11, NLT)*

## 5. They're \_\_\_\_\_.

***You need a group to grow!***

*“I mean that I want us to help each other with the faith we have. Your faith will help me, and my faith will help you.” (Romans 1:12, NCV)*

# 8 Reasons Your Church Needs Small Groups

“My friends, we beg you to **warn** anyone who isn’t living right. **Encourage** anyone who feels left out, **help** all who are weak, and be **patient** with everyone.”  
(1 Thessalonians 5:14, CEV)

**Small Groups are where we receive:**

- Correction
- Reflection
- Direction
- Protection

## 6. They’re \_\_\_\_\_.

“Now these are the gifts Christ gave to the church: ...pastors and teachers. Their responsibility is to equip God’s people to do his work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God’s Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ.” (Ephesians 4:11–13, NLT)

The content of small groups should be coming from the pastor.

**A principle every pastor needs to understand:** \_\_\_\_\_.

**PRO TIP:** The best way to ensure that your groups are using your content is by tying the curriculum to the sermon.

“Do not deceive yourselves by just listening to his word; instead, put it into practice.”  
(James 1:22, GNB)

## 7. They’re \_\_\_\_\_.

“They worshiped together regularly at the Temple...met in small groups in homes...”  
(Acts 2:46, TLB, Paraphrased)

# 8 Reasons Your Church Needs Small Groups

## **Small Groups in homes create:**

- Comfortable settings
- Casual atmospheres
- Conversational environments

*“Please give my greeting to the Christian friends at Laodicea, and to Nymphas, and to those who meet in his home.” (Colossians 4:15, TLB, Paraphrased)*

“I’ve seen more lives changed with a fork in a person’s hand than a Bible.”

## **8. They’re\_\_\_\_\_.**

*“He also said to his disciples, ‘There was a rich man and he had a steward who was denounced to him for being wasteful with his property.’ (Luke 16:1, NJB)*

*“Here’s the lesson: Use your worldly resources to benefit others and make friends. Then, when your possessions are gone, they will welcome you to an eternal home.” (Luke 16:9, NLT)*

## **Benefits of using homes for small groups:**

- Every new member is a potential new location.
- Can expand as fast as the church.
- Increased prospects.
- No mortgage payment!
- No utilities!
- No maintenance.

**ATTEND THE SMALL GROUPS BREAKOUTS TOMORROW!**





# 7 Steps to Get Your People Serving

Kathy Livesay, Volunteer & Leadership Development Coordinator, Oak Ridge

## GALLUP SURVEY

Only \_\_\_\_\_% of all laymen are active in a ministry.

An additional \_\_\_\_\_% have no interest at all.

\_\_\_\_\_% said they'd like to be involved  
but have never been asked or don't know how.

## LIFEWAY RESEARCH SURVEY

\_\_\_\_\_% of pastors said

"Developing leaders and volunteers was their greatest ministry and personal issue."

*"Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to **equip God's people** to do his work and build up the church, the body of Christ."* (Ephesians 4:11-12, NLT)

The modern-day equivalent of the New Testament pastor is a \_\_\_\_\_.

A coach's job is to get people to do what they don't want to do in order to become who they really want to be!

Great coaches don't \_\_\_\_\_, they \_\_\_\_\_.

The most important discipleship step you could possibly do for your people is to get them placed according to their \_\_\_\_\_.

# 7 Steps to Get Your People Serving

## 7 SPECIFIC STEPS TO GET YOUR PEOPLE SERVING

### ROMANS 12:1-8

#### 1. Teach the \_\_\_\_\_ for volunteer ministry.

*“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” (Ephesians 2:10, NIV84)*

- **Every member is a \_\_\_\_\_.**  
*“God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another.” (1 Peter 4:10, NLT)*
- **Every ministry is \_\_\_\_\_.**  
*“...each person has a special gift from God, of one kind or another.” (1 Corinthians 7:7, NLT)*
- **I find my place by discovering my \_\_\_\_\_.**  
*“Guard your heart above all else, for it determines the course of your life.” (Proverbs 4:23, NLT)*

**The easiest way to find the best place for a person is to**

\_\_\_\_\_.

***Passion tends to fall into one of two areas:***

- A people to love
- Problem to solve

#### **WHERE WE TEACH MINISTRY**

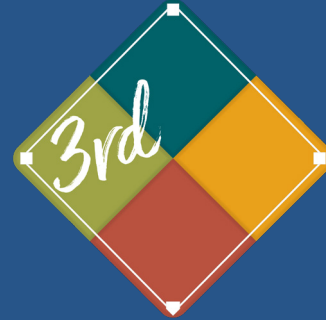
- Sermon action step
- 1st BASE
- Small Groups
- 3rd BASE

# 7 Steps to Get Your People Serving

## 3rd BASE CLASS - STEWARDSHIP

### MATTHEW 25

- **INVESTING MY TIME**
  - Overcoming busyness
- **INVESTING MY MONEY**
  - Managing my money
  - Giving my tithe
- **INVESTING MY MINISTRY**
  - Why Should I Serve
  - How I Serve Like Jesus
  - Where Should I Serve



*"Then Jesus said to his disciples, "If any of you wants to be my follower, you must give up your own way, take up your cross, and follow me. If you try to hang on to your life, you will lose it. But if you give up your life for my sake, you will save it. And what do you benefit if you gain the whole world but lose your soul? Is anything worth more than your soul?" (Matthew 16:24–26, NLT)*

2. **Establish a ministry placement**\_\_\_\_\_.

3. **Provide a healthy**\_\_\_\_\_.

The command to \_\_\_\_\_ is the most repeated command in the New Testament, appearing at least 55 times!

# 7 Steps to Get Your People Serving

## How do we create an atmosphere of love?

**L** \_\_\_\_\_ – Getting the right leaders with the right skills & passion in the right places.

**O** \_\_\_\_\_ – Recast the mission and vision often. Consistently model best practices.

**V** \_\_\_\_\_ – Seek to truly know your volunteers.

**E** \_\_\_\_\_ – Build community & **celebrate the wins!**

## 4. Never start a ministry without a \_\_\_\_\_.

*“In those days Israel had no king; all the people did whatever seemed right in their own eyes.” (Judges 17:6, NLT)*

Everything rises or falls on \_\_\_\_\_!

Trust God’s timing! Never force a ministry!

## 5. Establish \_\_\_\_\_, \_\_\_\_\_ and \_\_\_\_\_.

- **Alignment:** Volunteers are unified around the mission and vision of the church.
- **Boundaries:** Volunteers are empowered when they know where the guard rails are.
- **Clarity:** Volunteers are motivated when they understand the win.

**The Nehemiah Principle** – renew the vision every 26 days!

## 6. Allow people the freedom to \_\_\_\_\_.

**Give people the freedom to:**

- **EXAMINE** the options.
- **EXPERIMENT** without locking in. Your first role probably won’t be your final role.
- **EXERCISE** their gifts. We discover our gift by doing!

## 7. \_\_\_\_\_ your people.

For a church to grow you must give up control:

- The pastor must give up control.
- The people must give up control.

**Trust your people!**

**PRINCIPLE:** YOU CAN HAVE CONTROL OR GROWTH, BUT YOU CAN’T HAVE BOTH!

**ATTEND TOMORROW’S BREAKOUT ON VOLUNTEERS!**



## 4 Practices that Will Get Your People Out of the Seats and Into the Streets

Mike Constantz, PEACE Pastor, Saddleback Church, CA

“Therefore, **go and make disciples of all the nations**, baptizing them in the name of the Father and the Son and the Holy Spirit.” (Matthew 28:19, NLT)

“And then he told them, “**Go into all the world** and preach the Good News to everyone.” (Mark 16:15, NLT)

“...**all people of every nation must be told** in my name to turn to God, in order to be forgiven. So beginning in Jerusalem, you must tell everything that has happened.” (Luke 24:47–48, CEV)

“In the same way that you gave me a mission in the world, **I give them a mission** in the world.” (John 17:18, MSG)

“...As the Father has sent me, so **I am sending you.**” (John 20:21, NLT)

**THE LOCAL CHURCH IS GOD’S \_\_\_\_\_ ON EARTH.**

Matthew 16:18 / Acts 1:8 / Acts 13:2-3

“His intent was that now, **through the church**, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, ...” (Ephesians 3:10, NIV)

**1. Dream churches make \_\_\_\_\_ a top priority.**

“But God put his love on the line for us by offering his Son in sacrificial death while we were of no use whatever to him.” (Romans 5:8, MSG)

“...I do everything I can to win everyone I possibly can.” (1 Corinthians 9:22, CEV)

“I don’t care about my own life. **The most important thing is that I complete my mission**, the work that the Lord Jesus gave me—to tell people the Good News about God’s grace.” (Acts 20:24, NCV)

# 4 Practices that Will Get Your People Out of the Seats and Into the Streets

## HOME BASE - PARTNERSHIP

- Impacting Eternity Personally
- Invitational Evangelism
- Conversations that lead to Transformation
- Helpful Tools for Sharing the Gospel



2. DREAM churches send their \_\_\_\_\_, not just their \_\_\_\_\_, on mission.

*“Send us around the world with the news of your saving power and your eternal plan for all mankind.” (Psalm 67:2, TLB)*

DREAM churches measure their missional effectiveness by how many members they \_\_\_\_\_, not by how much money they spent.

3. DREAM churches have an \_\_\_\_\_ for mobilizing their members.

*“I have a plan for the whole earth...The Lord of Heaven’s Armies has spoken— who can change his plans? When his hand is raised, who can stop him?” (Isaiah 14:26–27, NLT)*

*“But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth.” (Acts 1:8, NLT)*

DREAM churches focus on \_\_\_\_\_ to solve the world's biggest \_\_\_\_\_ using the PEACE Plan.

# 4 Practices that Will Get Your People Out of the Seats and Into the Streets

## THE PEACE PLAN



Global Giants	Old Missions Strategy	PEACE Strategies	PEACE Plan
Spiritual Emptiness	Send missionaries	Partner for the gospel	<p><b>TRAIN THE PASTOR &amp; CHURCH MEMBERS!</b></p>
Self-centered Leadership	Send money	Equip servant leaders	
Poverty	Send materials	Assist the poor	
Illness	Send medical teams	Care for the whole person	
Illiteracy	Send mentors	Educate the next generation	

### WHERE CAN WE FIND ENOUGH WORKERS TO SLAY THE GLOBAL GIANTS?

#### Why the church?

- 1) The highest \_\_\_\_\_.  
*“Jesus came and told his disciples, “I have been given all authority in heaven and on earth. Therefore, go...” (Matthew 28:18–19, NLT)*
- 2) The largest \_\_\_\_\_.  
*“Through followers of Jesus like yourselves gathered in churches, this extraordinary plan of God is becoming known and talked about even among the angels!” (Ephesians 3:10, MSG)*
- 3) The longest \_\_\_\_\_.  
*“Glory to him in the church and in Christ Jesus through all generations forever and ever! Amen.” (Ephesians 3:21, NLT)*

## 4 Practices that Will Get Your People Out of the Seats and Into the Streets

4) The strongest \_\_\_\_\_.

*“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.” (John 3:16, NIV)*

5) The greatest \_\_\_\_\_.

*“And they sang a new song, saying: “You are worthy. . .because you were slain, and with your blood you purchased for God persons from every **tribe** and **language** and **people** and **nation**...In a loud voice they were saying: “Worthy is the Lamb, who was slain, to receive power and wealth and wisdom and strength and honor and glory and praise!”” (Revelation 5:9,12, NIV)*

### **PEACE IS...**

***“Ordinary people  
empowered by God  
doing what Jesus did  
wherever they are.”***

*“God blesses those who work for **PEACE**, for they will be called the children of God.”  
(Matthew 5:9, NLT)*

**4. DREAM Churches know the danger of \_\_\_\_\_.**

*“The older brother was angry and wouldn’t go in. His father came out and begged him, but he replied, ‘All these years I’ve slaved for you and never once refused to do a single thing you told me to. And in all that time you never gave me even one young goat for a feast with my friends. Yet when this son of yours comes back after squandering your money on prostitutes, you celebrate by killing the fattened calf!’ “His father said to him, ‘Look, dear son, you have always stayed by me, and everything I have is yours. We had to celebrate this happy day. For your brother was dead and has come back to life! He was lost, but now he is found!’” (Luke 15:28–32, NLT)*

*“I know your deeds, that you are neither cold nor hot. I wish you were either one or the other! So, because you are lukewarm—neither hot nor cold—I am about to spit you out of my mouth.” (Revelation 3:15–16, NIV)*

**ATTEND TOMORROW’S BREAKOUTS ON MISSIONS/MOBILIZATION!**





## The DREAM of a Dying Pastor

Richard Pope, Lead Pastor, Canvas Church, Salisbury, MD

*”And David said, “Is there still anyone left of the house of Saul, that I may show him kindness for Jonathan’s sake?” Now there was a servant of the house of Saul whose name was Ziba, and they called him to David. And the king said to him, “Are you Ziba?” And he said, “I am your servant.” And the king said, “Is there not still someone of the house of Saul, that I may show the kindness of God to him?” Ziba said to the king, “There is still a son of Jonathan; he is crippled in his feet.” The king said to him, “Where is he?” And Ziba said to the king, “He is in the house of Machir the son of Ammiel, at Lo-debar.” Then King David sent and brought him from the house of Machir the son of Ammiel, at Lo-debar. And Mephibosheth the son of Jonathan, son of Saul, came to David and fell on his face and paid homage. And David said, “Mephibosheth!” And he answered, “Behold, I am your servant.” And David said to him, “Do not fear, for I will show you kindness for the sake of your father Jonathan, and I will restore to you all the land of Saul your father, and you shall eat at my table always.” And he paid homage and said, “What is your servant, that you should show regard for a dead dog such as I?” Then the king called Ziba, Saul’s servant, and said to him, “All that belonged to Saul and to all his house I have given to your master’s grandson. And you and your sons and your servants shall till the land for him and shall bring in the produce, that your master’s grandson may have bread to eat. But Mephibosheth your master’s grandson shall always eat at my table.” Now Ziba had fifteen sons and twenty servants. Then Ziba said to the king, “According to all that my Lord the king commands his servant, so will your servant do.” So Mephibosheth ate at David’s table, like one of the king’s sons. And Mephibosheth had a young son, whose name was Mica. And all who lived in Ziba’s house became Mephibosheth’s servants. So Mephibosheth lived in Jerusalem, for he ate always at the king’s table. Now he was lame in both his feet.” 2 Samuel 9:1-13 ESV*

- What we \_\_\_\_\_ with our life matters to God.
- Who we \_\_\_\_\_ with our life matters to God.
- \_\_\_\_\_ we reach with our life matters to God.

\_\_\_\_\_ is a resource and wisdom uses it wisely.

**The bigger the dream the better! Why?**

Our God is infinite, so nothing is too big.

# WELCOME DAY 2

MARCH 8, 2024

**Session 1: 8:30 - 9:45**

- Counseling Ministries that Heal Your Community - **The Cabin** 64
- Creating a Winning Guest Services Culture - **The Auditorium** 66
- Moving People Missionally from Apathy to Advocacy - **The Middle School Room** 81
- Preschool Ministry - **The Elementary Room** 85
- Strengthening Community, Outreach, and Engagement in the Digital Age - **The Theater** 91

**BREAK: 9:45 - 9:55**

**Session 2: 9:55 - 11:10**

- 6 Levels of Engagement for Every Worship Team - **The Ridge** 50
- 10 Convictions for Preaching for Life Change - **The Theater** 53
- Building Community Partnerships Through Service - **The Middle School Room** 58
- Children’s Ministry – Admin Behind the Scenes - **The Elementary Room** 61
- Healing Together: The Power of Care Groups - **The Cabin** 71
- How to Turn 1st Time Guests into Members - **The Auditorium** 75

**BREAK: 11:10 - 11:20**

**Session 3: 11:20 - 12:35**

- 5 Keys to Craft a Powerful Worship Experience - **The Ridge** 47
- Assessing the Health of Your Church Through Metrics - **The Theater** 56
- How to Build a Discipleship System that Works! - **The Middle School Room** 73
- Human Trafficking: Modern Day Slavery - **The Cabin** 77
- Small Groups: Where Do We Start? - **The Auditorium** 89
- Sunday Morning Experiences in Elementary Ministry - **The Elementary Room** 93

**BREAK FOR LUNCH: 12:35 - 1:35**

**Session 4: 1:35 - 2:50**

- Celebrate Recovery 101 - **The Cabin** 59
- Getting Volunteers into the Right Role - **The Auditorium** 69
- I Kissed Youth Ministry Goodbye - **The Middle School Room** 79
- Pathways to Keeping Those We Serve Safe - **The Elementary Room** 82
- Small Groups: Growing Together - **The Ridge** 87
- Tips for Mixing Online - **The Theater** 96

**BREAK: 2:50 - 3:05**

- **Closing Session: What it Will Take to Change Your Church - The Auditorium (3:05 - 4:00)** 97

**Conference Ends**

## BREAKOUT SESSION DESCRIPTIONS

**5 Keys to Craft a Powerful Worship Experience**

Discover 5 ways to design a relevant worship service that attracts, connects, and transforms lives! **Speaker: Evelyn Johnson**

**6 Levels of Engagement for Every Worship Team**

Uncover the 6 levels of engagement that creates a healthy worship ministry. **Speaker: Summer Widmyer**

**10 Convictions for Preaching for Life Change**

A breakout for fellow strugglers in the faithful communication of God's Word to look together at how lasting life change can grow out of our messages. Our focus will be on the convictions that we start with. **Speaker: Tom Holladay**

**Assessing the Health of Your Church Through Metrics**

In this session, we will cover a 4-step process to identify, collect, present and evaluate metrics to assess the health of your church. The session will coincide with measuring what was learned at the DREAM Conference. **Speaker: Mark Reynolds**

**Building Community Partnerships Through Service**

Discover tangible ways to partner with and serve organizations that build bridges of trust between the local church and the community. **Speakers: Tim Hastings / Heather Smith**

**Celebrate Recovery 101**

Do you want to be a Church that helps people recover from hurts, habits, and hang-ups? Then you need to start Celebrate Recovery! Join us at CR 101 as we share what Celebrate Recovery is all about and some do's and don'ts to start it in your Church.

**Speakers: Scott Keasey / Linda Witte**

**Children's Ministry- Admin Behind the Scenes**

In this session, you will see all the logistics to preparing for a Sunday morning, including curriculum, volunteer and core team building, orientation, ministry handbooks, background checks, organizing a workroom and more. **Speaker: Cheryl Bush**

**Counseling Ministries that Heal Your Community**

Together, we will take a look at Oak Ridge's lay counseling ministry, Solutions. We will discuss Solutions' history and growth, what a counseling ministry looks like, and how to equip those in your church to impact your community with lifelong healing strategies through counseling, care groups, and marriage strengthening. God can use our hurts to bring comfort and peace to our communities! **Speaker: Scott Elliott**

## BREAKOUT SESSION DESCRIPTIONS

**Creating a Winning Guest Services Culture**

This session will focus on a wholistic approach on how to create a Guest Services culture that is people-centered, heart driven and God-honoring! Practical tips will be provided on how to prepare God's house for company and how to help volunteers see themselves as the church's first responders for introducing people to Christ! **Speaker: Tracey Yates**

**Getting Volunteers into the Right Role**

Connect the Right Volunteer to the Right Role by developing a strategy and determining how they are uniquely wired. **Speaker: Kathy Livesay**

**Healing Together: The Power of Care Groups**

A closer look will be given to the Care Groups piece of Oak Ridge's lay counseling ministry, Solutions. Together, we will discuss the purpose and need for care groups in our community and how care groups can be a strong launching point of a lay ministry in the church setting. When people come together with a common need or hurt, together they can take the necessary steps toward healing and freedom. **Speaker: Scott Elliott**

**How to Build a Discipleship System that Works!**

Learn the essentials of how to create a discipleship system to develop fully devoted followers of Christ. **Speaker: Stacie Siers**

**How to Turn 1st Time Guests into Members**

Growing a church's membership doesn't just magically happen. There are several steps a church must take to strategically plan how a first-time guest will become a thriving member of your church. In this session, we will share ideas and look at strategies to enhance the assimilation process and maximize your ability to reach more people for Christ! **Speaker: Brian Moss**

**Human Trafficking: Modern-Day Slavery**

Human trafficking is a multi-billion-dollar criminal industry, second only to the illegal drug trade. During our breakout session, you will discover what you and your church can do to stand against this Modern-Day Slavery. **Speaker: Lisa Hancock**

**I Kissed Youth Ministry Goodbye**

We will discuss the evolution of student ministry from youth groups to crowd programs and now towards a more holistic approach that includes the whole family. **Speaker: Gary McCabe**

## BREAKOUT SESSION DESCRIPTIONS

**Moving People Missionally from Apathy to Advocacy**

What does it take to make people aware of the difference they can make in the world? How can you turn them into advocates, bringing others along to reach their community? How do you identify the right target in your church so that you mobilize the right people from your church? How do you make the right people aware of the right things to do? We will explore these questions and more. **Speakers: Gary McCabe / Mike Constantz**

**Pathways to Keeping Those We Serve Safe**

This breakout provides an overview of best practices to prevent sexual abuse from happening within the church as well as how to properly respond to abuse whether it occurs in the church or outside the church. Training, screening, policies and procedures, reporting, and caring for those affected are covered. **Speaker: Kris Buckman**

**Preschool Ministry**

Debunking the myth that preschool ministry is just the place where the kids hang out while “real church” happens in the sanctuary. In this session, we’ll discuss the ins and outs of running a preschool ministry and the impact that it can make for your church. **Speaker: Emma Bush**

**Small Groups: Growing Together**

Small groups can be an incubator to develop leaders and build community. Learn ways to create an environment that connects people closer to Jesus and each other. **Speaker: Shane McDade**

**Small Groups: Where do we start?**

Small groups come in all shapes and sizes. Discover ways your church can implement a strategy to start building community wherever you currently are. **Speaker: Shane McDade**

**Strengthening Community, Outreach, and Engagement in the Digital Age**

Explore essential strategies for churches of all sizes, from effective social media use to email marketing and text messaging. Whether tech-savvy or new to digital tools, discover how to enhance your church’s online presence and connect with your community. **Speakers: Olive Mawyer / Katelyn Laremore**

**Sunday Morning Experience in Elementary Ministry**

Want to see what a typical Sunday morning looks like for our elementary kids? Join us as we sing songs, play games and learn lessons just like our kids do. Get ideas on thinking out of the box, creating energy in the room and more! **Speakers: Cheryl Bush / Emma Bush**

## BREAKOUT SESSION DESCRIPTIONS

### **Tech Lunch on Day 1**

Join the Oak Ridge Production Team Leaders and Volunteers for lunch on Day 1. Enjoy a casual time of sharing ideas and asking questions on audio and visual aspects, how to grow your team and more. **Speakers: Tim Dennis / Mike Baker / Zac Jones**

### **Tips for Mixing Online**

Join Kevin from MidSouth Audio to discuss the best practices for the audio portion of your Online services. In this breakout, you will explore your options, optimize those options and make your mixes better. **Speaker: Kevin Short**

# 5 Keys to Craft a Powerful Worship Experience

**Evelyn Johnson, Worship Connection Coordinator**

**C**\_\_\_\_\_ **your** \_\_\_\_\_.

*“Be courteous and considerate in everything.” (1 Corinthians 14:40, MSG)*

- Consider your environment
- Consider your audience
- Consider your ambiance

**R**\_\_\_\_\_ **the** \_\_\_\_\_.

*“Walk in wisdom toward those who are [unchurched], redeeming the time.” (Colossians 4:5, NKJV)*

- Aim for an “average” service time (60 mins)
- Eliminate wasted time
- Shift times according to message

**A**\_\_\_\_\_ **a** \_\_\_\_\_.

*“Suppose one of you wants to build a tower. Won’t you first sit down and estimate the cost to see if you have enough money to complete it?” (Luke 14:28, NIV)*

- Build a general flow
- Build a setlist

**F**\_\_\_\_\_ **your** \_\_\_\_\_.

*“He called the twelve apostles, sent them out two by two, and gave them authority over evil spirits.” (Mark 6:7, GW)*

- Who are my essential players?
- Focus on the why and unify.

# 5 Keys to Craft a Powerful Worship Experience

## 3 Steps to Making Unity a Priority

- Loving
- Caring
- Praying

**T**\_\_\_\_\_ your \_\_\_\_\_.

*"I pray that your partnership with us in the faith may be effective..." (Philemon 6, NIV)*

"The Difference between a good service and a great one is pace and flow."

- Always have a technical run-through.

## 3 Questions to ask each week

- What worked?
- What didn't work?
- What can we do differently?



# 5 Keys to Craft a Powerful Worship Experience



## RESOURCES

### Books:

- *The D.R.E.A.M. Church: Five Proven Strategies for Growing a Healthy, Disciple-Making Church* by Brian Moss
- *Exceptional Every Sunday: Build a Worship Team That's Consistently Excellent Week after Week (No Matter Who's on the Platform)* by Jon Nicol
- *The Song Cycle: How to Simplify Worship Planning and Re-engage Your Church* by Jon Nicol
- *The Leadership Challenge: The Most Trusted Source on Becoming a Better Leader* by Barry Z Posner, James M. Kouzes
- *Developing the Leader Within You 2.0* by John C. Maxwell
- *The Emotionally Healthy Leader: How Transforming Your Inner Life Will Deeply Transform Your Church, Team, and the World* by Peter Scazzero
- *Boundaries for Leaders: Results, Relationships, and Being Ridiculously in Charge* by Henry Cloud

### Coaching, Workshops and Blog:

- [worshipteamcoach.com](http://worshipteamcoach.com)
- [worshiponline.com](http://worshiponline.com)
- [adlibmusic.com](http://adlibmusic.com)
- [churchfront.com](http://churchfront.com)
- [worshipvocalist.com](http://worshipvocalist.com)

### Music Resources and Planning:

- [planningcenteronline.com](http://planningcenteronline.com) (planning, distribution, storage, and scheduling)
- [multitracks.com](http://multitracks.com) (loops and multitrack creations)
- [worshiptogether.com](http://worshiptogether.com) (worship tools, songs, and chord charts)
- [loopcommunity.com](http://loopcommunity.com) (loops and multitrack creations)
- [ableton.com/live-intro](http://ableton.com/live-intro) (editing loops and multitracks)
- *audacity* (free MacBook audio editor)
- [praisecharts.com](http://praisecharts.com) (chord charts and sheet music)
- [CCLI.com](http://CCLI.com) (chord charts, sheet music and copyright)

# 6 Levels of Engagement for Every Worship Team

## Summer Widmyer, Volunteer Worship Leader

1. Engaged with \_\_\_\_\_.

*“Draw near to God, and he will draw near to you.” (James 4:8, ESV)*

*“Everyone then who hears these words of mine and does them will be like a wise man who built his house on the rock. And the rain fell, and the floods came, and the winds blew and beat on that house, but it did not fall, because it had been founded on the rock. 26 And everyone who hears these words of mine and does not do them will be like a foolish man who built his house on the sand. And the rain fell, and the floods came, and the winds blew and beat against that house, and it fell, and great was the fall of it.” (Matthew 7:24-27, ESV)*

2. Engaged with \_\_\_\_\_.

*“Obey your leaders and submit to them, for they are keeping watch over your souls, as those who will have to give an account. Let them do this with joy and not with groaning, for that would be of no advantage to you.” (Hebrews 13:17, ESV)*

3. Engaged with the \_\_\_\_\_.

*“Live in harmony with one another...” (Romans 12:16, ESV)*

*“By this all people will know that you are my disciples, if you have love for one another.” (John 13:35, ESV)*

*“I appeal to you, brothers, by the name of our Lord Jesus Christ, that all of you agree, and that there be no divisions among you, but that you be united in the same mind and the same judgment. (1 Corinthians 1:10, ESV)*

4. Engaged with the \_\_\_\_\_.

*“So guard yourselves and God’s people. Feed and shepherd God’s flock—His church, purchased with his own blood—over which the Holy Spirit has appointed you as leaders.” (Acts 20:28, MSG)*

**We are ALL worship leaders because we all have an impact  
on the environment of worship created each Sunday.**

## 6 Levels of Engagement for Every Worship Team

5. Engaged with the \_\_\_\_\_.

*“Sing to Him a new song; play skillfully, and shout for joy.” (Psalm 33:3, NLT)*

6. Engaged with the \_\_\_\_\_.

*“And I pray that the sharing of your faith may become effective for the full knowledge of every good thing that is in us for the sake of Christ.” (Philemon 1:6, ESV)*

# 6 Levels of Engagement for Every Worship Team



## RESOURCES

### Books:

- *The D.R.E.A.M. Church: Five Proven Strategies for Growing a Healthy, Disciple-Making Church* by Brian Moss
- *Exceptional Every Sunday: Build a Worship Team That's Consistently Excellent Week after Week (No Matter Who's on the Platform)* by Jon Nicol
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- [ableton.com/live-intro](http://ableton.com/live-intro) (editing loops and multitracks)
- *audacity* (free MacBook audio editor)
- [praisecharts.com](http://praisecharts.com) (chord charts and sheet music)
- [CCLI.com](http://CCLI.com) (chord charts, sheet music and copyright)

# 10 Convictions for Preaching for Life Change

Tom Holladay, Teaching Pastor, Saddleback Church, CA

1. ALL BEHAVIOR IS BASED \_\_\_\_\_.

2. BEHIND EVERY SIN IS \_\_\_\_\_.

*“At one time we too were foolish, disobedient, **deceived** and enslaved by all kinds of passions and pleasures.” Titus 3:3 (NIV)*

3. CHANGE ALWAYS STARTS \_\_\_\_\_.

*“...be transformed by the renewing of your mind.” Rom. 12:2 (NIV)*

### **Think... Feel... Act**

4. TO HELP PEOPLE CHANGE, WE MUST CHANGE \_\_\_\_\_ FIRST.

*“Then you will know the truth, and the truth will set you free.” John 8:32 (NIV)*

5. TRYING TO CHANGE PEOPLE’S BEHAVIOR WITHOUT CHANGING THEIR BELIEFS IS \_\_\_\_\_.

*“What people say with their mouths comes from the way they think; and these are the things that make people unclean.” Matt. 15:18 (NCV)*

6. THE BIBLE TERM FOR “CHANGING YOUR MIND” IS \_\_\_\_\_.

**metanoia** = “to change your mind!”

7. YOU DON’T CHANGE PEOPLE’S MINDS, \_\_\_\_\_  
\_\_\_\_\_!

*“We speak words given to us by the Spirit, using the Spirit’s words to explain spiritual truths.” 1 Cor. 2:13b (NLT)*

*“The Spirit of the Lord spoke through me; his word was on my tongue.”  
2 Sam. 23:2 (NIV)*

# 10 Convictions for Preaching for Life Change

*“Not by might nor by power, but by my Spirit,” says the Lord.” Zech. 4:6*

*“Our weapons have power from God that can destroy the enemy’s strong places. We destroy people’s arguments and every pretension that raises itself against the knowledge of God. We capture every thought and make it give up and obey Christ.”  
2 Cor. 10:4-5 (NCV)*

8. CHANGING THE WAY I ACT IS THE \_\_\_\_\_ OF REPENTANCE.

*“Produce fruit in keeping with repentance.” Matt. 3:8 (NIV)*

*“I preached that they should repent and turn to God and prove their repentance by their deeds.” Acts 26:20b (NIV)*

9. THE DEEPEST KIND OF PREACHING IS \_\_\_\_\_.

Repentance: the central message of NT preachers:

John-B *“Repent, for the kingdom of heaven is near.” Matt.3:2*

Jesus *“From that time on Jesus began to preach, ‘Repent...’” Matt. 4:17*

*“Repent and believe the good news!” Mark 1:15*

The 70 *“They went out and preached that people should repent.” Mark 6:12*

Peter *“Repent and be baptized, every one of you...” Acts 2:38*

Paul *“I preached that they should repent. . .” Acts 26:20b*

John *“Repent and return to me again.” Rev. 3:3*

*“Jesus told them, ‘This is what is written: The Christ will suffer and rise from the dead on the third day, and repentance and forgiveness of sins will be preached in his name to all nations...’” Luke 24:46-47 (NIV)*

10. TO PRODUCE LASTING LIFE-CHANGE YOU MUST \_\_\_\_\_,  
\_\_\_\_\_, AND \_\_\_\_\_.

# 10 Convictions for Preaching for Life Change

Every message comes down to 2 words: \_\_\_\_\_

The fear of human opinion disables; trusting in GOD protects you from that.  
Proverbs 29:25 (MSG)

A basic communication outline:

1. Establish a need - Why talk about this?
2. Give personal examples
3. Present a plan
4. Offer hope
5. Call for commitment
6. Expect results

# Assessing the Health of Your Church Through Metrics

**Mark Reynolds, Executive Pastor of Business Operations**

*"Jesus said, "Which of you men, if you had **one hundred** sheep, and lost one of them, wouldn't leave the **ninety-nine** in the wilderness, and go after the one that was lost, until he found it?..."*  
*(Luke 15:3-7)*

## 1. Is it okay to measure data related to church life?

- How do you feel?
- What does the Bible say?

## 2. What are the positives when measuring metrics for a church?

## 3. Is there a downside to looking at church metrics?

### IF YOU ARE GOING TO MEASURE DATA, WHAT NEEDS TO BE MEASURED?

1. Audience: Who are you \_\_\_\_\_?
2. Stories: Who is being \_\_\_\_\_?
3. People: Who are we \_\_\_\_\_?
4. Numbers: How many are \_\_\_\_\_?
5. Movement: Is the church \_\_\_\_\_ forward?
6. Culture: Is the church \_\_\_\_\_?



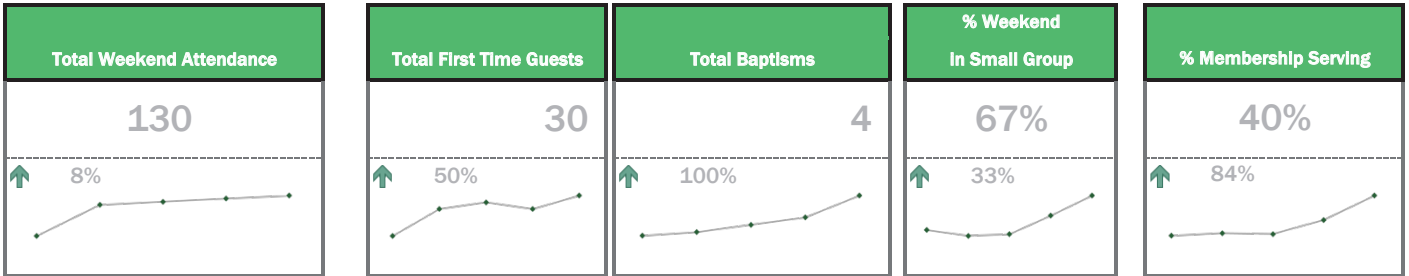
# Assessing the Health of Your Church Through Metrics

## Hope Fellowship Critical Metrics

2024

INFORMATION AS OF December 30th YEAR TO DATE

### KEY METRICS



### ALL METRICS

METRIC	THIS YEAR (2024)	LAST YEAR (2023)	% CHANGE	5 YEAR TREND
<b>D</b>				
Total Weekend Attendance	130	120	↑ 8%	
Attendance - Family	50	45	↑ 11%	
Attendance - Adult	80	75	↑ 7%	
<b>R</b>				
Total Professions of Faith	8	6	↑ 33%	
Professions of Faith - Family	4	3	↑ 33%	
Professions of Faith - Adult	4	3	↑ 33%	
Total Baptisms	4	2	↑ 100%	
Baptisms - Family	1	-	-	
Baptisms - Adult	3	2	↑ 50%	
Total First Time Guests	30	20	↑ 50%	
First Time Guests - Family	12	15	↓ -20%	
First Time Guests - Adult	18	5	↑ 260%	
Total Members	220	209	↑ 5%	
New Members	11	9	↑ 22%	
<b>E</b>				
# of People Enrolled Small Group	45	40	↑ 13%	
% Weekend in Small Group	35%	33%	↑ 4%	
1st Base	13	10	↑ 30%	
2nd Base	75	-	-	
3rd Base	-	-	-	
HOME	-	-	-	
<b>A</b>				
* Serving in Ministry	25	25	⇒ 0%	
% Membership Serving	11%	12%	↓ -1%	
<b>M</b>				
Mobilization - Total	-	10	↓ -1000%	
Mobilization - Local	-	10	↓ -1000%	
Mobilization - Global	2	-	↑ 200%	

# Building Community Partnerships Through Service

Tim Hastings, Executive Pastor of Ministry & Heather Smith, PEACE Coordinator

**KEY VERSE:**

*“Look, I am sending you out as sheep among wolves. So be as **shrewd** as snakes and **harmless** as doves. (Matthew 10:1,6, NLT)*

**Our strategy to mobilize our people:**

\_\_\_\_\_ and \_\_\_\_\_

**Principle:** You want to address a \_\_\_\_\_ in hopes to lead them to their \_\_\_\_\_ need.

**3 Questions to ask when starting:**

1. Who has God sent to your church?
2. What are the greatest felt needs in your community?
3. Where do these two intersect?

**Process of Mobilization:**

\_\_\_\_\_ → \_\_\_\_\_ → \_\_\_\_\_

**Helpful Tip:**

- If possible, try and match mobilization to a \_\_\_\_\_ or a \_\_\_\_\_.

**Things to remember:**

- The local church is the HOPE of the world!
- PEACE (*Mobilization*) is: “Ordinary people empowered by God doing what Jesus did wherever they are.”

# Celebrate Recovery 101

**Scott Keasey & Linda Witte, Celebrate Recovery**

## **Celebrate Recovery Purpose:**

The purpose of **Celebrate Recovery** ministry at Oak Ridge Church is to fellowship and celebrate God's healing power in our lives through the "**8 Recovery Principles**" based on the Beatitudes, and 12 Christ-centered steps. This experience allows us to be changed.

We open the door by sharing our experiences, strengths, and hopes with one another.

We become willing to accept God's grace in solving our life problems.

By working the steps and applying Biblical principles, we begin to grow spiritually. We become free from our addictive, compulsive and dysfunctional behaviors. This freedom creates peace, serenity, joy and most importantly, a stronger personal relationship with God and others.

As we progress through the principles and the steps, we discover our personal, loving and forgiving Higher Power - Jesus Christ, the one and only true Higher Power.

## **Values:**

Truth, Hope, Community, Commitment, Service

## **Contact Information:**

### **Scott Keasey**

Celebrate Recovery Ministry Leader

TEAM Training Coach

[CR@orbc.net](mailto:CR@orbc.net)

### **Linda Witte**

TEAM Encourager Coach

# Celebrate Recovery 101



## RESOURCES

### Books and DVDs:

*Celebrate Recovery Updated Program/Curriculum Kit - Start-up Kit*  
*Celebrate Recovery Updated Leader's Guide (Rick Warren and John Baker)*  
*Celebrate Recovery Lessons Kit (DVD Discs 1-4) (Johnny Baker)*  
*Testimonies to Go (DVD Vol. 1-16)*  
*The Journey Begins Participant's Guide Set Volumes 1-4 (Rick Warren and John Baker)*  
*The Journey Continues Participant's Guide Set Volumes 5-8 (John Baker and Johnny Baker)*  
*Life's Healing Choices Revised and Updated (John Baker)*  
*Life's Healing Choices Journal 10th Anniversary Edition (John Baker)*  
*Life's Healing Choices: Book Based Study Guide (Updated) (John Baker)*  
*Life's Healing Choices Study Kit (Rick Warren)*  
*Life's Healing Choices Small Group DVD (Rick Warren)*  
*Life's Healing Choices Small Group Study Guide (Rick Warren)*  
*The Road to Freedom: Healing From Your Hurts, Hang-ups, and Habits (Johnny Baker)*  
*Celebrate Recovery Study Bible NIV*  
*Celebrate Recovery Daily Devotional (John Baker, Johnny Baker, and Mac Owen)*  
*Celebrate Recovery Prayer Journal*  
*CR Gear: Apparel, Accessories, Chips and Coins: (<https://store.pastors.com/resources/celebrate-recovery.html>)*

### Web:

<https://oakridge.live/help-ministries> (Oak Ridge Site)  
<https://www.celebraterecovery.com/> (National Site)  
<https://saddleback.com/connect/ministry/celebrate-recovery> (Saddleback Site)  
<https://store.pastors.com/resources/celebrate-recovery.html> (Resources)

# Children's Ministry - Admin Behind the Scenes

## Cheryl Bush, Children's Ministry Director

Kids Ministry is more than just Sunday mornings. Curriculum, volunteers, schedules, orientations, handbook, background checks, getting supplies, just to name a few.

To know what you need to do; you have to know your target.

### Your location and target play a big role in how you reach kids. Ask these 3 questions:

- What do you want your room to say?
- What is your teaching style/curriculum?
- What should the energy level in your rooms be?

This helps us to know where to put our focus as we plan our weekends and events. If you plan without your target in mind, it may not work out as well as you hoped.

### Pick a curriculum that works for you.

- How big is your ministry?
- Video or not?
- Supplies in your budget?

\_\_\_\_\_ do so much for us, and we know it. They are more than warm bodies and we should engage them. Develop them. Great leaders never do \_\_\_\_\_. Mentorship is bringing someone alongside of you.

Showing our appreciation is important also, it builds confidence, team atmosphere and memories.

Every volunteer goes through our \_\_\_\_\_ and \_\_\_\_\_. This is where they hear our Mission, Purpose, Vision, Strategy, and our Values. Take them around your area on a Sunday morning and explain why you do what you do.

# Children's Ministry - Admin Behind the Scenes

## Schedule your week out so you don't forget anything.

1. Scheduling volunteers.
2. Meetings with staff and possibly a volunteer for coffee.
3. Training.
4. Event planning.
5. Leadership development for you and volunteers.
6. Tech set up.
7. Follow up with first time guest.

Whew! That's just every week things!

## Here's a couple more to think about:

- How to stay relevant
- Set stage
- Huddles with volunteers
- Visit other churches and Kids leaders
- Set goals. Personal and work related
- \_\_\_\_\_

\_\_\_\_\_! Setting goals is inviting God into your dreams.

- If \$, volunteers, and time were limitless, what would you dream for your ministry?
- What do I wish my ministry was doing that it's not?
- What would I attempt to do if I knew I could not fail?

## Children's Ministry - Admin Behind the Scenes

**Always work on Strategy. Do you know what your ministry strategy is? Remember:**

- Mission is – why do we exist.
- Vision is – what is our Dream.
- Strategy is – how to get there.
- Value is – our priorities.

Homework: **Write a couple sentence's that would describe your job.**

This is mine:

My role is to develop leaders who are passionate about walking alongside kids as they build a relationship with God.

# Counseling Ministries that Heal Your Community

**Scott Elliott, Solutions Ministry Director**

*All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.*

*(2 Corinthians 1:3-4, NLT)*

**We, as the church, are called to bring \_\_\_\_\_ to the \_\_\_\_\_.**

As a church, when counseling based ministries are considered, \_\_\_\_\_ needs to be considered.

\_\_\_\_\_ happen because the right questions are not asked until late in the process.

1. Narrow down your \_\_\_\_\_.

When someone says \_\_\_\_\_ follow-up questions must be asked.

*If you are faithful in little things, you will be faithful in large ones. (Luke 16:10a, NLT)*

2. Find the right \_\_\_\_\_.

3. Decide what \_\_\_\_\_ will be utilized.

4. Create your \_\_\_\_\_ process.

5. Create your \_\_\_\_\_ process.

*“Do not be afraid, for I have ransomed you. I have called you by name; you are mine. When you go through deep waters, I will be with you. When you go through rivers of difficulty, you will not drown. When you walk through the fire of oppression, you will not be burned up; the flames will not consume you. For I am the Lord, your God, the Holy One of Israel, your Savior. (Isaiah 43:1-3, NLT)*



# Counseling Ministries that Heal Your Community

6. Know when it is time to \_\_\_\_\_.
7. Do things to avoid the \_\_\_\_\_ and \_\_\_\_\_.



## RESOURCES

### Books

- Instruments in the Redeemers Hands- Paul David Tripp
- Boundaries- Henry Cloud and John Townsend
- The 5 Love Languages- Gary Chapman
- Saving Your Marriage Before it Starts- Les and Leslie Parrott
- Purpose Driven Life- Rick Warren
- The DNA of Relationships- Gary Smalley
- Forgiving and Reconciling- Everett Worthington
- Gospel Treason: Betraying the Gospel With Hidden Idols- Brad Bigney
- Every Man's Battle- Stephen Arterburn

### Training Resources

- American Association of Christian Counselors- <https://www.aacc.net/>
  - Caring for People God's Way- Solutions' foundational training resource
- Christian Counseling and Educational Foundation- [ccef.org](https://www.ccef.org/)
- The Quick Reference Guide to Biblical Counseling- Tim Clinton
  - Multiple books in this series

### Care Group Resources

Church Initiative- <https://www.churchinitiative.org/>

- Grief Share
- Divorce Care
- Single and Parenting

# Creating a Winning Guest Services Culture

**Tracey Yates, Guest Services Coordinator**

*“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.”  
(Ephesians 4:16, NLT)*

“Be genuine. Be remarkable. Be worth connecting with.” – Seth Godin 'ultimate entrepreneur for the info age'

**Two important components of a quality Guest Services (GS) Team are: (1) the people & (2) the processes.**

## **I. Recruit the right \_\_\_\_\_ for the team.**

- a. GS Volunteers understand that serving is an act of \_\_\_\_\_ to God.
  - i. They fully understand the \_\_\_\_\_ of what we do and why we do it!
  - ii. They embrace the \_\_\_\_\_ we do what we do in the ministry.
- b. GS Volunteers are constantly looking through the lens of the \_\_\_\_\_.
  - i. They understand that every Sunday is someone's \_\_\_\_\_.
  - ii. They acknowledge that \_\_\_\_\_ is the number one feeling new guests experience.
  - iii. They accept guests where they are and without \_\_\_\_\_.

*“To be a Christian means to forgive the inexcusable because God has forgiven the inexcusable in you.” – C.S. Lewis*
- c. GS Volunteers display a genuine interest in people.
  - i. They attempt to learn guest \_\_\_\_\_ & faces.
  - ii. They assess guest \_\_\_\_\_ and act accordingly.
  - iii. They strive to make all guests feel welcome & \_\_\_\_\_.
  - iv. GS Volunteers welcome EVERY guest with \_\_\_\_\_.

# Creating a Winning Guest Services Culture

- v. They make eye contact & acknowledge approaching guests from \_\_\_\_\_ away.
- vi. They use positive \_\_\_\_\_, smiles & gestures to greet and care for guests.
- d. GS Volunteers genuinely love people and live out the \_\_\_\_\_. (*Matthew 22:37-40*)

## II. Create processes to keep \_\_\_\_\_ coming back.

- a. Follow-up on Monday with a \_\_\_\_\_ text, email, etc. The more personal the contact the better.
- b. Offer free \_\_\_\_\_ to all guests. Coffee, hot tea and water can go a long way in making people feel comfortable.
- c. Provide an \_\_\_\_\_ ministry. A kind and caring gesture can make a big difference on a cold, rainy or snowy Sunday.
- d. Create a \_\_\_\_\_ welcome team that addresses guests coming in and then touches base with them on their way out.
- e. Never \_\_\_\_\_ at a guest. Guests feel valued when someone takes the time to personally escort them to their destination.
- f. Do what you \_\_\_\_\_ you're going to do! If you promise a guest that you will call them with the information they need, or send them a booklet in the mail, then honor your word.
- g. Let your guests determine the level of \_\_\_\_\_ they want! Refrain from doing or saying anything that would single out a guest and make them feel uncomfortable.

# Creating a Winning Guest Services Culture



## RESOURCES

### Books:

- *Hospitality Ministry: Equipping You To Serve* (Greg Atkinson)
- *First Impressions* (Mark L. Waltz)
- *How to WOW Your Church Guests* (Mark L. Waltz)
- *Be Our Guest: Perfecting the Art of Customer Service* (The Disney Institute & Theodore Kinni)
- *Secrets of a Secret Shopper* (Greg Atkinson)
- *The New Gold Standard* (Joseph A. Mitchell)
- *Beyond the First Visit* (Gary L. McIntosh)

### Blog:

- [pastorbrianmoss.com](http://pastorbrianmoss.com)
  - "4 Ways to Wow Your Guests"
  - "10 Characteristics Of The Average Unchurched Family"
  - "How to Know When It's Time to Find a New Church"
  - "Four Things Your Guests Are Going To Notice"
  - "3 Proven Practices for Reaching the Unchurched"
  - "10 Questions First Time Guests Are Asking"

# Getting Volunteers Into the Right Role

**Kathy Livesay, Volunteer & Leadership Director**

## 1. Define your \_\_\_\_\_.

Take the time to prayerfully consider what you want to accomplish through your Volunteer Connection Ministry. Knowing the mission is imperative to setting the direction for the ministry.

**Volunteer Connection** exists to help members (**WHO**) identify their unique **SHAPE**, (**HOW-SHAPED BASED MINISTRY**) connect them into a ministry and provide opportunities to bring Hope and Healing to Hearts and Homes. (**VALUE**)

## 2. Designate a \_\_\_\_\_.

Having a designated person to follow up prevents potential volunteers from being dropped through the cracks.

## 3. Develop a strategy that creates a \_\_\_\_\_.

Talk-Talk-Talk about serving!

Use messages/series focused on serving. End the series with a “Big Ask”.

SHAPE: Spiritual Gifts-Heart-Abilities-Personality-Experiences

Publicly recognize/appreciate volunteers.

Encourage shoulder tapping (Friends love to serve with friends).

Hold volunteer connection events.

## 4. Design a \_\_\_\_\_.

Provide a variety of easy on-ramps.

Discover the volunteers’ interests and gifts.

Offer numerous and varied serving opportunities.

Utilize a paid service like “Protect My Ministry” to perform background checks.

## 5. Demonstrate \_\_\_\_\_ to Volunteers.

Develop volunteer orientations.

Provide adequate training for volunteer roles.

Follow up to make sure their role is a good fit for them.

Foster authentic relationships with your volunteers. "People over Tasks".

# Getting Volunteers Into the Right Role



## RESOURCES

### Books:

- *Simply Strategic Volunteers* (Tony Morgan and Tim Stevens)
- *The Volunteer Revolution* (Bill Hybels)
- *The Equipping Church* (Sue Malory)
- *Connect* (Nelson Searcy)
- *Your Volunteers From Come and See to Come and Serve* (Chris Mavity)
- *Developing the Leader Within You 2.0* (John Maxwell)

### Web:

- [protectmyministry.com](https://protectmyministry.com) (Paid Background Checks)
- [tonymorganlive.com](https://tonymorganlive.com) (Leadership Blog)
- [ronedmondson.com](https://ronedmondson.com)
- [churchandculture.org](https://churchandculture.org)

# Healing Together: The Power of Care Groups

**Scott Elliott, Solutions Ministry Director**

*Two people are better off than one, for they can help each other succeed. If one person falls, the other can reach out and help. But someone who falls alone is in real trouble. Likewise, two people lying close together can keep each other warm. But how can one be warm alone? A person standing alone can be attacked and defeated, but two can stand back-to-back and conquer. Three are even better, for a triple-braided cord is not easily broken. Ecclesiastes 4:9-12*

A care group is a \_\_\_\_\_ group that provides a \_\_\_\_\_ environment for participants to work through a season of \_\_\_\_\_, \_\_\_\_\_, or \_\_\_\_\_.

The difference between a small group and a care group is that in a small group, everyone is on the same playing field. In a small group, there is a \_\_\_\_\_ or \_\_\_\_\_, but they are also learning and growing with the group. In a care group, the leader or facilitator is guiding the group through conversations and questions that are pre-planned and set. Most times, a \_\_\_\_\_ curriculum or book are followed. For the most part, a small group has no end, but care groups have a set \_\_\_\_\_ and \_\_\_\_\_ point. In a small group, the leader is along with everyone in the process, in a care group, the leader is facilitating the process.

Find a person that has a \_\_\_\_\_ for those walking through a season of struggle.

Find a \_\_\_\_\_ book or curriculum that the group can walk through together.

If not already given by the book or curriculum, create the group \_\_\_\_\_.

Establish group \_\_\_\_\_ and \_\_\_\_\_ training.

As a church, when counseling based ministries are considered, \_\_\_\_\_ needs to be considered.

\_\_\_\_\_ happen because the right questions are not asked until late in the process.

# Healing Together: The Power of Care Groups

Promote the group to the \_\_\_\_\_ and \_\_\_\_\_.

Create a \_\_\_\_\_ and \_\_\_\_\_ space for the group to meet. This should be in a public place, not a private home.

Expect the \_\_\_\_\_.

Hold the group whether there are 10 people or just one. Remove the word \_\_\_\_\_ from everyone's vocabulary.

*For where two or three gather in my name, there am I with them. Matthew 18:20*

Follow-up with those that are not in attendance.

At the closure of the group, request \_\_\_\_\_.

Allow more groups to grow \_\_\_\_\_.



# How to Build a Discipleship System that Works!

**Stacie Siers, Growth Track Director**

*“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.”*  
(Ephesians 4:16, NLT)

## FOUNDATIONAL REVIEW

The 5 purposes of the church serve as the \_\_\_\_\_ for the discipleship system.

- **Principle** – *Find your discipleship material in the Bible.*

## HOW TO GET STARTED

1. \_\_\_\_\_ with your leadership team and do the “Fully Devoted Disciple” profile.
  - **Principle** – *You can’t build a system without the desired outcome in mind.*
2. Design a system with \_\_\_\_\_ next steps. (Baseball Diamond)
  - **Principle** – *Participants should always know where they are, and where they’re going.*
3. Develop the system to be a \_\_\_\_\_ process for growth.
  - **Principle** – *No one on earth is ever finished growing to be more like Jesus.*
4. Create a \_\_\_\_\_ to roll out the Growth Track (discipleship process) classes.
  - **Principle** – *Pacing is critical to successful implementation.*

**We recommend that each class be rolled out as part of a spiritual growth campaign.**

**Oak Ridge Example:** [oakridge.live/messages](https://oakridge.live/messages)

- 40 Days of Purpose – **1st BASE**
- 40 Days in the Word – **2nd BASE**
- 40 Days of Giving (Our D.N.A. series) – **3rd BASE**
- 40 Days of P.E.A.C.E. – **HOME class/plate**

# How to Build a Discipleship System that Works!

5. Encourage \_\_\_\_\_ and \_\_\_\_\_ growth.

- **Principle** – *It takes time to form lasting habits.*

## LET'S TALK ABOUT IT!



### RESOURCES

#### Partnerships:

- **Become part of our DREAM Partnership Network.** *Stay tuned for more details.*

#### Books:

- The D.R.E.A.M Church: Five Proven Strategies for Growing a Healthy, Disciple-Making Church (Brian Moss)
- Fusion: Turning First-Time Guests into Fully Engaged Members of Your Church (Nelson Searcy)
- Move: What 1,000 Churches Reveal About Spiritual Growth (Greg L. Hawkins & Cally Parkinson)

#### Blog:

- [pastorbrianmoss.com](http://pastorbrianmoss.com)
  - “Three Reasons I Need to Retake the Classes.”
  - “5 Distinctives of Difference-Making Churches.”
  - “4 Secrets of Evangelistic Churches.”
  - “Do NOT Set Goals for Yourself This Year.”
  - “Pastors Concerned with Growing Leaders, Reaching Outsiders”.

# How to Turn 1st Time Guests into Members

**Brian Moss, Lead Pastor**

*“Now you are no longer strangers to God and foreigners to heaven, but you are members of God’s very own family...and you belong in God’s household with every other Christian.”  
(Ephesians 2:19, NLT)*

## I. YOU GOTTA GET ‘EM HERE!

- 1) Most people come to church because of a \_\_\_\_\_ invite.
- 2) \_\_\_\_\_ out of \_\_\_\_\_ unchurched people have never been invited to church.
- 3) Only \_\_\_\_\_ of church members invite an unchurched person to church.
- 4) 82% of the \_\_\_\_\_ are at least somewhat likely to attend church if invited.

## II. THEY’RE COMING...NOW WHAT?

- 1) Create an \_\_\_\_\_ Guest Experience.
  - a. Learn from the masters in customer service. (Disney, Ritz Carlton & Chick-Fil-A)
- 2) Create Opportunities for People to \_\_\_\_\_.
  - a. Allow guests to \_\_\_\_\_ giving you permission to speak with them.
- 3) Make it Personal.
  - a. \_\_\_\_\_ canned responses and welcome gestures.
- 4) Identify Next Steps for People.
  - a. Lessen the intimidation factor for new guests on your campus by thinking through a \_\_\_\_\_ exercise with your team.
  - b. Make it clear what each person’s \_\_\_\_\_ is with every message delivery.
  - c. Be sure to have an \_\_\_\_\_ next step process in place so that guests know exactly where they are and where they need to go.

# How to Turn 1st Time Guests into Members

- 5) Make it easy to \_\_\_\_\_ and get into a \_\_\_\_\_.
- People stay in churches because of \_\_\_\_\_ and responsibility.
  - Build a strong culture of serving and \_\_\_\_\_ into a small group.



## RESOURCES

### Books:

- *Fusion: Turning First-Time Guests into Fully- Engaged Members of Your Church* (Nelson Searcy)
- *Beyond the First Visit* (Gary L. McIntosh)
- *Lasting Impressions* (Mark Waltz)
- *I am a Church Member: Discovering the Attitude that Makes a Difference* (Thom S. Rainer)

# Human Trafficking: Modern-Day Slavery

**Lisa Hancock, Emmanuel Church, Huntingtown, MD**

- \_\_\_\_\_ is the business of stealing freedom for profit through fraud, force, or coercion. *Polaris Project*
- Human trafficking has been an issue well before \_\_\_\_\_ was born.
  - *Genesis 16:1-6 NIV*
  - “So when the Ishmaelites, who were Midianite traders, came by, Joseph’s brothers pulled him out of the cistern and sold him to them for twenty pieces of silver. And the traders took him to Egypt.” *Genesis 37:28 NLT*
  - “I will gather all nations and bring them down to the Valley of Jehoshaphat. There I will put them on trial for what they did to my inheritance, my people Israel, because they scattered my people among the nations and divided up my land. They cast lots for my people and traded boys for prostitutes; they sold girls for wine to drink.” *Joel 3:2-3 NIV*
  - *Acts 16:16-24 NIV*

## Truth About Trafficking:

- It is estimated that there are currently \_\_\_\_\_ being trafficked globally.
- An estimated \_\_\_\_\_ are living in modern day slavery in the USA. This equates to \_\_\_\_\_ for every 1,000 people.
- \_\_\_\_\_ can be a victim regardless of race, color, national origin, disability, religion, age, gender, socioeconomic status, education level, or citizenship status. *US Department of Justice*
- The average age range for sex trafficking victims is \_\_\_\_\_ years old.
- There are \_\_\_\_\_ trafficked in the USA every year. Approximately \_\_\_\_\_ children are more at risk of being victims of trafficking than others due to vulnerabilities.
- An estimated \_\_\_\_\_ to \_\_\_\_\_ foreign-born children were trafficked into the USA in 2018. *Shared Hope International*
- Human trafficking is a \_\_\_\_\_ criminal industry, second only to the illegal drug trade.

# Human Trafficking: Modern-Day Slavery

- Anyone can be \_\_\_\_\_. Anyone can be a \_\_\_\_\_.
- The \_\_\_\_\_ is the greatest resource traffickers use to find, connect, and groom their potential victims.

## Steps I Can Take:

- \_\_\_\_\_ for victims, organizations helping victims, purchasers, and traffickers.
- Become familiar with the \_\_\_\_\_ of someone being trafficked.
- Know \_\_\_\_\_ if you believe someone is being trafficked.
- Share what \_\_\_\_\_ about human trafficking with others.
- Practice \_\_\_\_\_ and \_\_\_\_\_ safety.
- Avoid viewing \_\_\_\_\_ and frequenting \_\_\_\_\_ and \_\_\_\_\_.

## Steps My Church Can Take:

- Seek \_\_\_\_\_ support.
- Determine your level of \_\_\_\_\_.
- Develop a clear \_\_\_\_\_.
- Create ministry \_\_\_\_\_ and \_\_\_\_\_.
- Provide \_\_\_\_\_ for churchwide involvement.
- Encourage healthy \_\_\_\_\_ and \_\_\_\_\_ to prevent participation in the trafficking industry.
- Partner with \_\_\_\_\_ who focus on human trafficking and its victims.

## Q & A

*“Speak out on behalf of the voiceless and for the rights of all who are vulnerable.”*  
Proverbs 31:8 CEB

# I Kissed Youth Ministry Goodbye

Gary McCabe, Pastor of Family Ministries & Mobilization

## HISTORY:

1. Like most American churches, Oak Ridge started out with a \_\_\_\_\_, and then grew into a \_\_\_\_\_.
2. Results:
  - **Siloed Ministries**
    - i. Where many adult volunteers go to “escape” church.
    - ii. Where many young leaders go to build their own kingdom.
  - **Inoculation against “Big Church”**
    - i. Anemic, self-centered faith.
    - ii. Abandoning church after graduation.
  - **Ministry Leader turnover**
    - i. Gallup recently found that the average tenure of a Youth Pastor at a church is 18 months!
    - ii. Instability and heartache for students.

## SOME FACTS TO CONSIDER:

According to Barna, drive or ambition and optimism about the future are key attributes of Gen Z.

- 25% of Gen Z feels empowered.
- 25% of Gen Z feels anxious.

With social media, Gen Z can have 1000’s of “friends” but no real connections. Their greatest need: \_\_\_\_\_.

- Help finding a “Tribe” of Peers.
- Need Adults in leadership positions to invest in them.



*Relationship is the bridge that truth travels over.*

*- Reggie Joyner*

# I Kissed Youth Ministry Goodbye

*“We pleaded with you, encouraged you, and urged you to live your lives in a way that God would consider worthy. For he called you to **share in his Kingdom and glory.**”  
(1 Thessalonians 2:12, NLT)*

## OUR NEW EXPERIMENT:

1. Like everything else, we focused on a goal. \_\_\_\_\_ into the life of the church.
2. We challenged our \_\_\_\_\_ about students.
3. We developed a \_\_\_\_\_.
  - Incorporated them into existing adult processes
    - i. Growth Track
    - ii. Serving
  - Created some new processes/programs where needed
    - i. EQUIP (Wednesday evenings): Leadership, Identity, Apologetics, Sex/ Relationships
  - Intentional focusing on engaging the whole family
4. Now we are in the process of \_\_\_\_\_.



## RESOURCES

- <https://www.barna.com/research/gen-z-success/>
- *Do Hard Things: A Teenage Rebellion Against Low Expectations* by Alex Harris & Brett Harris
- The “Parenting Your . . .” series of books by Kristen Ivy, and Reggie Joyner
- [www.thinkorange.com](http://www.thinkorange.com)



# Moving People Missionally from Apathy to Advocacy

Gary McCabe, Pastor of Family Ministries & Mobilization, Oak Ridge  
& Mike Constantz, PEACE Pastor, Saddleback Church, CA

There is a difference between RECRUITING and MOBILIZING.

## 4 Key Practices Needed to Mobilize Your Church

1. You must \_\_\_\_\_ the right \_\_\_\_\_.
2. You must \_\_\_\_\_ the right \_\_\_\_\_.
  - Strategy
  - Skill
  - Passion
3. You must \_\_\_\_\_ with the right \_\_\_\_\_.
  - Targeted Communication
  - Database searches
  - Connect Card
  - Survey
4. You must \_\_\_\_\_ the right \_\_\_\_\_.



## RESOURCES

### Books:

- *Influencer: The New Science of Leading Change* (Joseph Grenny)
- *Spiritual Warfare and Mission* (Ed Stetzer & Jerry Parkin)
- *When Helping Hurts: How to Alleviate Poverty Without Hurting the Poor...and Yourself* (Steve Corbett & Brian Fikkert)

### Web:

- [www.thepeaceplan.com](http://www.thepeaceplan.com)
- *Helping Without Hurting:*  
<https://www.youtube.com/playlist?list=PLP2NO74vFRh11vmtl8gDGB3gqL1E6llce>

# Pathways to Keeping Those We Serve Safe

**Kris Buckman, Pathways Prevention & Protection, BCMD**

## MISCONCEPTIONS

1. “We keep kids safe by running background checks on everyone.”

- a. \_\_\_\_% of sexual abusers have no record to find...and they know it.
- b. Limitations on background checks
- c. Poor consumer education = \_\_\_\_\_ background checks

2. “It’s not that big of a problem.”

- a. 1 in \_\_\_ females and 1 in \_\_\_\_ males will be sexually abused by their 18th birthday.
- b. \_\_\_\_% of child sexual abuse victims do not disclose their abuse until adulthood.
- c. \_\_\_\_% of abuse goes unreported

3. “Abusers are adults.”

- a. 300% increase in \_\_\_\_\_ abuse in the last five years.
- b. \_\_\_\_% of sexual assaults on children are committed by older, more powerful juveniles.

## UNDERSTAND THE RISK

Abduction Offender vs the Preferential Offender

Abduction Offender is \_\_\_\_\_% of the problem.

Preferential Offender is \_\_\_\_% of the problem.

\_\_\_\_% of children are victimized by someone they know and trust.

# Pathways to Keeping Those We Serve Safe

## HOW DOES THE CHURCH RESPOND?

### 1. TRAIN - the foundation

- a. We cannot address a \_\_\_\_\_ we don't understand!
- b. First and foremost- it's the foundation for prevention.
- c. Provides the \_\_\_\_\_.
- d. Everyone - no exceptions.
- e. \_\_\_\_\_ to potential abusers.

### 2. SCREEN - 6 month rule

- a. Application
- b. References
- c. Background checks
- d. Social Media Review
- e. Interview

### 3. PROTECT - through policies and procedures

- a. What you \_\_\_\_\_, not what you \_\_\_\_\_ you do.
- b. Rooted in the \_\_\_\_\_ process.
- c. \_\_\_\_\_ to your church.
- d. Understandable and accessible
- e. Agreed to and \_\_\_\_\_ on

### 4. REPORT - make a plan now

- a. Have a written plan in place.
- b. Report \_\_\_\_\_ and \_\_\_\_\_.
- c. Communicate the plan with \_\_\_\_\_ and \_\_\_\_\_.
- d. Follow the plan no matter who the \_\_\_\_\_ is.
- e. Communicate with your \_\_\_\_\_.

## Pathways to Keeping Those We Serve Safe

5. **CARE** - identify resources

- a. Cultivate a church culture that \_\_\_\_\_ to victims and their stories.
- b. \_\_\_\_\_ yourself and identify resources.
- c. Consider creating a \_\_\_\_\_.
- d. Consider creating a \_\_\_\_\_ or a Victim Advocate.

The church should be the LAST place someone experiences abuse.

The church should be the FIRST place for someone who has experienced abuse to find help, hope, and healing.

[www.bcnd.org/pathways](http://www.bcnd.org/pathways) • Kris Buckman • [kbuckman@bcnd.org](mailto:kbuckman@bcnd.org) • 240-674-1388

# Preschool Ministry

Emma Bush, Preschool Director

## TOP 5 THINGS TO KNOW ABOUT PRESCHOOL MINISTRY

- **You have to meet \_\_\_\_\_ needs before you meet \_\_\_\_\_ needs.**

*Then Jesus said to his apostles, "Come with me by yourselves to a quiet place. You need to get some rest." (Mark 6:31, NIRV)*

- **This includes physical, social, and emotional needs.**

- \_\_\_\_\_:

- Give them time to play and provide activities that allow them to move and be creative.
- Some kids are gonna come hungry, dirty, etc., you have to satisfy that need before you can meet their spiritual needs.

- \_\_\_\_\_:

- Give them time to interact with volunteers and other kids, it is a big part of their development during this stage. For some kids, it's the only time they get to interact with their peers.

- \_\_\_\_\_:

- Little kids can have big emotions and they need to know that they are loved and that they are safe before anything else.

- **Preschool Ministry is \_\_\_\_\_.**

*You have known the Holy Scriptures ever since you were a little child. They are able to teach you how to be saved by believing in Christ Jesus. (2 Timothy 3:15, NIRV)*

- You will most often not see the direct fruit of what you are doing.
- We are not babysitting or watching the kids so just the adults can get their Jesus on.
- You are providing a \_\_\_\_\_ that is tailored to the needs of preschoolers at age appropriate levels.
  - \_\_\_\_\_: are showed that someone loves them and cares for them, are sung songs, and start to incorporate bottom lines or overarching truths when talked to.

# Preschool Ministry

- \_\_\_\_\_: have a more structured lesson that contains activities that are fun and interesting while also relating back to the bible lesson/truth **while keeping our target in mind.**
- If a preschooler heads to elementary school knowing \_\_\_\_\_ then we have done our job (our truths: God made me, God loves me, and Jesus wants to be my friend).

- \_\_\_\_\_

*And let us not grow weary of doing good, for in due season we will reap, if we do not give up. (Galatians 6:9, ESV)*

- This applies to volunteers in rooms, order of service, and their expectations.
- The more \_\_\_\_\_ your ministry is, the more your \_\_\_\_\_.

- \_\_\_\_\_

*But all things should be done decently and in order. (1 Corinthians 14:40, ESV)*

- A parent or guardian will not feel safe dropping their kid off into an environment that is unclean, messy, or chaotic (now this doesn't mean that room won't be chaotic, but it has the tools to allow the chaos).
- All our volunteers are background checked, we have security in our hallways, and we have a pick up process.
- Having exciting and age appropriate toys in the room can really help set your room up for success!

- \_\_\_\_\_ makes the \_\_\_\_\_!

*Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. (Ecclesiastes 4:9-10, NIV)*

- \_\_\_\_\_ can not run this ministry on your own, ministry is hard work.
- People thrive when they are using their \_\_\_\_\_.
- Not all volunteers are in the room with the kids each week. Some do curriculum, some are hallway helpers, and some volunteer during the week.
- Share your wins with the team, they often only see the negative things happening in their rooms and don't hear all the positive impact that is happening.

# Small Groups: Growing Together

Shane McDade, Small Groups & Theater Pastor

## FINDING LEADERS:

### 3 Considerations When Finding Leaders.

1. Leaders will \_\_\_\_\_ the group.

#### We use a H.O.S.T. model:

**H**ave a heart for people

**O**pen your home

**S**erve refreshments

**T**urn on the video

2. Leaders must be \_\_\_\_\_.
3. Leaders are the best \_\_\_\_\_.

## CONNECTING PEOPLE:

### 4 Keys to effectively connect people

1. \_\_\_\_\_ depends on size.
2. \_\_\_\_\_ is always best.
3. \_\_\_\_\_ provide an atmosphere of community.
4. A \_\_\_\_\_ helps everyone to feel cared for.

## CREATING AN ENVIRONMENT FOR GROWTH:

1. Choosing appropriate \_\_\_\_\_.
2. Designing an \_\_\_\_\_ meeting.
3. Using the church \_\_\_\_\_ to your advantage.

# Small Groups: Growing Together



## RESOURCES

### Books:

- *Leading Small Groups with Purpose* (Steve Gladen)
- *Creating Community: Five Keys to Building a Small Group Culture* (North Point Resources, Andy Stanley)
- *Activate: An Entirely New Approach to Small Groups* (Nelson Searcy, Kerrick Thomas)
- *Sticky Church* (Larry Osborn)
- *Small Groups with Purpose: How to create Healthy Communities* (Steve Gladen)
- *Building a Church of Small Groups* (Bill Donahue)
- *Simple Small Groups* (Bill Search)
- *Transformational Groups* (Ed Stetzer & Eric Geiger)
- *Small Groups for the Rest of Us* (Chris Surratt)
- *Community is Messy: The Perils and Promise of Small Group Ministry* (Heather Zempel)

### Web/Blogs:

- [www.markhowelllive.com](http://www.markhowelllive.com)
- [www.SmallGroupNetwork.wordpress.com](http://www.SmallGroupNetwork.wordpress.com)
- [www.randallneighbour.com](http://www.randallneighbour.com)
- <https://www.smallgroup.com/>
- <http://chrissurratt.com>
- <https://smallgroups.net/>

### Facebook:

- <https://www.facebook.com/groups/SGNContact/>

### Curriculum:

- <https://open.life.church/>
- <https://app.rightnowmedia.org/>
- <https://www.lifeway.com/>
- <http://store.pastors.com>



# Small Groups: Where Do We Start?

Shane McDade, Small Groups & Theater Pastor

## GETTING STARTED:

1. Lead pastor's \_\_\_\_\_ is essential.
2. A small group \_\_\_\_\_ is crucial.
3. Choosing a small group model that \_\_\_\_\_ with the church wide model of ministry is strategic.
4. You can have \_\_\_\_\_ or growth but you can't have both.

## HOW TO CHOOSE A SMALL GROUP MODEL:

1. Know your church's \_\_\_\_\_ and \_\_\_\_\_.

Oak Ridge exists to bring hope and healing to hearts and homes.

**D**esign weekend services lost people love to attend.

**R**each people and add them to the family.

**E**ngage them in spiritual growth through Growth Track and small groups.

**A**ctivate them in a ministry.

**M**obilize them to change the world!

2. Understanding your church's \_\_\_\_\_ and \_\_\_\_\_.
3. Uncover your church's \_\_\_\_\_.
4. Research group \_\_\_\_\_ and \_\_\_\_\_.

# Small Groups: Where Do We Start?



## RESOURCES

### Books:

- *Leading Small Groups with Purpose* (Steve Gladen)
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- <https://www.lifeway.com/>
- <http://store.pastors.com>

# Strengthening Community, Outreach, and Engagement in the Digital Age

Olive Mawyer, OLEA Solutions  
& Katelyn Laremore, Social Media Coordinator, Oak Ridge

## 1. Building a Strong Online Foundation Starts with \_\_\_\_\_

- Tips for creating a simple and effective website
  - Easy \_\_\_\_\_
  - Clean and \_\_\_\_\_ Design
  - \_\_\_\_\_ Responsive
  - Interactive \_\_\_\_\_
  - Integrate \_\_\_\_\_
  - Online \_\_\_\_\_ Access
  - Accessibility

## 2. Navigating Social Media Effectively

- Choosing the Right Social Media Platforms for Your Church
  - Facebook
  - Instagram
  - YouTube
  - TikTok
- Tailoring content for each platform
- Balancing \_\_\_\_\_ and \_\_\_\_\_

## 3. Crafting \_\_\_\_\_ and \_\_\_\_\_ Content

- Utilizing multimedia (text, images, videos)
- Tools for easy content creation
  - Graphic Design: Canva
  - Social Media Scheduling: Buffer, Hootsuite, Meta
  - User-generated content
  - Repurpose Content

# Strengthening Community, Outreach, and Engagement in the Digital Age

## 4. Leveraging Your Employees & Volunteers

- Reposting your content on their social media platforms
- Engaging and commenting on your posts
- Sharing their experience working/volunteering with your church

## 5. Employing an Email Marketing Strategy

- Encourage sign-ups through your website, events, and social media platforms to grow your email list.
- Categorize your email list based on demographics, interests, or engagement level, i.e., new members, volunteers, or those interested in specific ministries.
- Craft compelling subject lines to increase open rates.
- Ensure emails are mobile-friendly, as many users check emails on smartphones.
- Be consistent, relevant, and concise.
- Provide valuable content, including event updates, inspirational messages, and relevant resources.
- Incorporate engaging visuals and clear calls-to-action to guide recipients on the next steps.

## 6. Harnessing the Power of Text Messaging

- Instant communication
- High open rates
- Broad Accessibility

## 7. Most important - BE AUTHENTIC!!

# Sunday Morning Experience in Elementary Ministry

Cheryl Bush, Children's Director & Emma Bush, Preschool Director

Think about a Sunday morning as a first-time quest. Are there signs that point them to kids' check-in? Is there someone there to help them through the process? Someone who can answer questions? Is the area clean?

Remember \_\_\_\_\_ starts in the lobby. Once the child is dropped off what's the energy of the room? The music, decorations, did someone greet them? All this matters, and we haven't started yet!

Add some \_\_\_\_\_! This allows time for building relationships between leaders and kids.

\_\_\_\_\_ and making them relevant. Have a fun, energetic personality leading the room. Having that person move around when talking helps keep the kids focused.

Once we've lost a 5th grade boy, we've lost a whole row of boys. Or maybe it's the kindergarten girl that just wants to play with her neighbors' curly hair.

No matter what catch phrase you use, if consistent it will get the child's attention.

*ex: you say, "Listen" - they say "Linda", you say, "Peanut Butter" - they say "Jelly"*

There are so many ways to \_\_\_\_\_ God's word. Through Video, Storytelling, Acting out the story, Experiments, Special Speakers. You must look at your kids and your team and decide what's best. We want every Sunday to have a camp experience!

\_\_\_\_\_ is something we all struggle with. We do everything we can to keep parents in service and the child with us. What has worked the best for us is to distract by having child "help" us in tech or following us around, laying out supplies. We will pull a child aside to talk about behavior and talk with parents if needed during pick up. We can talk more before the session is over.

Create a safe place. Do you have security in your area? How about a plan of evacuation?

## Sunday Morning Experience in Elementary Ministry

.....! Are there lines? Could you have more than one spot for pick up?  
What if parents lose their sticker?

All these matters! Whether first time or regular attender. We focus on relationships, if the kid wants to come back, they will. Each time they attend the family grows closer to God.

.....

- Social media is a great way for weekly reminders of what the kids are learning.

Make time to huddle with your volunteers before or after service.

Also, always keep hula hoops, balloons, large dice, and easy items to make competitions for when the pastor goes a little over.

# Day 1 Tech Lunch

Tim Dennis, Mike Baker, & Zac Jones, Tech Leaders



## RESOURCES

### Training Resources:

- [churchtrainingacademy.com](https://churchtrainingacademy.com)
- [saltcommunity.com](https://saltcommunity.com)
- [MXU- app.getmxu.com](https://MXU-app.getmxu.com)
- [churchsoundcheck.com/list.html](https://churchsoundcheck.com/list.html)
- [synaudcon.com/site/](https://synaudcon.com/site/)
- [prosoundweb.com/forums](https://prosoundweb.com/forums)
- [prosoundweb.com/studyhall](https://prosoundweb.com/studyhall)
- [shure.com/publications/us\\_pro\\_audiohousesworship\\_ea.pdf](https://shure.com/publications/us_pro_audiohousesworship_ea.pdf)
- [churchsoundcheck.com/mfg.html](https://churchsoundcheck.com/mfg.html)
- [soundfirst.com/technical.html](https://soundfirst.com/technical.html)

### Creative Videos/Bumpers:

- [ignitermedia.com](https://ignitermedia.com)
- [sermonspice.com](https://sermonspice.com)
- [rightnowmedia.org](https://rightnowmedia.org)
- [videohive.net](https://videohive.net) (stock footage, motion templates, and advanced graphics)
- [open.life.church](https://open.life.church)
- [seeds.churchoonthemove.com](https://seeds.churchoonthemove.com)
- [churchmotiongraphics.com](https://churchmotiongraphics.com)
- [pixelpreacher.net](https://pixelpreacher.net)

### Prepackaged Sermon Series:

- [creativepastors.com](https://creativepastors.com)
- [lifechurch.tv](https://lifechurch.tv) (free)
- <https://oakridge.live/messages#latestmessage> (free)
- [open.life.church](https://open.life.church)
- <https://store.irresistible.church/>

# Tips for Mixing Online

Kevin Short, MidSouth Audio

Discussion on Best Practices for the audio portion of your Online services.

## 1. Exploring options

- *Ambient room microphones*
- *Auxiliary Buss mixing*
- *Analog split or Networked system with a discrete console in a separate mixing suite*

## 2. How to optimize the options you choose

- *Mic Placement*
- *Headphone mixing*
- *Mixing on a discrete system*

## 3. Making your mixes better

- *How best to reference your mix*
- *Small speakers*
- *Multiple listening environments*





## What it Will Take to Change Your Church Counting the Cost to Reach the Lost

Brian Moss, Lead Pastor, Oak Ridge

*“But don’t begin until you count the cost. For who would begin construction of a building without first calculating the cost to see if there is enough money to finish it? Otherwise, you might complete only the foundation before running out of money, and then everyone would laugh at you. They would say, ‘There’s the person who started that building and couldn’t afford to finish it!’” (Luke 14:28–30, NLT)*

1. IT WILL TAKE \_\_\_\_\_.

*“Then his disciples remembered this prophecy from the Scriptures: “Passion for God’s house will consume me.” (John 2:17, NLT)*

*“...I would be willing to be forever cursed—cut off from Christ!—if that would save them.” (Romans 9:3, NLT)*

2. IT WILL TAKE \_\_\_\_\_.

*“A servant of the Lord must not quarrel but must be kind to everyone, be able to teach, and be patient with difficult people.” (2 Timothy 2:24, NLT)*

3. IT WILL TAKE \_\_\_\_\_.

*“The earnest prayer of a righteous person has great power and produces wonderful results.” (James 5:16b, NLT)*

4. IT WILL TAKE \_\_\_\_\_.

*“So let’s not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don’t give up.” (Galatians 6:9, NLT)*

5. IT WILL TAKE A \_\_\_\_\_.

*“An intelligent person aims at wise action, but a fool starts off in many directions.” (Proverbs 17:24, GNB)*

6. IT WILL TAKE THE RIGHT \_\_\_\_\_.

*“Plans succeed through good counsel; don’t go to war without wise advice.” (Proverbs 20:18, NLT)*

# Thank you to our DREAM 2024 Partners!

## Helping Churches Launch a Multi-Use Strategy of Their Own Without Being Alone.

Phase is an independent operating company that is looking to partner with churches that want to implement a Multi-Use Strategy by operating a premiere preschool facility and/or events business in their existing or future church spaces. Together, we can create a place for the community to gather with friends and shape the future.



[www.PhaseFranchise.com](http://www.PhaseFranchise.com)



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M I D S O U T H A U D I O



**THE BRIDGE**  
88.7 & 92.5

# Answer Key

## GENERAL SESSION ANSWERS:

### **The DREAM That Transformed Our Church!:** (PAGE 7)

1) SIZE | STRENGTH

2) WAY

3) PEOPLE

4) BIBLICAL

5) METHOD

KEEPING

HEALTH

BALANCE

DRIVING

PURPOSE DRIVEN

1. AGITATION

2. FRUSTRATION

3. CONCENTRATION

4. COOPERATION

5. EVALUATION

1) WORSHIP

2) STEWARDSHIP

3) PARTNERSHIP

4) FELLOWSHIP

5) DISCIPLESHIP

DECISIONS

EXPERIENCE

TRADITION

KNOWLEDGE

ACTIVISTS

DESIGN

REACH

ENGAGE

ACTIVATE

MOBILIZE

# Answer Key

## GENERAL SESSION ANSWERS:

### **6 Keys to Creating a Great Guest Experience:** (PAGE 11)

FEAR

1. ACCEPT

THEY ARE

2. PERSONALLY

WATCHED

3. FRIENDLY

ATMOSPHERE

4. BEFORE | AFTER

SILENCE

5. YOUR CARE

BUILDING

6. INFORMATION

ONLINE

INSIDERS

QUESTIONS

7

### **5 Ways to Build a Service Lost People Love:** (PAGE 13)

1. CHRISTIANS AND LOST PEOPLE

WATCH

COURTESY

2. STYLE

CULTURE

3. TOOLS

4. GUIDE

- EFFECTIVE

- SENSITIVE

A. DISCOVER

B. PLAN

C. ANNOUNCEMENTS

D. INSIDER

E. PACE | FLOW

# Answer Key

## GENERAL SESSION ANSWERS:

### 5 Ways to Build a Service Lost People Love: (CONTINUED)

F. REASONABLE

G. OFFERING

REDUCES FEAR

5. PREFERENCES

UNSELFISH

### 4 Steps to Effectively Reach Your Community: (PAGE 16)

1. FISHING

CULTURALLY

- 1) GEOGRAPHICALLY
- 2) DEMOGRAPHICALLY
- 3) CULTURALLY
- 4) SPIRITUALLY
- 5) PERSONALIZE

- FAMILY
- MARRIED
- OVEREXTENDED
- MISMATCHED
- RAISE THEIR KIDS
- WE
- REACH | RELATE
- ARE | WANT

2. THINK

THINK

3. BITING

HE DIDN'T HAVE ONE

- 1) PROGRAMS  
FELT NEEDS
- 2) STRATEGY  
ASK THEM
- 3) STYLE
- 4) HUNGRY

4. HOOK

# Answer Key

## GENERAL SESSION ANSWERS:

### 4 Steps to Effectively Reach Your Community: (CONTINUED)

- 1) HOW MUCH WILL IT COST
- 2) WHO WILL IT REACH
  - VISION

### 6 Practices that Will Turn Spectators into Participants: (PAGE 21)

1. CLIMATE
  - LOVE AND ACCEPTANCE
  - FAMILY
2. VALUE
  - 2) BELONGING
  - STEP OF SPIRITUAL GROWTH
3. PLAN
  - MULTIPLE TIMES
  - HYBRID
  - CUSTOMIZE
  - ACTION STEPS
  - END OF THE SERVICE
  - EVERYONE
  - HOOKS
4. MEMBERSHIP CLASS
  - MEMBERSHIP CLASS
5. COVENANT
  - COMMITMENT
6. DISCIPLESHIP

### 8 Laws of Spiritual Growth: (PAGE 26)

- GROW UP
- CHOICE
  - PROCESS
  - OTHERS
  - HABITS
  - LOVE

# Answer Key

## GENERAL SESSION ANSWERS:

### 8 Laws of Spiritual Growth: (CONTINUED)

1. INTENTIONAL  
CHOOSE
2. SEQUENTIAL  
NEXT STEP
3. PRACTICAL
4. RELATIONAL
5. SEASONAL
6. PERSONAL
7. DEVELOPMENTAL
  1. ENJOYING
  2. EMPLOYING
  3. DEPLOYING
8. INCARNATIONAL

### 8 Reasons Your Church Needs Small Groups: (PAGE 29)

- INFORMATION  
TRANSFORMATION  
CARE
1. BIBLICAL  
WORSHIP  
FELLOWSHIP | DISCIPLESHIP
  2. PRACTICAL
  3. PASTORAL  
BOTTLENECK LEADERS
  4. RELATIONAL  
LOVE
  5. ESSENTIAL
  6. EDUCATIONAL  
TRUST FOLLOWS TRUTH
  7. INFORMAL
  8. ECONOMICAL

# Answer Key

## GENERAL SESSION ANSWERS:

### **7 Steps to Get Your People Serving:** (PAGE 33)

10

50

40

77

COACH

RUN PLAYS

EQUIP PLAYERS

PASSION

#### 1. BIBLICAL BASIS

- MINISTER
- IMPORTANT
- PASSION

TALK TO THEM

#### 2. PROCESS

#### 3. TEAM ENVIRONMENT

LOVE

LENDING

ONGOING COACHING

VALUING VOLUNTEERS

ENERGIZING

#### 4. LEADER

LEADERSHIP

#### 5. ALIGNMENT | BOUNDARIES | CLARITY

#### 6. EXPLORE DIFFERENT MINISTRIES

#### 7. EMPOWER

### **4 Practices that Will Get Your People Out of the Seats and Into the Streets:** (PAGE 37)

MISSION AGENCY

#### 1. EVANGELISM

#### 2. MEMBERS | MONEY

SENT



# Answer Key

## GENERAL SESSION ANSWERS:

### **4 Practices that Will Get Your People Out of the Seats and Into the Streets:** *(CONTINUED)*

#### 3. INTENTIONAL PLAN

PARTNERS | PROBLEMS

THE CHURCH

1) AUTHORIZATION

2) PARTICIPATION

3) CONTINUATION

4) MOTIVATION

5) CELEBRATION

#### 4. MISSIONAL DRIFT

### **The DREAM of a Dying Pastor:** *(PAGE 41)*

DO

REACH

HOW

TIME

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **5 Keys to Craft a Powerful Worship Experience:** (PAGE 47)

CONSIDER | TARGET

REDEEM | TIME

ASSEMBLE | TEMPLATE

FIND | TEAMS

TWEAK | TRANSITIONS

### **6 Levels of Engagement for Every Worship Team:** (PAGE 50)

1. GOD

2. LEADERSHIP

3. TEAM

4. CHURCH

5. MUSIC

6. PROCESS

### **10 Convictions for Preaching for Life Change:** (PAGE 53)

1. ON A BELIEF

2. A LIE THAT I'M BELIEVING

3. IN THE MIND

4. THEIR BELIEFS

5. A WASTE OF TIME

6. REPENTANCE

7. THE APPLIED WORD OF GOD DOES

8. RESULT OR "FRUIT"

9. PREACHING FOR REPENTANCE

ENLIGHTEN THE MIND

ENGAGE THE EMOTIONS

CHALLENGE THE WILL

WILL YOU?

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Assessing the Health of Your Church Through Metrics:** (PAGE 56)

1. REACHING
2. IMPACTED
3. DEVELOPING
4. CHANGING
5. MOVING
6. HEALTHY

### **Building Community Partnerships Through Service:** (PAGE 58)

BRIDGE EVENTS | PARTNERSHIPS  
FELT NEED | FAITH  
CRAWL | WALK | RUN  
SEASON | SERIES

### **Children's Ministry – Admin Behind the Scenes:** (PAGE 61)

VOLUNTEERS  
MINISTRY ALONE  
ORIENTATION | BACKGROUND CHECK  
TAKE TIME OFF  
GOALS

### **Counseling Ministries that Heal Your Community:** (PAGE 64)

HELP | HURTING  
LIABILITY  
ETHICAL MISTAKES  
1. FOCUS  
    COUNSELING MINISTRY  
2. ROOT PEOPLE  
3. TRAINING  
4. LAY COUNSELOR  
5. CLIENT  
6. REFER  
7. CRASH | BURN(OUT)

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Creating a Winning Guest Services Culture:** (PAGE 66)

#### I. PEOPLE

- a. WORSHIP
  - i. MISSION & VISION
  - ii. "WHY"
- b. FIRST TIME GUEST
  - i. FIRST
  - ii. FEAR
  - iii. JUDGEMENT
  - i. NAMES
  - ii. NEEDS
  - iii. LOVED
  - iv. VIP SERVICE
  - v. 12 FEET
  - vi. BODY LANGUAGE
- d. GREAT COMMANDMENT

#### II. PEOPLE

- a. PERSONAL
- b. BEVERAGES
- c. UMBRELLA
- d. GREETER
- e. POINT
- f. SAY
- g. WELCOME

### **Getting Volunteers Into the Right Role:** (PAGE 69)

1. MISSION
2. VOLUNTEER CHAMPION
3. CULTURE OF SERVING
4. VOLUNTEER CONNECTION PROCESS
5. SUPPORT

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Healing Together: The Power of Care Groups:** (PAGE 71)

GOSPEL CENTERED | SAFE | STRUGGLE | PAIN | SIN  
LEADER | HOST | SUBJECT | SPECIFIC | STARTING | ENDING  
BURDEN  
GOSPEL-BASED  
TIMELINE  
GUIDELINES | FACILITATOR  
LIABILITY  
ETHICAL MISTAKES  
CHURCH | COMMUNITY  
SAFE | COMFORTABLE  
DECREASE  
“ONLY”  
FEEDBACK  
ORGANICALLY

### **How to Build a Discipleship System that Works!:** (PAGE 73)

1. FOUNDATION
2. HUDDLE
3. INTUITIVE
4. NEVER-ENDING
5. PLAN
6. SLOW | STEADY

### **How to Turn 1st Time Guests into Members:** (PAGE 75)

- 1) PERSONAL
- 2) 7 | 10
- 3) 2%
- 4) UNCHURCHED
- 1) ENGAGING
- 2) SELF IDENTIFY

# Answer Key

## BREAKOUT SESSION ANSWERS:

### How to Turn 1st Time Guests into Members: *(CONTINUED)*

- a. OPT IN
  - a. RESIST
  - a. WHAT'S NEXT
  - b. NEXT STEP
  - c. EASY
- 5) VOLUNTEER | SMALL GROUP
- a. RELATIONSHIPS
  - b. GETTING CONNECTED

### Human Trafficking : Modern Day Slavery: *(PAGE 77)*

- HUMAN TRAFFICKING
- JESUS
- 24.9 MILLION PEOPLE
- 1,091,00 PEOPLE | 3.3 VICTIMS
- ANYONE
- 12-14
- 100,000 | 300,000
- 15,000 | 17,000
- MULTI-BILLION-DOLLAR
- TRAFFICKED | TRAFFICKER
- INTERNET
- PRAY
- WARNING SIGNS
- WHAT TO DO
- YOU KNOW
- INTERNET | SOCIAL MEDIA
- PORNOGRAPHY | STRIP CLUBS | ILLICIT MASSAGE PARLORS
- PASTORAL
- INVOLVEMENT
- MISSION STATEMENT

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Human Trafficking : Modern Day Slavery:** *(CONTINUED)*

- GOALS | STRATEGIES
- MULTIPLE OPPORTUNITES
- MARRIAGE | FAMILY MINISTRIES
- LOCAL ORGANIZATIONS

### **I Kissed Youth Ministry Goodbye:** *(PAGE 79)*

1. YOUTH GROUP | CROWD PROGRAM

TO BE SEEN

1. ASSIMILATE STUDENTS
2. ASSUMPTIONS
3. PROCESS
4. ENCULTURATION

### **Moving People Missionally from Apathy to Advocacy:** *(PAGE 81)*

1. CREATE | CULTURE
2. SPEAK | LANGUAGE
3. TALK | TARGET
4. IDENTIFY | LEADER

### **Pathways to Keeping Those We Serve Safe:** *(PAGE 82)*

- a. 90
- c. INADEQUATE
- a. 4 | 20
- b. 60
- c. 86
- a. PEER-TO-PEER
- b. 70
- 4-5
- 90
- 90

# Answer Key

## BREAKOUT SESSION ANSWERS:

### Pathways to Keeping Those We Serve Safe: (CONTINUED)

- a. RISK
- c. WHY
- e. RED FLAG
- a. DO | SAY
- b. GROOMING
- c. TAILORED
- e. TRAINED
- b. OUT | UP
- c. STAFF | VOLUNTEERS
- d. ALLEGED ABUSER
- e. INSURANCE CARRIER
- a. LISTENS
- b. EDUCATE
- c. BENEVOLENCE FUND
- d. CARE TEAM

### Preschool Ministry: (PAGE 85)

- BASIC | SPIRITUAL
  - PHYSICAL
  - SOCIAL
  - EMOTIONAL
- FOUNDATIONAL WORK
  - VENUE
  - BABIES AND 1 YEAR OLDS
  - 2-5 YEAR OLDS
  - BASIC TRUTHS
- CONSISTENCY IS KEY
  - CONSISTENT | VOLUNTEERS AND KIDS WILL THRIVE
- ENVIRONMENT
- TEAM WORK | DREAM WORK
  - YOU
  - SPIRITUAL GIFTS



# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Small Groups: Growing Together:** (PAGE 87)

1. MAKE OR BREAK
2. COACHED AND TRAINED
3. COMMUNICATION AVENUE
1. STRATEGY
2. PERSONAL INVITATION
3. CONNECTION EVENTS
4. CONNECTION PROCESS
1. CURRICULUM
2. EFFECTIVE
3. CALENDAR

### **Small Groups: Where Do We Start?:** (PAGE 89)

1. BUY IN
2. CHAMPION
3. ALIGNS
4. CONTROL
1. MISSION | VISION
2. CULTURE | DEMOGRAPHICS
3. DNA
4. MODELS | METHODS

### **Strengthening Community, Outreach, and Engagement in the Digital Age:** (PAGE 91)

1. YOUR WEBSITE
  - NAVIGATION
  - ENGAGING
  - MOBILE
  - ELEMENTS
  - SOCIAL MEDIA
  - SERMON
  - ENGAGEMENT | REACH
3. ENGAGING | RELEVANT

# Answer Key

## BREAKOUT SESSION ANSWERS:

### **Sunday Morning Experience in Elementary Ministry:** (PAGE 93)

THEIR EXPERIENCE

TIME FOR FUN INTERACTION

MAIN POINTS

COMMUNICATE

DISCIPLINE

PICK UP TIME

BEYOND SUNDAY

### **What it Will Take to Change Your Church:** (PAGE 97)

1. PASSION

2. PATIENCE

3. PRAYER

4. PERSISTENCE

5. PLAN

6. PEOPLE

# CAMPUS MAP

