

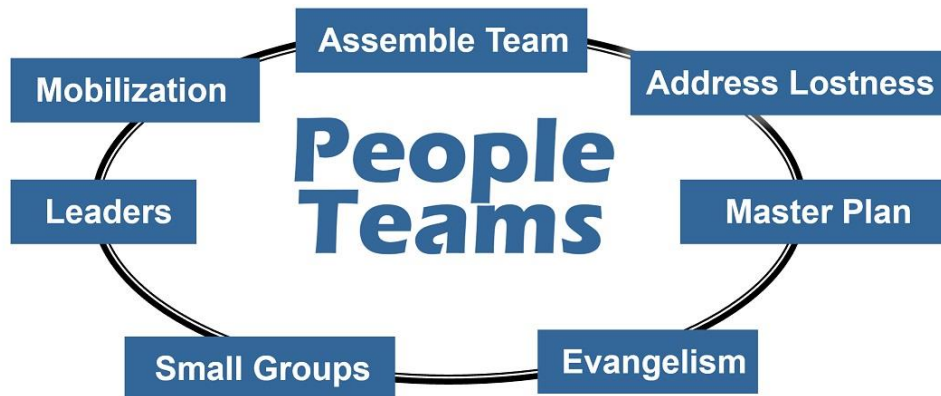
People Teams Training

Mission: On.™

Leader Guide

Jobs #1-7

7 MISSIONARY JOBS



Copyright © 2023 Mark Snowden

While copyrighted by Mark Snowden, these lessons are reproducible. It is free for believers to use and adapt to the glory of God.

LEADERS GUIDE

INDEX

Job #1: Assemble Team —roles, prayer priorities	4
Job #2: Address Lostness —people spectrum, worldview	20
Job #3: Master Plan – biblical basis of missions, planning pillars	24
Job #4: Evangelize —limits, five approaches	29
Job #5: Small Groups – making disciple-makers that start churches	40
Job #6: Leaders – identifying and equipping leaders	46
Job #7: Mobilization – community development, peer review	49
Sending Service – template	62



COMMENTS ABOUT PEOPLE TEAMS TRAINING

Churches within North America have been slow to recognize the Kingdom opportunity the Divine Maestro has provided by moving some of the world's least-reached peoples into their neighborhoods. Thankfully, things are changing. Ministries to migrants are increasing, but helpful practical resources remain few in number. Mark Snowden has developed People Teams to meet this need. Such training is based on years of experience, both at home and throughout the world. Snowden's material moves people from developing an awareness of community needs to disciple making that results in new churches. If your church, association, network, denomination, or agency is looking for a valuable guide in reaching the strangers next door, then I urge you to take advantage of People Teams!

- J. D. Payne, Ph.D., professor of Christian Ministry, Samford University

Mark Snowden is a lifelong friend. He's a teacher, mission trainer, and one who obeys the Great Commission himself. He has placed within our grasp a tool called "People Teams" which I would not hesitate to put into the hands of every Church, mission agency, and any who would share Christ cross the street and across the ocean.. This tool was created in the heart of God for those who send, and for those who go.. While it is a book inundated with much solid, biblical teaching, and practical advice, it is foremost, a teaching aid birth in the Word, and the ways of God. Please hear my heart. We have served in places like Somalia for almost 4 decades. We have seen much persecution for the cause of Christ. We've also seen much persecution because of unwise practices by those who go to the mission field with good hearts, but unwise practices.

Please devour this teaching aid. People Teams can lead you to greater understanding and a willingness to be wise "sheep among the wolves. Whether God's Command sends you across the street or across the oceans with the good news of Jesus, the Christ, Mark's hard work will contribute to the lengthening and deepening of the kingdom of God.

- Dr. Nik Ripken, Founder, Nik Ripken Ministries, *The Insanity of God* and companion works

The People Teams Training is a proven strategy of equipping the church to be on mission effectively in this world. The videos, tools and resources are flexibly helpful in preparing a team to impact the unengaged and/or the unreached in way that multiplication and movement can be seen for the sake of the kingdom.

- Brian S Harper, Lead Church Planting Strategist, Alabama Baptist State Board of Missions

Mark Snowden is a passionate communicator who weaves extensive global experience with solid biblical theology. Yet, his ability to convey these deep truths in simple ways is what makes him truly remarkable. People Teams is an example of his touch. Biblical truths and missiological principles come to life through memorable activities that take the participants on an unforgettable journey. Learning is experiential. Application in real life settings is the goal. Catch a glimpse of how you fit into the Great Commission. People Teams will equip you to explore how God want to use you and send you out.

- Ronnie Fox, former People Teams Trainer, BeyondMyStrength.com

This training offers strategy for one of the most important tasks of the American church: bringing God's Kingdom to the

unreached people groups in our city. It also provides a full belt of diverse tools for the task.

- Andrew H People Teams
Coordinator in Kansas City for 11
years

People Teams brought together several of us that were already working among people groups, which was a great help. After the training, we launched the People Teams Initiative. The name was inspired by the training. We continued for several years.

- Dr. Trent Deloach, International
Bible Church, Clarkston, Ga.

Who doesn't like to hear a story? Why would it not be the same for the ongoing story of evangelism-discipleship? It certainly was during antiquity when orality reigned. Learn how to present the gospel through Bible stories driven by a sovereignly selected cast of characters. Bible characters connect because *they are us*. But they are more—Bible characters also *echo God's heartbeat*. For some reason, God chose to reveal himself *most naturally and precisely* through his highest creation. People Teams Training—which deeply respects story, the dominate genre of Scripture—can show you how to fast forward the past into an updated present. All generations and ethnicities will appreciate this natural way of communicating and learning just as they did in antiquity. Participants can anticipate new communities of God worshipers and workers.

- Dr. Tom Steffen, DMiss, is
Professor Emeritus of Intercultural
Studies, Cook School of
Intercultural Studies, Biola
University

When I was preparing to serve overseas as a missionary, I had the joy of participating in this People Teams training. My wife and I learned that we could serve as missionaries to the nations in the U.S.! Using this training, we served our first missionary term in the U.S. gaining valuable experience engaging Muslims and Buddhists. Not only

was this invaluable experience to prepare for our overseas work, but we also had a fruitful ministry among many people groups in the U.S. If you want to receive preparation to be used by God to serve among the nations in the U.S., People Teams will provide you a great path.

- Dr. David Paul (pseudonym), IMB
Cluster Leader

Mark Snowden has broad experience in ministry and with pastors and churches. He brings a wealth of knowledge and many high value resources to bear in this new training resource for the church. I am a big fan of Mark and once you work beside him you will be too. But Mark knows it's not about him, and it will not be long before you see the powerful benefits of learning from him.

- Dr. Rob Peters, Founder and
President of Corpus

Mark Snowden, Cincinnati AMS and former IMB and NAMB trainer, has a burden to help associational leaders and pastors reach the multitude of immigrants, refugees, international students, and illegal aliens in our midst. Our churches often don't know how to address these precious people. His video-driven People Teams curriculum offers a proven way to reach these unreached souls with intentionality and commitment.

- Dr. Ray Gentry, President/CEO,
Southern Baptist Conference of
Associational Leaders (SBCAL)

Mark Snowden's video series on People Teams addresses a need in every church: Our cities are becoming more diverse every day, and with it the need for ministry teams is urgent. No one person will reach the people all around us. This video series is biblical, practical and doable! I encourage you and your church to enlist your team, go through this training, and mobilize for the harvest!

- George T. Russ, Executive Director,
Metropolitan New York Baptist
Association

We say that we want to be Great Commission people as Christians, but how can we pursue that goal in a strategic way? Mark Snowden has met that need with a great resource: People Teams Training – seven video sessions, a 60 page leader guide and more. This cross-cultural tool can help believers connect with others in a People Team that can engage the nations in our neighborhoods, making disciples that make disciples, doing the Great Commission. This can help Baptist associational leaders equip their churches to reach their mission fields from here to the ends of the earth. With pastors as the champion of this process, people teams can be equipped to reach every corner of a community with the good news of Jesus.

- Dr. Bob Lowman, Jr., Executive Director, Metrolina Baptist Association

People Teams is a great tool for discovering, engaging, and discipling the nations in your local context. For decades Mark Snowden has been a passionate advocate for mobilizing the church to be on mission to the nations among us. His work in this training series is both inspirational and practical. The People Teams training series will put all the tools in the toolbox that you need to gather a team and live out your calling where God has placed you. God in his Acts 17 grace has brought the nations to our door and He has called us to take the step to reach them.”

- Todd Robertson, AMS Louisville Regional Baptist Association

...I can also see the People Team Training to be helpful to churches that have adopted an unreached people group and want to be more hands-on in seeing their people group experience the gospel.

- Dr. Jim Carpenter, former Church Planting/Missions Strategist, Louisville Regional Baptist Association

It is estimated that 17.5 % of the US population is made up of immigrants with 29.8 million in our workforce according to a recent article in the New York Times. The nations are here! We no longer must travel overseas to reach the nations. All we must do is look around our city. In People Teams, Snowden provides us with the perfect resource to equip us in reaching the nations right here in the US! Snowden is a teacher's teacher. Each session walks the learner through a thorough approach to mobilizing small groups to complete the seven missionary jobs of assembling a team, addressing lostness, developing a master plan, engaging in evangelism, developing small groups and leaders to mobilize to reach the nations in their community. Snowden uses Scripture as the basis for each approach and provides oral and visual cues to help the learner retain the process which is easy to follow and replicate. I am so excited about Snowden's videos that I am encouraging my small group to go through it!

- Dr. Tara Rye, Bible Engagement Director, Audio Scripture Ministries

In the first 48 hours I had access to this training, I forwarded it to at least 10 church leaders I know because I was so excited. As our local churches are more and more surrounded by the nations living in our communities, displaced from their own, we must learn how to effectively engage them and communicate the invitation of eternal belonging that the Gospel offers. I cannot imagine a better strategy than to take the well-developed ones lived out across the world and now brought to our doorsteps in a contextualized way through People Teams Training. Throughout these videos, Mark Snowden fosters such a welcoming atmosphere rooted in well-developed content and sets a steady pace of learning that will multiply out in Gospel fruit among us.

- Dr. Chesed Anne Dent, Director of Global Studies Internships & Adjunct Faculty, Liberty University

I've had the privilege of calling Mark a friend and ministry partner for decades. I can assure you the principles and practices taught in Ministry Teams have been characteristic of Mark's life and ministry the whole time I have known him. He is masterful in his ability to gather, equip, and mobilize followers of Jesus in His mission. People Teams is worthy of your time and consideration for application in your life and ministry context. You will glean experiential wisdom and practical tools to help you and your church carry out the mandate we've been given to make disciples of all nations for His glory to the ends of the earth.

- Dr. Mark Custalow, pastor, Glorieta Baptist, Oklahoma City, Okla.

I thank the Lord for creative leaders who see the harvest strategically, and who think about the last, the least and the lost living right here among us—in our own cities. Mark Snowden is that kind of Kingdom leader; and he is humbly sharing smart tools to help us all reach them together.

- Chris Beard, Lead Pastor, Peoples Church, Cincinnati

People Teams is a great tool for discovering, engaging, and discipling the nations in your local context. For decades Mark Snowden

has been a passionate advocate for mobilizing the church to be on mission to the nations among us. His work in this training series is both inspirational and practical. The People Teams training series will put all the tools in the toolbox that you need to gather a team and live out your calling where God has placed you. God in his Acts 17 grace has brought the nations to our door and He has called us to take the step to reach them.”

- Todd Robertson, AMS Louisville Regional Baptist Association

There is an oft quoted phrase that says "The Lord is bringing the nations to us." This is so obvious it is almost a truism. What we haven't had is a tool or resource specifically designed to train and equip local churches in addressing this God given opportunity. Mark Snowden has given us this tool. The People Teams strategy and training resources give local churches what they need to mobilize church members in taking the Good News of Jesus to the ethne and peoples all around us. If you're a pastor or missions leader looking to lead your church in reaching the "nations" in your own community, this is your tool.

- Dr. Van Kicklighter, D.Miss

AT A GLANCE:

People Teams Training consists of the following tools:

Video classes covering the 7 Missionary Jobs

Job #1: Assembling a Team: <https://youtu.be/JA3qpSYDLns>

Job #2: Addressing Lostness: <https://youtu.be/UWolCJHALh0>

Job #3: Master Plan: <https://youtu.be/pyRuJt25mTo>

Job #4: Evangelism: <https://youtu.be/iE7kekUQbe8>

Job #5: Small Groups: <https://youtu.be/-tbhZCX0ktM>

Job #6: Training Leaders: <https://youtu.be/MEOjewUwknM>

Job #7: Mobilization: <https://youtu.be/nyznHvxtxDo>

This Leader Guide. Note that it is occasionally updated.

Studies and Retreat Curricula also recommended:

:: Character for Missional Living

:: Catching Fire: New Believers

:: Ministries of the Church

:: Multiplying Disciples

These materials are free for the asking from SnowdenMinistries@gmail.com

Request the free Snowden Storying Catalog for other studies for small groups.

We highly recommend these resources:

Truth That Sticks by Avery T. Willis, Jr., and Mark Snowden

T4T: A Discipleship Re-Revolution by Steve Smith and Ying Kai

Welcome to People Teams Training!

Teamwork is powerful! Yes, it is possible to for a follower of Jesus to meet someone who is not like them and be a witness. However, when that is done within the efforts of an entire team who can encourage, support, and hold each other accountable, then it becomes a well-functioning force in alignment with God and His mission!

People Teams Training relies on the strengths of each team member. They work in concert to provide a cross-cultural approach focused on one group of people. God made us all unique, yet when working in concert, they can bring harmony to the missionary process. Nobody likes the screeches, blasts, and booms of an orchestra while each instrument is being warmed up. However, when the orchestra leaders steps up, then a symphonic resonance can be breath-taking.

The Apostle Paul described many spiritual gifts at work in the Church. The Holy Spirit provides gifts to help each person contribute to their part of a church. A missionary band is no less different.

Contrast Paul's first and second missionary journeys. In Acts 13, we see Paul, Barnabas, and John Mark heading out for Cyprus and Turkey. John Mark turned back, but Paul and Barnabas saw God open a door of faith for the Gentiles (Acts 14:27). Later, Paul and Silas headed out on Paul's second missionary journey. In a matter of weeks, Timothy and Luke were added to their team (Acts 15-16). This team also proved to be faithful to the point that town after town was evangelized with churches started along the way.

Paul and his teammates provide a biblical example of what a People Team can do. They start out and seek to follow the Lord. The point is not to be just a group of individuals seeking to do their own thing, but come together so that each ability can be maximized.

This session will help teams come together in a way that makes the other missionary jobs possible. Skip this one at your own risk.

TRAINER'S NOTE¹: Your role will have a crucial role in training those who will catch and implement the vision of missions among peoples in North America! Please do not skip any of the lessons. Each part is important in developing missionaries.

ABOUT THE AUTHOR:

Mark Snowden has been part of missionary training for decades primarily serving with Southern Baptist IMB and NAMB missionary agencies. He developed People Teams originally as a three weekend immersive experience. When he left NAMB, he was given copyrights to the training material that is now in this Leader Guide. He has been a world-class trainer of missionaries, author of articles and books, and curriculum developer. He has written *Truth That Sticks* with the late Avery T. Willis, Jr., and produced eight classes on Bible Storying available free online at E-quip.net. He has developed more than 30 Bible studies using orality methods. What began as a way to help church planters is now an ongoing ministry. He presently serves as Associational Missions Strategist (AMS, DOM) for the Cincinnati Area Baptist Association. He is married to Mary Leigh Snowden and they have a grown daughter and granddaughter.

¹ Trainer's Notes throughout the document are not to be taught, but provide background or supplemental information for the session leader.

JOB #1—ASSEMBLE A TEAM

The first of seven jobs a that missionary must do is become part of a team. Each People Teams focuses on one displaced people or groupings of people. Jesus said we should pray for more workers in the harvest (Luke 10:2). *You are an answer to prayer!*

PREREQUISITES:

1. Churches should identify at least one people group or population segment.
2. Members attending know they will become part of a People Team, preferably built around individuals in the church who are already engaged in soul-winning.
3. It is recommended that those taking the training are 18 years old or older.
4. Intact Teams must attend all the classes as a group to reinforce teambuilding.

Needed for the entire session:

- Folders for everyone
- Name badges and fat marker pens for everyone
- Multi-colored index cards, enough for everyone
- Inexpensive pens
- Building Supplies
- Appendix 1: Team Role Cards
- Appendix 2: Spiritual Gifts Test & Answer Sheet – Copies for all
- Appendix 3: Future Team Meetings
- Separate list: 1 Registration Sheet (Name, email, phone, church name)
- It is suggested that trainers take photos throughout the sessions to use in the final Sending Service, in reports, and for promotional purposes.

GETTING STARTED

Part One: Welcome and Introductions

TRAINER'S NOTE: Arrive early enough to have the room fully set prior to the arrival of the first guests. If it is overly warm in the meeting room, allow extra time or set up the previous evening to allow time to cool down after the set-up. Prior to each session, review the Syllabus and make sure your "IN ADVANCE" items are available and you can easily reach them. Wear a name tag that models the kind of name tag you'd like everyone to make. Write your first name in huge letters and your last name much smaller.

People Teams

Job #1 (of 7)
Assemble
a Team



1. Registration: Greet everyone as they arrive and encourage them to print their first name in large letters so that you can see their name from the front of the room. Help everyone get settled into their chairs. Point out the restrooms, refreshments, and plans for breaks and meals.

TRAINER'S NOTE: Listen carefully and use the knowledge in upcoming modules:

- *Did the team members identify at least one people group that they desire to work among over the next two years?*
- *Did the participants arrive as part of "intact" teams?*
- *Do each of the team members already know their role on each team?*

3. Prayer: Begin by asking a volunteer to pray for the Lord's wisdom during this session.

4. Video: View "People Teams Job #1: Assemble a Team"

Acts 13 & 15-16

Define Missionary

What is a Team?

2-2-2-2 Commitment

Exercise – Building / Sharing

Roles:

:: Champion

:: Team Lead

:: Prayer

:: Research

:: Event

:: Communications

:: Financial

:: Logistics

Ephesians 4:11

Prayer Priorities

=====

Spiritual Gifts Inventory

5. **Team Formation:** Point out that each person should already be part of a church-based team that will take on a people in their community to the glory of God. That is why this is called People *Teams* Training.

A commitment to step away from current church responsibilities may be needed. It is suggested that each team member follows the 2-2-2-2

Commitment:

- 2 hours each week in the harvest witnessing
- 2 hours each week preparing and learning
- 2 hours each week in Bible study/worship
- 2 year commitment

Express that it is our prayer that your team will eventually become part of a national movement of laity who are prioritizing work among people groups. IN ADVANCE, print out the **People Teams Role Cards** (See Appendix #1). Have enough for everyone. Have them choose a card at random and read it aloud. Ask everyone to identify the person on the team that best fits that role. Keep going until the different roles are filled, even if each person has more than one role.

6: Address Prayer Priorities:

a. **Group work:** Organize the participants into groups according to their People Team role. Some may choose this point in time to select a specific role, even though they may have to serve in multiple capacities.

- Distribute the Prayer Priority Role cards prepared IN ADVANCE, enough for each member according to their role.
- Instruct the team member groups to select a spokesperson, but they should take notes on their own card. These cards will be vital when putting together a strategy when their team meets later in the training.
- Instruct the groups to do their assignment written on their cards so that they identify prayer priorities for their own role.

b. **Prayer Priority Reports**

- 1) Share reports from each group. Instruct other team members to jot down good ideas and prayer points that they hear on the back of their own cards.
 - Prayer Leads
 - Research Leads
 - Event Coordinators
 - Communications Leads

- Finances Leads
- Logistics Leads
- Team Leads

2) Give special attention to prayer priorities in the large group and solicit other prayer concerns.

c. **Discussion:**

Prompt learning by asking the following questions:

- Why is prayer an important element of missionary work?
- Why do we seek God’s wisdom in our prayers? (so we can align with God)
- What happens when we pray in alignment with the will of God? (power released)
- Describe the role of prayer in spiritual warfare. (overcoming barriers to God’s will)
- How does prayer overcome all barriers? (it releases God’s power)
- Who should join with your team in these prayer priorities? (sending churches)
- What will you do to get your church to join your People Team in prayer? (Communicate, pray with them, urge them to live missionary lifestyles)
- Have someone read Luke 10:2. What is the result of this kind of prayer? (calls out workers to the Harvest Field) FOLLOW-UP: What would you do with more workers that would come alongside you? (Begin praying!)
- What makes prayer hard work for a believer? (requires time, energy, attention, and self-discipline)
- Encourage each person and then each group to develop a group of prayer supporters.

d. **Challenge for Prayer Leads:** (if not already mentioned)

- Encourage People Team members to enlist one dozen prayer supporters.
- Most People Teams have 5 to 7 churches praying regularly.
- Quality is preferred over quantity. This is a long-term process.
- Prayer Leads spend any remaining time leading their own People Teams in prayer. *Break into different parts of the room where spontaneous praying can begin.*
- Encourage the team members to keep adding to their cards.
- Close session in focused prayer.

7. **Future Meeting(s):** Call the next meeting of your team. Use Appendix 3 to guide the purpose and

content of your time together. It's not too late to schedule a Missionary Character Retreat.

appear in most inventories. Please take this inventory prior the next training event.

Next Level:

Print enough copies IN ADVANCE to distribute the Spiritual Gifts Inventory with the Answer Sheet available in Appendix 2. Explain that the Spiritual Gifts Inventory is unique because it considers being a missionary a spiritual gift. Paul mentions these in Romans 12 and 1 Cor. 12, but yet they often fail to

© 2023 Mark Snowden
SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT – NURTURING PRAYER SUPPORT

While I was leading a Bible study on spiritual warfare, one woman spoke up and said, "I don't have to worry about spiritual warfare. I don't witness, so Satan leaves me alone."

What blessings this lady was missing in seeing others have a personal relationship with Jesus. To their credit, those who were in the Bible study stifled their shock and expressed their concern.

For the past 15 years, I have had a dozen prayer warriors who have committed to pray for me at least one time every week. Some are in my immediate family, a couple of ladies are national prayer coordinators for the International Orality Network, and a few are close work colleagues who continue to want to be prayer warriors as part of their ministry. And, yes, they pray every week for my family because the first day of each month, I send out an email to them asking them to pray for Mary Leigh, my wife, and me. I'm detailed and specific. Sometimes I give them the exact date prayer cover is needed. They are partners in God's mission in my life. They prayed with me while People Teams was developed!

Ask any missionary what they need most and that they will usually say, "Prayer!" Raising financial support is one thing, volunteer help something else, and prayer support is never in question.

Minnette Drumwright, a former prayer leader at the IMB, once said, "Prayer doesn't get you ready for missions. Prayer IS missions." I agree. Prayer doesn't force God to do anything and prayer is not a Santa wish-list. It is a supernatural way of connecting with God and aligning with His will and His purposes.

Involving others—at least one dozen—in what God has called you to do blesses you and them, too! How do you mobilize effective prayer?

Here are two ideas:

1. Paint a word picture by telling your story. When we say, "Pray for the XX number of Navajo who are lost," that's one thing—generic and cold. It's another to say, "Pray for my wife and I working with Sally. Sally is 14 and being pressured into sex trafficking. Pray that she will hear the good news of Jesus." It's specific, urgent, and warm.

2. Don't forget that sharing answers to specific prayer requests encourages more praying as the focus increasingly brings glory God. It's not bragging, but allowing prayer warriors to celebrate with you!

Recruit at least a dozen prayer supporters who will engage in spiritual warfare alongside you.

Job #1, Appendix 1

People Teams Role Cards



Team Leads: Describe an “endvision” for people group missions. This ideal can act like a compass for guiding strategies and tactics. In other words, if your team is successful, what does success look like? Try to quantify, as well as describe, an active group of growing churches. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of brainstorming, list these priorities as prayer concerns, and time will be called to return to the large group.



Prayer Leads: List categories of prayer concerns as well as specific requests. Begin with the need for God’s leadership and wisdom for taking on this people group or population segment. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of listing these priorities, time will be called to return to the large group. Be ready to incorporate the reports from the other People Team roles into your own prayer concerns.



Research Leads: Identify key areas of research that still need to be conducted among people groups and population segments represented in the group. Be sure to include the spiritual needs of the people. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of listing these priority prayer concerns, time will be called to return to the large group.



Event Coordinators: Identify ways that evangelism may be conducted among this people group. How will believers become trusted to conduct small group evangelistic Bible studies? What events would gather people in meaningful ways? Are there budget implications? Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of listing these priority prayer concerns, time will be called to return to the large group.



Communication Leads: Determine a plan to communicate the adoption of this people group(s) back to their church(es). Encourage creativity, but activities that they will actually do. Encourage things like dressing people in native clothing and distributing prayer sheets to people who interact with them, poster contests among children's groups like RAs and GA, etc. Remember, the team has two roles – mission work among a people group as well as mobilizing sending churches. After a time of listing these priority prayer concerns, time will be called to return to the large group.



Financial Leads: Identify creative financing possibilities to fund activities and Christian materials that need to be developed such as Bible translation work, God's Story, JESUS film, The Hope, etc. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of listing these priority prayer concerns, time will be called to return to the large group.



Logistic Leads: List the special needs identified among the people group(s). This may range from micro-finance, job skills, and ESL to Disaster Relief and Bibles. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. After a time of listing these priority prayer concerns, time will be called to return to the large group.



Other role: _____ Identify categories and specific prayer concerns for the people group and population segment. Be sure to include what this role does to address it and why the priorities are a concern. Remember, the team has two roles – mobilizing sending churches as well as mission work among a people group. When time is called, please return to the group.

Job #1, Appendix 2

SPIRITUAL GIFTS TEST

Respond to the following questions on the Answer Sheet only. If you cannot give a definite yes or no, answer a more “yes” question as “yes” and a more “no” question as “no.” If you cannot decide, leave the answer blank. Remember, there are no right or wrong answers.

When you have completed this test, place the total number of “yes” blanks you have marked under the column headed “Total ‘Yes’ Responses” at the end of each line.

Please keep in mind that you will not be asked to give this sheet to anyone. It is for your use only as you determine your spiritual gifts.

Dr. Terri Willis

June 2008

Used by Permission

Sources:

Discover Your Gifts Workbook, Church Development Resources
Discovering Your Spiritual Gifts, Kenneth Cain Kingdom Resources
Spiritual Gifts and Church Growth, Charles E. Fuller Institute
Basden-Johnson Spiritual Gift Analysis, Paul Basden and Lee Johnson

SPIRITUAL GIFTS INVENTORY
Mark only the Answer Sheet

1. Does the idea of pioneering a new ministry attract you?
2. Do you get joy in presenting the plan of salvation to non-Christians?
3. Do you enjoy discipling other Christians?
4. Do you feel that you have the ability to proclaim biblical truth in a God-inspired, sincere way?
5. Do people tend to understand difficult biblical passages when you explain them?
6. Do you seem to have the ability to discover new biblical truths by yourself?
7. Do you think things out carefully before you give advice?
8. Do you enjoy helping someone who has personal problems?
9. Do you find yourself alert to the practical needs of others?
10. Are you deeply moved to give when faced with urgent financial needs in God's work?
11. Do you find it easy to believe God in spite of circumstances?
12. Do you have the ability to see through a "phony" before his phoniness is clearly evident to others?
13. Are you able to make effective plans to accomplish goals?
14. Do you have a knack for making strangers feel at home?
15. When hearing of someone in the hospital, do you have a desire to bring them encouragement and cheer?
16. Do you usually assume a leadership role in a group where no leadership exists?
17. Do you adapt well to cultures different than your own?
18. Do you have a strong desire to witness to others about Christ?
19. Do people respond to your concern for them?
20. Are peoples' lives touched and changed when you speak before a group?
21. Does it frustrate you when scriptural illustrations are used out of biblical context?
22. Are you able to recognize key and important facts of Scripture?
23. Are you concerned that the answers you give to people have a biblical base?
24. Are you able to encourage and comfort people struggling with emotional and spiritual problems?
25. When you hear of a job that needs to be done, are you eager to do it?
26. When you give money to people or projects, do you do this quietly and discreetly?
27. Have people often remarked about how easy it seems for you to trust the Lord?
28. Are you able to accurately perceive a person's true character rather quickly?
29. Do people affirm your ability to organize and implement church ministries or problems?
30. Do you enjoy opening your home to individuals or groups?
31. Do you think of ways to minister and help those who are suffering?
32. Do you enjoy motivating others to do a particular job?
33. Do you look for opportunities to befriend people from other countries?
34. Do you seem to have an ability for clearly explaining that Jesus Christ is God?
35. Are you patient with believers who make slow progress in the Christian life?
36. Do you find it easy to apply biblical promises to current situations?
37. Do you organize your thoughts in a systematic way?
38. Are you more interested acquiring facts that you are in findings ways to apply them?
39. Are you able to make wise decisions for your own life?
40. Do you sense a special love for people who have personal problems?
41. Do you enjoy being called upon to perform tasks within your church?

42. Are you pleased when someone asks you to help financially with what you deem a worthy cause?
43. Do you find it difficult to understand why some Christians seem to have a hard time trusting the Lord?
44. Can you easily sense good or evil in a particular situation?
45. Do you enjoy planning and giving direction to others?
46. Do you enjoy providing food and lodging for those in need?
47. Does it depress you to see so many people sick and suffering?
48. Do you have the ability to challenge believers to achieve worthy goals?
49. Are you drawn to or aware of foreign mission opportunities?
50. If you were going to prepare a message in church, would it primarily be a gospel presentation?
51. Do you take the initiative in helping restore believers who have wandered away from their Christian community?
52. Are you inwardly broken when you hear of the sin of the world or of a believer who has “fallen away”?
53. Does the study of God’s Word come easily to you?
54. Does it bother you a great deal when people use Scripture verses out of context?
55. Are you concerned that answers to questions or biblical messages be practical?
56. Would you rather talk to someone having problems than send them to someone else for help?
57. Are you willing to work in the background as you help others?
58. Do you look for opportunities to give without waiting to hear appeals?
59. Are you able to trust in the presence and power of God for what seems like the impossible?
60. Are you able to sense when a message is scripturally true?
61. Do you accomplish large tasks through delegation?
62. Do people seem to feel free to come to your home and enjoy being there?
63. Would you like a regular ministry to the sick and shut-ins?
64. Are you the person in a group who usually finds the solution to a problem?
65. Are you patient when trying to understand someone who speaks another language?
66. Do you often see results when presenting the gospel to people?
67. When you speak before a group of people, do you include yourself as one who needs the message?
68. Is there a directness, frankness, and persuasiveness in your speaking to individuals or groups?
69. Would you enjoy teaching frequently if you could?
70. Do you enjoy studying and reading a great deal in order to learn from the Bible?
71. Have you given sound guidance to others?
72. Do you welcome the opportunity to deal with people who are depressed or discouraged?
73. Are you ready to help when someone asks a favor of you?
74. Do you enjoy giving financially, regardless of the receiver’s response?
75. Can you trust God in difficult situations when the outcome looks bleak?
76. Can you usually tell whether a speaker’s message has been inspired by God or man?
77. Are you able to make strategic plans in order for the goals of a group to be accomplished?
78. Do you usually have a genuine graciousness and appreciation for each guest in your home?
79. Do you feel a special compassion for those who have physical or spiritual needs?
80. Do you get to the heart of a matter and take decisive action?
81. Do you relate well to others of a different race, language, or culture?
82. Would you rather share the gospel than disciple someone?

83. Are you concerned about the spiritual development of the people to who are speaking?
84. Do you ever sense the leading of the Lord to speak of the judgment of God upon sin?
85. Do you find it easy to explain complicated things to people?
86. Do you find detailed study of the Bible a pleasure?
87. Do you make decisions decisively?
88. Do you get joy from encouraging people who are having a difficult time?
89. Do you enjoy working at routine tasks so that others can be free to perform ministries you cannot do?
90. When you hear of someone in need, do you usually think of sending them some money?
91. Have others ever told you that you have a great amount of faith?
92. Can you understand a person's motive before they explain it to you?
93. Do you enjoy evaluating the efficiency and effectiveness of the programs in your church?
94. Do you enjoy being around people?
95. Do you patiently spend time with someone who is physically suffering?
96. Have you ever inspired others to use their gifts and abilities in God's service?
97. Would you enjoy learning another language in order to share the gospel with people who speak that language?
98. Are you usually eager to share with people what Christ has done for you?
99. Have you thought of being in some type of full-time Christian service?
100. Is it easy for you to stand by God's Word even when ridiculed?
101. Do people ever come to you seeking your insight to Scripture?
102. Do you have an interest in the original biblical language—Greek and Hebrew?
103. Do you usually display good judgment?
104. Do you find that you are a good and patient listener?
105. Are you quick to do something before you are asked?
106. Do you give more than a tithe of your income in order to further God's kingdom?
107. Do you have confidence about God's specific will concerning the future growth of His work, even when others have not been certain?
108. Do you have the ability to discern true biblical teaching?
109. When asked to do a particular job, are you comfortable in working out details without specific directions?
110. Are you comfortable welcoming people into your home even if it is not as clean as you wanted it to be?
111. When you meet someone who is suffering and they have shared it with you, do you immediately seek to minister to them?
112. Are you willing to make decisions at the risk of being misunderstood by others?
113. Would you like to begin new churches with a different language and culture from your own?
114. Do you have a vision for seeing The Great commission fulfilled?
115. Are you willing for people to share their burdens and feelings with you?
116. Have you ever spoken against sin and evil in a way that has sometimes challenged the status quo?
117. Do you have a desire to communicate biblical truths to others?
118. Do you have a tendency to be overly particular about interpretation of Scripture?
119. Do you have the ability to discover biblical answers for people's problems?
120. Do you seek to have others tell you their problems, rather than tell them yours?
121. Do you find a personal joy and satisfaction in doing things to make others happy?

122. Do you give without being concerned about whether you can afford it right now?
123. Do you usually see God's hand at work in current circumstances?
124. Do you have a tendency to look beneath the surface and examine someone's motives?
125. Do you become impatient with those who don't see very well organized?
126. Do you have guests in your home without feeling it disrupts your family life?
127. Are you sensitive to words and actions which will hurt other people?
128. Are you able to see the total picture easier than others?

ANSWER SHEET

Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Total "Yes" Responses				
1	_____	17	_____	33	_____	49	_____	65	_____	81	_____	97	_____	113	_____	_____
2	_____	18	_____	34	_____	50	_____	66	_____	82	_____	98	_____	114	_____	_____
3	_____	19	_____	35	_____	51	_____	67	_____	83	_____	99	_____	115	_____	_____
4	_____	20	_____	36	_____	52	_____	68	_____	84	_____	100	_____	116	_____	_____
5	_____	21	_____	37	_____	53	_____	69	_____	85	_____	101	_____	117	_____	_____
6	_____	22	_____	38	_____	54	_____	70	_____	86	_____	102	_____	118	_____	_____
7	_____	23	_____	39	_____	55	_____	71	_____	87	_____	103	_____	119	_____	_____
8	_____	24	_____	40	_____	56	_____	72	_____	88	_____	104	_____	120	_____	_____
9	_____	25	_____	41	_____	57	_____	73	_____	89	_____	105	_____	121	_____	_____
10	_____	26	_____	42	_____	58	_____	74	_____	90	_____	106	_____	122	_____	_____
11	_____	27	_____	43	_____	59	_____	75	_____	91	_____	107	_____	123	_____	_____
12	_____	28	_____	44	_____	60	_____	76	_____	92	_____	108	_____	124	_____	_____
13	_____	29	_____	45	_____	61	_____	77	_____	93	_____	109	_____	125	_____	_____
14	_____	30	_____	46	_____	62	_____	78	_____	94	_____	110	_____	126	_____	_____
15	_____	31	_____	47	_____	63	_____	79	_____	95	_____	111	_____	127	_____	_____
16	_____	32	_____	48	_____	64	_____	80	_____	96	_____	112	_____	128	_____	_____

ANSWER SHEET

<u>Yes</u>	<u>No</u>	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Total "Yes" Responses				
1	_____	17	_____	33	_____	49	_____	65	_____	81	_____	97	_____	113	_____	_____
2	_____	18	_____	34	_____	50	_____	66	_____	82	_____	98	_____	114	_____	_____
3	_____	19	_____	35	_____	51	_____	67	_____	83	_____	99	_____	115	_____	_____
4	_____	20	_____	36	_____	52	_____	68	_____	84	_____	100	_____	116	_____	_____
5	_____	21	_____	37	_____	53	_____	69	_____	85	_____	101	_____	117	_____	_____
6	_____	22	_____	38	_____	54	_____	70	_____	86	_____	102	_____	118	_____	_____
7	_____	23	_____	39	_____	55	_____	71	_____	87	_____	103	_____	119	_____	_____
8	_____	24	_____	40	_____	56	_____	72	_____	88	_____	104	_____	120	_____	_____
9	_____	25	_____	41	_____	57	_____	73	_____	89	_____	105	_____	121	_____	_____
10	_____	26	_____	42	_____	58	_____	74	_____	90	_____	106	_____	122	_____	_____
11	_____	27	_____	43	_____	59	_____	75	_____	91	_____	107	_____	123	_____	_____
12	_____	28	_____	44	_____	60	_____	76	_____	92	_____	108	_____	124	_____	_____
13	_____	29	_____	45	_____	61	_____	77	_____	93	_____	109	_____	125	_____	_____
14	_____	30	_____	46	_____	62	_____	78	_____	94	_____	110	_____	126	_____	_____
15	_____	31	_____	47	_____	63	_____	79	_____	95	_____	111	_____	127	_____	_____
16	_____	32	_____	48	_____	64	_____	80	_____	96	_____	112	_____	128	_____	_____

KEY TO INVENTORY

Consider the three gifts on which you scored highest to be your strongest.

Row 1	across	Missionary
Row 2	across	Evangelism
Row 3	across	Pastor (Shepherd)
Row 4	across	Prophecy
Row 5	across	Teaching
Row 6	across	Knowledge
Row 7	across	Wisdom
Row 8	across	Exhortation (Encouragement)
Row 9	across	Helps (Service)
Row 10	across	Giving
Row 11	across	Faith
Row 12	across	Discernment
Row 13	across	Administration
Row 14	across	Hospitality
Row 15	across	Mercy
Row 16	across	Leadership

DESCRIPTION OF SPIRITUAL GIFTS

Missionary. The ability to love and relate to the people of another culture. (Eph. 4:11; 1 Cor. 12:28)

Evangelism. The ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ. (Eph. 4:11)

Pastor (Shepherd). The ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers (Eph. 4:11)

Prophecy. The ability to present and apply God's truth so that believers may be edified and encourage and non-believers convinced. (1 Cor. 12:6, 28; Eph. 4:11, Rom. 12:6)

Teaching. The ability to communicate biblical truth in such a way that others will learn and be edified. (1 Cor. 12:28, Eph. 4:11, Rom. 12:7)

Knowledge. The ability to discover, accumulate, analyze, and clarify biblical truth through careful study. (1 Cor. 12:8)

Wisdom. The ability to know the mind of the Holy Spirit in such a way as to receive insight into how given knowledge may best be applied to specific needs. (1 Cor. 12:8)

Exhortation (Encouragement). The ability to minister words of comfort, consolation, encouragement, and counsel to others in such a way that they feel helped and healed. These people are usually enthusiastic about life and tend to be "life givers" in a congregational setting. (Rom. 12:8)

Helps (Service). The ability to invest talents and skills in the life and ministry of others, thus enabling those others to increase the effectiveness of their own spiritual gifts. (1 Cor. 12:28, Rom. 12:1)

Giving. The ability to contribute material resources to the work of the Lord with liberality and cheerfulness. (Rom. 12:8)

Faith. The ability to envision with confidence the will and purposes of God for His work, even when there is no concrete evidence. (1 Cor. 12:9)

Discernment. The ability to know with assurance whether certain behavior said to be of God is in reality divine, human, or Satanic. (1 Cor. 12:10)

Administration. The ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals. (1 Cor. 12:28)

Hospitality. The ability to provide an open house and a warm welcome for those in need of food and lodging. (1 Peter 4:9)

Mercy. The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the suffering. (Rom. 12:8)

Leadership. The ability to set goals in harmony with God's purpose for the future and to communicate those goals to others in such a manner that they can be accomplished for God's glory. (Rom 12:8)

Job #1: Appendix 3

Future People Team Meetings

Start meeting weekly for encouragement and missions advance.

Here are some additional meeting ideas:

- As a team, prayerwalk through the communities in which you plan to evangelize and start small groups.

Suggested First People Teams Meeting

- Activity:
 - Review the video training involving as many on the team as possible in dialog.
 - Discuss your team and the need for additional workers in the harvest.
- Character Study:
 - Samuel J. Mills, who helped start the Haystack Prayer Meeting
- Mission Work this week:
 - Pairs from the People Team prayerwalk the places where the people group gathers.

Suggested Second People Teams Meeting

- Activity:
 - Devote the entire time to prayer.
 - Review points in “Prayer as a Missions Strategy” for additional ideas.
- Character Study:
 - Annie Armstrong, first executive director of the Woman’s Missionary Union
- Mission Work this week:
 - Pairs from the People Team continue to network among individuals among the lost among networks of people groups.

Schedule a Missionary Character Retreat. What is the main reason missionaries come off the field? A character failure. Those who embody the ten missionary character qualities will find help in times of trouble and temptation.

And always continue in your witnessing efforts to make disciples of all peoples. May the Lord work through you!

People Teams Training

June 2023

Introduction to Job #2: Addressing Lostness

There are 333.3 million people living in the United States. Some would say there are only two people groups – lost and saved. Using that idea, it has been estimated that there are 250 million people – about three out of every four persons -- without a saving faith in Jesus. It is possible to envision by faith gospel presentations sweeping across all the peoples of North America.

Now, look around you at the changing ethnicity in our country God has brought 45.3 million foreign born people into the United States. That’s 13.6% of the U.S. population and does not include their children and also thousands of international students attending colleges and universities. These can be called “displaced peoples” as well as immigrants and the subset of those we call refugees.

What glory it would bring to the Lord to see millions of people hear about Jesus on average per year! If only 10 percent accepted Christ, it could lead to 4.5 million baptisms every year. Therefore, it is easy to envision the Lord working among His faithful followers to share the Gospel and group people into small groups that could become multiplying churches!

Let the Holy Spirit “wow” you for a moment:

- How does a gospel presentation differ for a Muslim Arab? A Hindu Gujarati?
- Each year in the US, there are 3.7 million babies born.² What does it take to have an annual baptism rate that surpasses the birth rate?
- How can we be used of the Lord to accelerate response to the gospel to outpace the birth rate and death toll every year?

America’s ethnicity is increasing and has been for some time.³ While people around the world want to be in the U.S. the bigger question is who are they and why? Are they terrorists seeking to cause trouble or are they outsiders seeking a new start? Many want to assimilate into American society. Yet, many remain loyal to their traditions.

The People Teams Training provided “Addressing Lostness” is to AWAKEN each People Team member to the lostness in the people among whom they want to work. Remember, each segment is designed to address one of the seven “jobs” that missionaries do as effective as possible.

TRAINER’S NOTE⁴: Your role will be critical in training those who will catch and implement the vision of missions among peoples in this country!



² “Births and Natality,” Center for Disease Control <https://www.cdc.gov/nchs/fastats/births.htm>, accessed 6/6/2023

³ Chart by USA Facts, <https://usafacts.org/data/topics/people-society/population-and-demographics/our-changing-population/> accessed 6-6-2023.

⁴ Trainer’s Notes throughout the document are not to be taught, but provide background or supplemental information for the session leader.

JOB #2: ADDRESS LOSTNESS

The second job introduces participants to people who need the Gospel of Jesus Christ. This requires listening, interaction, and hard work.

Knowledge:

- Understanding your unique role on a People Team
- People group adoption and the importance of prayer
- Understanding the Peoples Spectrum
- Worldview – understanding those who are not like us

PREREQUISITES: (Next Level)

1. Each team member should know their role.
2. Spiritual Gifts Inventory should be completed.
3. Each team should have met outside of class time at least once.

Needed for the entire session:

- Materials developed from the Appendices (photocopies)
 - What to do after training for Job #2– Copies for all Front & Back
- Folders for everyone
- Name badges and fat marker pens for everyone
- It is suggested that trainers take photos throughout the sessions to use in the final Sending Service, in reports, and for promotional purposes.

GETTING STARTED

1. Welcome and Introductions (10 mins. MAX)

Materials Needed: Name badges with clips, slide-in cards, markers, refreshments and a projection system with sound.

2. Video: Expect “Stop and Do’s” in the video

Luke 10:1-12, Mark 7:24-30

Peoples Spectrum

Foreign-born & Culture

Diffusion of Innovations

Their Worldview – Identify

=====

Discover Worldview (the 7)

STOP & DO: Learning from Jesus’ Mission (20 mins.)

AIM: The purpose of the following activity is to show that Jesus is our incarnational missionary model. He

came to save all who believed in Him. He prioritized one people group out of a whole world of people group possibilities. He encountered others who were not from Israel and He addressed their need. However, He was not diverted from His single people group focus.

People Teams

Job #2 (of 7)

Address
Lostness



ACTION: Form three groups based on something they have in common (*e.g.*, all wear glasses, born in another city, etc.). Instruct them to develop a skit that presents one of the two Bible stories. Try not to just read the story, but learn it enough to act it out. Non-speakers may still be involved as “extras,” such as disciples or townspeople.

Allow time for each group to present their skit. Debrief by asking questions (below) and avoid preaching or making a number of points to enhance self-learning experiences.

APPLICATION:

- To which people group was Jesus sent to earth? (Why not all of them?)
- What are the advantages of working among one people group at a time?
- What are the challenges you and your team will likely face because you choose to make your focus one people group at a time?
- [If not answered, ask] What should you do if you encounter people from another people group other than the one you are focused upon?

Point out that it is the Holy Spirit that guides all of us in our understanding and truth regarding people group missions.

3. Next Level: The Teambuilding Learning Game⁵ (30 mins.)

AIM: Teamwork is how missionary work is done. That is why we are doing this training. Allow group to

guide may be shared with others provided the source is acknowledged.

⁵ Contributed by: Robert Crow, The Crow Group, 250 Thornton Drive, Fayetteville, GA 30214. This activity and

experience the difference between motivating forces and “dissatisfiers” that potentially exist in any teamwork environment. Demonstrate the power of the motivating force.

Materials: Something to build with. We suggest Two boxes of Tinker Toys (preferably well worn), Flip Chart, with markers

ACTION: Divide participants into two groups. You will need sufficient space for the groups to meet and complete the exercise on the floor.

Divide the group into two groups and give each group a box of tinker toys.

They will have NINE minutes to plan and organize the group, then ONE minute to build the highest freestanding structure possible. Explain that during the nine minutes for planning there are no restrictions. They can take the tinker toys out of the box, count them, and draw diagrams – anything they want except they are not allowed to put the parts together. You want one group to work at the front of the room, the other at the back, and you want the structure to be built on the floor.

Let the planning begin. Monitor the groups to see that they do not begin building structures. You cannot put the parts together! Answer any questions they have. Tell them they have 6 minutes, 3, minutes, 1 minute of planning time left.

Planning time is up. Are both groups ready? Verify that both groups are ready to begin. Explain that you will give them a “Ready, Set, Go,” and then when one minute has passed you will say, “Time is Up.” At that time everyone must step back from the structure. The structure must be free standing.

Oh, I forgot something, before you start, everything must go back in the box. That way we have an even start. Many groans will be heard, but they will put the parts back in the box. Have both groups put all parts of the tinker toys back into the box. Tell the groups that they do not have to put the top back on the box. We would not want to handicap you.

Once again verify that the groups are ready. Oh, something else, during the construction process there can be no talking. Again groans. Give them a ready set go, then when a minute has passed, say time is up.

See which group has the highest structure, ask the groups to put everything back in the box and have a seat.

APPLICATION:

DISSATISFIERS:

On the flip chart write, “Dissatisfiers.” Ask, *What about this exercise was dissatisfying?*

Examples they will give are: not enough time, lack of training, defective materials, use old tinker toys with some broken pieces, poor work area, poor planning, lack of experienced workers, last minute changes, and could not communicate.

Ask, “Where have you heard these before?” You hear these at work. You may at times say some of them yourself. The dissatisfiers are naturally occurring phenomena that are potentially present in any work environment. They are caused by management neglect and ignorance of the needs of the work force.

Can you eliminate the dissatisfiers? No, but some people make a career out of trying. It's called fire fighting. They are good at it. If a fire isn't burning they will start one so they can go dashing to the rescue. We must be aware of the dissatisfiers and keep them to a minimum.

MOTIVATORS:

On the flip chart next to Dissatisfiers write “Motivators.” Ask, *What about this exercise was motivating?*

You will usually get four things. At times a group will add we won, or it was a change of pace. If the group says it, write it down.

- We had a clearly defined goal
- It was a challenge
- There was teamwork
- There was competition

What was the goal? [*The highest free standing structure possible in one minute.*]

The challenge was to see how high you could build it. All groups seem to enjoy getting down on the floor together and sharing ideas and working together to build the structure.

Did we have competition? The group will agree. Challenge this. What was our goal? Highest freestanding structure possible in one minute, not *who* can build the highest. The group will now protest that by virtue of dividing the group into two groups you get competition, and this is true, but I did not say anything about competition. [*This reinforces a biblical truth from Exodus 18 that People Teams must have godly leadership otherwise it could deteriorate into competing factions.*] The lesson here is that the two groups could have worked together, could have combined their resources, but for their interpretation of the competition. Management must be aware of this natural tendency in our culture, and try to design out things which cause internal competition, to create a more focused internal working environment.

Now ask, *How do you feel about this exercise—was it more motivating or more dissatisfying?* While the

group will have listed two to three times more dissatisfiers than motivators they will agree that the exercise was more motivating.

WHY? There was a clearly defined goal. You can relate this back to the system and the importance of having an aim for the system. What is our purpose? The aim shapes the system. In this case it was a shared aim. Deming says that the aim must permeate the system. Everyone must know the aim of the system.

Teamwork. There was no formal leader. What I have observed is that during the 9 minutes the group has for planning, the leadership may change several times at different stages of the planning process. In this exercise the people are equal. There is no rank. Each person is free to share his or her ideas with the group, and the group can accept or reject the input.

Feedback - While this won't generally come out as one of the motivators, when you say time is up, both groups will immediately look to see where the other group is. This reinforces the idea that feedback must be immediate and frequent. Feedback can also be provided in the form of charts and graphs that show a group how

well a process or system is working. These feedback loops also help people feel part of the process, and are a way of stimulating involvement.

Lead the group in a discussion of how they could tie this to teamwork in missions. How can they use it to generate a motivating work environment or create an environment in which people take joy in work?

4. **Finishing this session:**

- Print IN ADVANCE and distribute copies of the Spiritual Gifts Inventory. After the session, tabulate the results and bring them to the next Team meeting. Use the Definition Sheet to explain gifting.
- Encourage teams to meet at least once on their own. They should define roles and name their team.

Close in prayer for the lost who are in your community.

People Teams Training

© 2023 Mark Snowden
SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT -- **Numbers that show community transformation**

Your car's tires have a number for ideal inflation. Your body's blood pressure, sugar, and cholesterol have ideal numbers. When I had cancer, my body confounded the doctor because my "numbers just weren't right."

If you're beginning to make disciples who can make disciples, then there are three percentage numbers you should track: 2.5%, 15%, and 25%. That's it. Track these numbers and you'll not only impact lostness, you'll begin to be used of God to transform communities with the Gospel.

2.5 percent: Sociologists tell us that when only 2.5 percent of a population exhibit the desired behavior of a specific cause, then it begins to take off because the next 13% are watching. The initial smallish percentage are often flaky innovators, but the larger group of early adopters know them, understand them, and watch to see if their lives are benefitted. In the lingo of evangelism/discipleship, influential non-Christians are counting the cost of following Jesus.

15 percent. The United States has 45 million that are foreign born. This doesn't count international students or illegal aliens (estimated at 11.3 million). Yet 45 million equal 15% of the U.S. population

25 percent: When a group of people exhibiting desired behaviors reaches 25% to 28%, it reaches a critical mass. A sustainable movement is possible. This is the line we need to cross for evangelization to become a movement of God.

You would think that churches and followers of Jesus want to see others become believers. Over time, some churches lose their vision. Thom Rainer called it "Great Commission Amnesia" in *Autopsy of a Decease Church*. Only God can bring about a movement—churches planted spontaneously, disciple-making underway, souls being saved, abundant Gospel seed-sowing. Missions leaders advise to remove as many barriers to movements as possible, so when God is ready to move out, His Spirit is unhindered.

So, to reach 25% Critical Mass is not about numbers and percentages exactly. It only includes those churches that are exhibiting specific desired behaviors. Desired behavior should emphasize a personal relationship with Christ, believe in the authority of the Bible, and prioritize the need to share their faith with non-believers.

Track the spiritual transformation of the peoples your team(s) want to address in your community. Are they just starting out under 2%, one of America's 15% people groups, or becoming sustainable past 25% by exhibiting godly disciple-making behaviors?

Introduction to Job #3 – Master Plan

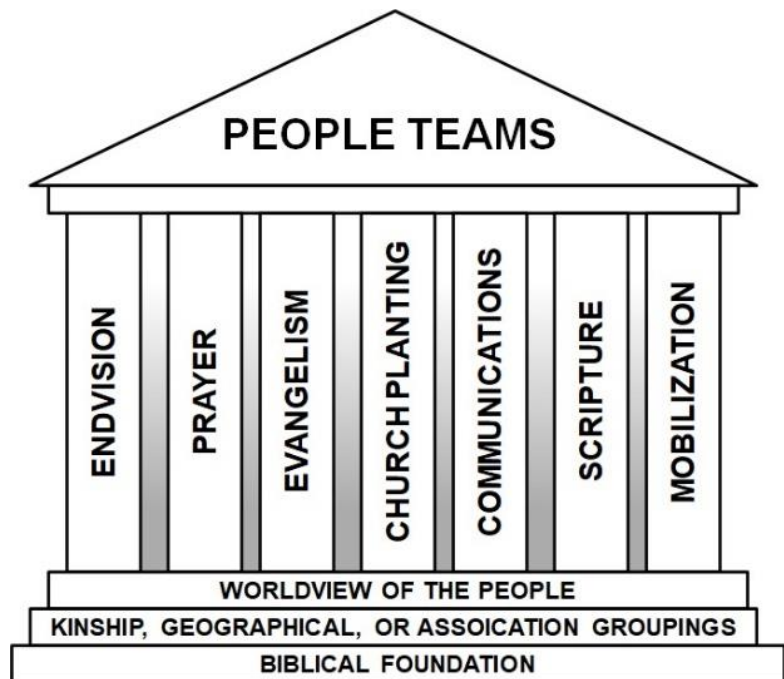
Jerry Rankin was the president of Southern Baptists' International Mission Board. He once told the story of a trip he was taking in Southern Asia. It was late at night when the passenger jet took to the sky. One woman sitting near him began to cry. She was very upset. Dr. Rankin watched as the woman's son sitting next to her tried to console her. No matter what he said about the plane or its capable crew, his mother would not be consoled. She said, "It's dark! The pilot can't see where he's going!" With this comment, the man said to his mother, "Look out the window to the left. Do you see that red light out there?" The woman looked left and said that she could see the red light. Then the man said, "Now, look out the right side. Do you see that green light?" She said that she could see the green light. Finally, the man said, "Mother, as long as the pilot keeps the plane between both lights, we'll be just fine." Dr. Rankin said that the woman calmed down and he noticed her several times looking out the window at the lights on the end of the wings.

If we focus only on temporary things, then our plans are no different. We must have God's viewpoint. Even more, we need to Holy Spirit providing truth that informs our plans. We must rely upon Him and His ways, not our own.

Near the end of Jesus' earthly ministry, Jesus changed His disciples' plans. When He had sent them out before, they were to travel light. In Luke 22 and 24, Jesus said they must be well-equipped the next time they set out on their missionary journeys.

A Master Plan is a well-organized collection of strategies and tactics that a People Team puts into writing to help everyone know what is expected of them. Every plan should anticipate expenses and be time-sensitive. The Team Leaders' job is to hold each team member accountable. Each item of the plan is required or it shouldn't be included. Think of it as a contract of sorts that can be changed, but which the team agrees are steps they need to take to join God in His incredible plan of salvation for all people, one network at a time.

Mark Snowden
Snowden Ministries Int'l



JOB #3: MASTER PLAN

The People Teams Training provided in this part of the seven-part course will focus on the missionary job of developing plans; a Master Plan. It takes discipline, but is worth it. We are making progress in our 7 Missionary Jobs: Address Lostness, **Master Plan**, Evangelize, Small Groups, Leaders, and Mobilize.

GETTING STARTED

Part One: Welcome and Introductions

Materials Needed: Name badges with clips, slide-in cards, markers, refreshments (cookies and water may be fine for the first session), and a laptop connected to a projector.

Part Two: Video: Be sure to view the Stop & Do exercises

Genesis 11:1-9, Luke 14:28-29

Biblical Basis of Missions

Pillars:

:: Bible/WV/Culture

:: Endvision

:: Prayer

Gen. 2: Good, evil & mankind

Gen. 12: Abraham to bless all nations

Daniel 6: Prayer (in the Lion's Den)

Matt. 2: Jesus: Incarnation

John 15: Intercessory Prayer

Luke 23-24: Death & Resurrection

Matt. 28: Commissioned

Part Three: Teams at Work on the Master(s) Plan

AIM: People Team members must learn that a written Master Plan helps the team to stay on course; on mission. The Team Lead guides the development process and should do so with the input of the team. Active team involvement encourages commitment and loyalty.

ACTION:

Announce that each Team Lead has the responsibility to lead their team to develop a Master Plan. In the next training session, time will be given for Team Leads to evaluate each other's Master Plans that have progressed far. This will be what is called a PEER REVIEW (covered in Lesson #7: Mobilization).

Distribute "The Master Plan" outline (See Appendix 1). Request that teams review the outline. Ask for any

People Teams

Job #3 (of 7)

Master Plan



- :: Evangelism
- :: Church Planting
- :: Communications
- :: Scripture
- :: Mobilization

=====

Develop a Master Plan
Jericho Prayer Walk

Here are Foundational Scriptures for reference to the Biblical Basis of Missions that are mentioned in the video.

Equipped for God's mission:

Acts 2, 8: Holy Spirit empowers

Acts 10: Church on mission

Acts 13-16: Disciples of all nations

Rom. 12, 1 Cor. 12: Gifted believers

Eph. 4 Churches mature

Rev. 7: All nations, tribes, & tongues

questions. Allow at least 15 minutes for teams to get started on a Master Plan for their work.

KEY: Make sure they incorporate Prayer Priority information from the People Teams Role Cards developed in Job #1 Assemble a Team.

Encourage team members to continue to share their prayer priorities with the Prayer Leads.

NOTE: The prayer warriors should be provided to the Prayer Lead to build a database for sending out team requests.

Close in a season of prayer allowing for many attending to pray. Feel free to have the People Teams break off and pray together as a team.

Future People Team Meetings

Keep meeting weekly for encouragement and missions advance. Here are some additional meeting ideas:

- Assign Teams to conduct “Jericho Prayer Walks” in the Appendix. Teams would prayerwalk one community in which a majority of their adopted people live one day a week for seven weeks. Seek to be led to a Person or House of Peace (Luke 10) to begin work and plan a rally to group people for connections.

- Set a time to conduct the Mission Character Retreat outside of the normal training session meeting times.

People Teams Training

Summer 2023

©2023 Mark Snowden
SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT – WORTH PLANNING

Ken Whitton was mentored by the late Adrian Rogers at Bellevue Baptist in Memphis. Ken said, “The 100 most important members of your church are those who are not yet followers of Jesus.”

Intentional evangelism requires walking among new people – and displaced people living in the U.S. are full of them. Jesus said to Andrew and Simon Peter, “I’ll send you out to fish of men” (Matthew 4:19).

Align with God to witness among those who you talk with, encounter in your routine, and give yourself permission to address. To really impact the culture of a people group or population segment that is highly unevangelized, we must begin to disciple our own church’s members to do different things, travel in different circles, and become intentional in their witness.

It’s been said that a rut is a grave with the ends kicked out!

You hit the target where you aim—or at least get close. Ready-Aim-Fire is not a bad evangelism strategy. It beats Ready-Ready-Ready or even Fire-Aim-Ready!

Rank and file church members wear their church’s leaders whining about the societal ills and moral decay in our culture. Yet, why do things rarely change in our churches? Why is it that church schedules don’t allow for stopping to do something to address spiritual transformation? Crossing into the world of the lost takes intentionality – and a plan.

Change for the sake of change is scary and dangerous. There must be order out of intentional planning because “God is not a God of disorder, but of peace” (1 Corinthians 14:33). Bringing change that glorifies Jesus brings transformation to a pastor’s ministry a missionary’s effectiveness. Let us never forget in the meantime that it’s worth it because those 100 most important members of your church are still out there.

Job #3, Appendix

**THE JERICHO PRAYER WALK:
THE VALUE OF PRAYER WALKING IN COMMUNITIES**

Over the years, the SBC has seen many churches and mission teams embrace their Jerusalem, Judea, Samaria and the uttermost with what has become known as prayerwalking... praying on site with insight. Great spiritual dividends have resulted in the efforts of God's people touching a community through corporate intercession.

When I prayerwalk, John 20:19-20 comes to mind... "On the evening of that first day of the week, when the disciples were together, with the doors locked for fear of the Jews, Jesus came and stood among them and said, 'Peace be with you!' After he said this, he showed them his hands and side. The disciples were overjoyed when they saw the Lord"(NIV). Most of my church planting efforts have been in multihousing communities. Many of these are gated neighborhoods, restricting access to any "door to door" campaign. Yet the people who live there are similar to the above scripture. The doors of their heart are locked for fear of something... people, crime, life issues. When prayerwalking, I am praying the resurrected Christ through those locked doors. Jesus is announcing peace. He is showing His hands and side. They become overjoyed when discovering the Lord!

IS THERE VALUE IN PRAYERWALKING?

The answer is an emphatic yes! Not only is there a sense of God's people being obedient through prayer to the Great Commission, one also discovers the very heart of those who live in the community as you pray with them. In my background as a church planter, it has been my experience that a lot of the intensive preparation done for starting a church can be done through prayer walking. You meet the community, they get to know you, people of peace (Luke 10:5-7) are discovered, and an indigenous work is rooted for a future bible study or church. You are going as a missionary, in the name of Jesus and in a spirit of prayer. God will use you and bless this effort.

Let me suggest what has become known as "**The Jericho Prayer Walk: Seven Intentional Weeks of Claiming a Community for Jesus Christ through Prayer.**" During this seven week season of walking and praying, ask God to raise up leaders from the community who would feel the same ownership of the dream that God had led upon your heart. It's amazing how He always does! The plan is simple...

WEEK ONE: Walk the community, praying the resurrected Christ through the locked doors, and ministering to others through prayer.

WEEK TWO: Enter the community at the same time as last week, praying and ministering to the people in prayer (you will be amazed at the curiosity and increasing interest).

WEEK THREE: Same as week two. Almost always on this third week, people of peace will appear, wanting to join in your prayer walk and participate with you in reaching their community for Christ.

WEEK FOUR: Same as week three. Begin to talk with the people of peace about what God is saying to your heart regarding their community. Welcome any feedback as well as their desire to be a part of this new work. Ask them to become your prayer partners.

WEEK FIVE: As you pray, walk a little slower and stay a little longer. God is seeding into the community not only their need for Christ, but the church or bible study being birthed in their backyard. Become more public with your intentions.

WEEK SIX: Same as week five. Begin announcing the dates (with flyers) of any harvest event or kick off rally that your team and the local leaders have planned.

WEEK SEVEN: As you prayerwalk the community, continue to give out flyers, announcing the kick off rally with time, place, etc. During the prayerwalk, ask the community to follow you back and join your team for prayer at the place you intend to start the new church or bible study (i.e. a person's home, community center, club house, under a tree, etc.). Almost always by the seventh week, a cluster of people you have been praying with would have committed their hearts to Christ, and are ready for a new beginning.

One day you will see a transformed community, and perhaps a church where there was not one, and you can rejoice over those seven intentional weeks of personal obedience. To that end I join you in praying.

--Neal Hughes has served as pastor, NAMB, SBC, regional coordinator, and is currently serving as the Associational Missions Strategies, Montgomery (Ala.) Baptist Association. Used with permission

Introduction to Job #4: Evangelize

This class isn't just a generic class on evangelism, but like everything in People Teams Training, it teaches team members how to take the Good News of Jesus across barriers to understanding the Gospel. It might be easy to throw up our hands in surrender after being rejected in witnessing, but this class turns it around. What if their "hard heart" is nothing more than our incompetence? Yikes! While we want to blame others for rejecting Jesus – and that does happen – how much better our results would be if we, Paul told Timothy, "do the work of an evangelist"? (2 Timothy 4:5)

Crossing into the world of an unsaved person is not easy. It is work. However, it is work that is worth doing to allow the Holy Spirit to work through His missionaries.

There is a church planting bias throughout People Teams Training. We don't want to *just* win people to faith in Jesus. We want to see them become followers of Jesus! Baptists are often accused of "dipping them and dropping them," referring to just seeing someone be baptized and that is all. Others enjoy witnessing and seeing a decision, but then never make contact again.

Mark Snowden
Snowden Ministries Int'l

JOB #4 EVANGELISM

Job #4 Evangelism is closely tied to the next **Job #5 Small Groups**. We must not only see a conversion experience that is real and lasting, but we truly want to see it be merely the first step to a life in Jesus. The priority is disciple-making.

GETTING STARTED

Icebreaker: As team members arrive, recruit two men and two women for the skit in Appendix 1 printed IN ADVANCE, one per member. Have them review the skit while people arrive. Feel free to recruit the skit team prior to the session on Evangelism.

Part 1. Model for a Personal Testimony:

AIM: Help learners develop not only a testimony, but a testimony that is flexible enough to use in cross-cultural missions settings.

Leader models

ACTION: The leader should give their own personal testimony in less than three minutes, modeling how they should communicate their faith. Include Bible verses or Bible stories that were critical in helping you make a decision or live differently. Follow the three-part model: **your life prior to Christ, how you came to faith in Christ; and how your life has been different since then.** Be sure to include in your testimony *examples of the decision process* that you want your non-Christian friends to follow.

APPLICATION: Explain that each People Team member should be equipped to share their own personal testimony. Stress that your faith decision was grounded in what the Bible said. Your testimony should be crafted specifically so that it is clear how a person accepts Christ as their Savior. A sample script is not provided, but elements should include:

- how you repented of your sins
- how you committed to believe in Jesus above all else
- how you prayed to God about your decision to follow Him every day from that point forward

Learners respond (no more than 15 mins.)

ACTION: Pair up. Ask each partner to think about their own life experiences and meaningful Bible verses or Bible stories that led to their

People Teams

Job #4 (of 7)
Evangelize



decision to follow Christ in faith and to live for Him for the rest of their lives. Craft your testimony so that it is clear how a person accepts Christ as their Savior. A sample script is not provided, but elements should include:

- how you repented of your sins
- how you committed to believe in Jesus above all else
- how you prayed to God about your decision to follow Him every day from that point forward

Develop a testimony, jotting down a few notes if absolutely necessary (discouraged), and then each person is to take turns sharing their three-part personal testimony to the others in their small group. In three minutes or less, it is impossible to share everything about yourself. You may need to hone your testimony to 90 seconds!

APPLICATION: Your testimony cannot be rigid. There are portions that will need to be given more emphasis according to the people group's worldview and life experiences.

Part 2: Skit: Introduce the Skit (Appendix 1) by saying that many times we miss witnessing opportunities that God provides to us. The title of the skit is "Speaking to the People Next Door."

DEBRIEF:

- What were some cultural clues that Jeff and Ruth missed?
- How would you describe Muhammad and Ruth's openness for a relationship?
- What are some ways that Jeff and Ruth missed opportunities to evangelize?
- Point out that being a witness is something we are *all* supposed to do as Christians.
- Witnessing and "soul-winning" are essential parts of missionary work.

End this part by saying that this skit was reviewed by several Muslim leaders at a community center after Friday afternoon prayers at a mosque in Virginia. They not only approved, they thought that it was typical of what they had each encountered as an immigrant to America.

Part 3: Video – Play the video and be ready to conduct the Stop and Do opportunities.

Acts 13:13-52, 17:22-31

Products & Processes:

Warnings & Limits of Tools

Where to start:

:: You > Them (Common)

:: Observe, Listen, Record

Cultivate relationships

Oikos Evangelism vs. PT Evangelism

Gospel sowing (path)

Orality introduced

Group them & win them

=====

50 Evangelism ideas

Story Set: Evangelism

Stop & Do Trainer’s Note: Here are notes on how to conduct the Stop and Do exercise “Group Them and Win Them.” This is provided as background to the video and for further explanation.

AIM: The People Teams approach seeks to network for evangelism among peoples who are in a “second culture” or grouping that is different from the People Teams missionaries. The idea is to evangelize so that people can be gathered and come into a trusted relationship with a People Teams member, who is an equipped believer.

ACTION: Re-form the three groups that had something in common. Have them meet in different parts of the room.

TRAINER’S NOTE: If you have new attendees, have them stand by you. Ask for a spokesperson from each group to tell the others what their group has in common. Ask the new attendees to choose one group and join them. Tell that group that the new attendee is now one of them—their people.

Ask for a volunteer from each of the groups to come forward. The spokespersons may not volunteer. Whisper instructions to the volunteers. Tell the groups to keep identifying what they have in common (eyeglasses, born in another city, tallest people in the room, etc.).

Quietly instruct the three volunteers to whisper an invitation to one person from ONE of the other groups to join him or her, promising them a gift if they do so. It’s okay if they refuse. When they have made their invitations to form a new group, have them form an inward-facing huddle around a covered basket arranged IN ADVANCE. The leader should uncover the basket or open the bag and allow each person to take one thing from the basket.

On a flipchart, list DISSATISFIERS with this exercise. Add to the list as you prompt questions:

- Ask the three original group members to express how they feel about the new group that has been formed.
- What do they think about the person who volunteered and left their group?
- What do they think about the people that the volunteers plucked from their group?
- Ask the new (fourth) group what they found that they have in common, if anything. They should at least say the gift they received.

RESET THE EXERCISE: Ask the new fourth group in the huddle to put their gifts back in the basket or bag and return. Have them return to their original groups and instruct the group members to treat them as if they had never left the group.

Walk over to the first group. Approach the volunteer from that group and ask if he or she would like a gift. Hand it to him or her. Ask if he or she thinks anyone else in their group would like to have a gift. Ask for the volunteer to distribute the gifts (Bible) to each person. Each person that wants one should receive the gift. They will keep them this time. Repeat with the other two groups. Walk over to the groups one at a time, pulling aside two volunteers, giving them the basket or bag of gifts, and have them distribute the gifts. Walk away at the end.

On a flipchart, list MOTIVATORS with this portion of the exercise. Add to the list as you prompt questions:

- Ask how they felt about the volunteer who brought them gifts.
- What do they think now about the person who volunteered now that they didn’t leave their group?
- Was there a DISSATISFIER in this exercise? (something that caused a problem)
- What special role did the two volunteers play?
- HOW DOES THIS RELATE TO EVANGELIZING LOST PEOPLES?

APPLICATION: Point out that instead of providing a gospel presentation to a seeker who is not like the others, encourage the seeker to invite his or her circle of

influence to a meeting where the gospel will be presented to everyone.

Point out that the Greek word for “circle of influence” is *oikos*. This approach is called Oikos Evangelism. It was originally developed for work among the many people groups living in Los Angeles. (*Tom Wolf while at the Church on Brady – now known as Mosaic*).

Sharing the gospel presentation and your testimony to a person’s *oikos* provides a ready-made small group. Point out that this is a very different concept from most witnessing approaches.

We now have three choices:

1. Win them as individuals and assimilate them into an existing church.
2. Win them as individuals and start a new church of individuals.
3. Win them as a group and use that small group to start a church.

None are wrong! But which is most likely to stimulate a church-planting movement? Have participants reflect on this statement: (write on a marker board or poster)

*It is easier to group them and win them than it is to win them and group them.*⁶

Point out that our purpose is to start a church-planting movement. God is already at work among some individuals within a specific people or place. This is a concept found in the Bible. In Luke 10, Jesus called this person a Man of Peace or Person of Peace. It will be very important for your training to convey this concept.

Part 4. Finishing Job #4 Evangelism

1. Review work being done by the teams. This is a good checkpoint since it is halfway into the training. Allow time for reports from TL’s (Team Leads).
 - ✓ Team Roles adopted – each identified prayer priorities (Does each team have a name?)
 - ✓ Worldview Document – written document at least a half-page long
 - ✓ Master Plan – turn in for peer preview by other teams
 - ✓ **New:** 50 Evangelism Ideas
 - ✓ Conduct the Missionary Character Retreat
2. Distribute 100 Ministry Ideas in Appendix 2 printed IN ADVANCE

©2023 Mark Snowden
Snowden Ministries Int’l

LEADER ENCOURAGEMENT—Progressing toward Faith and Action

How people learn is important. How they progress toward belief and action is more important.

A white-haired man was introduced to me after preaching. He was starting a church in the next town over, but his comment startled me. “Mark, I appreciated what you said about new believers knowing more lost people. In all my years of ministry, I never thought about training up a new believer to share their faith. And I wanted you to know I’ll be going out with them to share Jesus with their family and friends. I’m headed out right now to start that in my ministry.” You could see the determination in his eyes. It wasn’t too late for him to learn and act.

Jesus taught in the parable of the Sower (Mark 4:1-20), that people are like different soils. Each of us interacts with the seeds of the Gospel in different ways. The same is true with evangelistic disciple-making. In that parable, Jesus stressed the importance of being like the good soil, receiving the Word, and bearing fruit for the kingdom.

Different people take more or less time to believe in Christ and eventually act to make a decision. When we share Christ and our faith with those who are lost, they may be closer to a decision than we may expect. Bill Fey who developed *Share Jesus Without Fear* likes to say that it takes [typical Americans] about seven exposures to the Gospel message before a person will surrender their heart to Jesus.

And the same goes for us who are believers. Are we growing in our faith? Are we willing to make significant changes to the glory of God? It’s easy to say, “I’m sticking with what got me here. If I change it’ll destroy my credibility. Those in my church will think I was wrong all this time and I’ll lose my position of authority.”

Living out the faith is important for others who are watching our lives and how it benefits them. It can’t be done inside church walls and cocooning in our homes. Bringing the lost into our lives requires lifelong learning leading to a verbalization of our faith. As we interact, we watch them grow in their faith until Jesus is Lord. And then seamlessly, we walk with them into newness of life, encouraging them to bear spiritual fruit to the glory of God.

⁶ Quote by Curtis Sergeant

Job #4 Evangelism, Appendix 1

SKIT: Speaking to the People Next Door⁷

Characters needed for this skit:

- Jeff⁸ is the husband
- Ruth is the wife
- Muhammad is a Muslim husband
- Fatima is a Muslim wife (wears a scarf on her head if one is available)

Setting: Ruth is looking out the window as Jeff enters the room.

JEFF: What are you doing, Ruth? Isn't lunch ready yet?
 RUTH: Lunch will wait just a few more minutes. Look what's going on across the street.
 JEFF: What is the matter, Ruth? Did somebody get satellite TV?
 RUTH: No. The new neighbors are moving in. And they're not like us.
 JEFF: Yes, you're right. He has a lot more hair on his head than I do.
 RUTH: No. I mean look at the wife. She's wearing a head scarf and that long black coat.
 JEFF: Maybe she is cold.
 RUTH: Jeff--It's hot outside!
 JEFF: Leave them alone, Ruth. Ooh—I like that car they have. Is that a BMW? Come away from that window, Ruth. Let's eat lunch and leave them alone.

[Jeff and Ruth move away.]

RUTH: What if she doesn't speak English⁹? How would I ever talk to her?
 JEFF: What would you want to say to her, anyway?
 RUTH: Well, I could tell her how to act like me.
 JEFF: Oh yeah. Now there's a life purpose.
 RUTH: Well, okay, we don't have to go over there.
 [Off stage. KNOCK. KNOCK.]
 RUTH: Who could that be right here at lunchtime?
 MUHAMMAD: Hello! We are your new neighbors. My name is Muhammad and this is my wife. Her name is Fatima.
 JEFF: (LOUDLY AND OVERPRONOUNCED) Nice to meet you, Mo. And what was your name, sweetie? Fat something?
 MUHAMMAD: Muhammad and Fatima. And what are your names?
 RUTH: (LOUDLY AND OVERPRONOUNCED) We're Ruth and Jeff. Uh, I am Ruth.
 FATIMA: Our hearing is fine, Ruth.
 RUTH: (OVERPRONOUNCE SLOWLY) Okay, I am sorry. I did not think that your English would be very good.
 FATIMA: Thank you, I think. If it helps, I have a doctorate in English from the state university.
 RUTH: A doctor! Jeff, we don't have to go to the hospital anymore. We've got a doctor right here!

⁷ This skit is meant to be exaggerated and must be debriefed. It is intended to present a bad example.

⁸ Translator – feel free to use appropriate names for Jeff and Ruth. Try to keep Muhammad and Fatima.

⁹ Translator – use the language into which the skit is translated. See underlined words. Make sure that Fatima's doctorate is in that language, too, and not English.

FATIMA: I'm not that kind of a doctor. I begin teaching English this fall at the junior college in town.

JEFF: What brings you to town, Mo?

MUHAMMAD: It's Muhammad, Mr. Jeff. I sell mobile phones and just opened a franchise store in the mall.

JEFF: If you need any help, let me know. I work with a guy with a funny name like yours and he's always looking to do odd jobs. I'll give you his number.

MUHAMMAD: That is good to know. Thanks.

RUTH: Jeff was sure admiring your car, Muhammad. It sure is pretty.

JEFF: Yeah, that BMW looks sweet.

MUHAMMAD: (pulls car keys out of his pocket) Here are the keys, Mr. Jeff. You can drive it, if you like.

JEFF: Just like that? You'd let me drive your car?

MUHAMMAD: Yes! What's mine is yours. You'd let me drive your car, too, right?

JEFF: Uh, yeah, but maybe not this year.

RUTH: Or next. ... You have been moving all day. I would imagine that you are hungry. I just made some BLTs¹⁰. Would you like one, too?

MUHAMMAD: What is B-L-T?

JEFF: That's a good ole American sandwich, Mo. It's made out of Bacon, Lettuce, and Tomato.

MUHAMMAD: Our religion does not allow pork products, Mr. Jeff.

JEFF: Whoops. I sure don't want to send you to Hell.

FATIMA: Ruth, the reason that I came over is that my mother and sister plan to visit this weekend. Do you know of a place where I can get my hair cut and colored?

RUTH: (weakly) I guess you do have hair under there. Ha. Well, I *could* ask Fan Foo Wee down at the beauty shop on the corner.

FATIMA: Thank you. That would be very nice.

MUHAMMAD: Come on, Fatima, we'd better get back to unpacking boxes.

All: Good-bye.

[Muhammad and Fatima leave]

RUTH: Can you believe they came over here?

JEFF: I couldn't believe it. He'd let me drive his car, but he wouldn't eat my food.

RUTH: And who is she to wave that doctorate under my nose?

JEFF: So, are you going to call the beauty shop?

RUTH: I told Ruth that I "could" ask Fan Foo Wee. I never said I'd actually *do* it. Fan Foo Wee doesn't like foreigners anyway.

[Jeff begins to leave as Ruth walks toward the window.]

RUTH: Where are you going? Don't you want to see what else they've got?

JEFF: Not right now. I want to eat my lunch and then get back to my Bible study. It's a good one on missions!

¹⁰ Translators: Any food containing pork will be appropriate for this skit.

Job #4 Evangelism, Appendix 2

ONE HUNDRED MINISTRY OPTIONS

One of the most helpful exercises in unreached methodology training is to spend some time –preferably over more than one sitting – to formulate ministry options that offer the greatest potential for impacting the people group with the gospel. This has been found to be an excellent, and quite challenging, exercise in pulling together some of the disjointed ideas that may have emerged as population segments were studied and the world of Christian resources explored.

Read through these real life examples before you develop your own list. They are adapted from the work of several strategists planning for People Team work among their people groups. Special attention is recommended to numbers 1 to 48 in the list below. Until a church exists among a people group, the Evangelism and Church Planting strategies need to take priority.

EVANGELISM & CHURCH PLANTING

people group.

1. Mobilize existing and new prayer networks (list of prayer networks prepared).
2. Utilize multiple opportunities in the places where the people group's heart language and/or culture are studied.
3. Focus evangelistic resources of Southern Baptists, other parachurch groups, and student ministries on students from the people group.
4. Inform Christian students of the people group's spiritual needs.
5. Provide specific evangelistic materials for witnessing to these students.
6. Expedite Scripture translation in the heart language of the people group, if none exists or it is outdated or unavailable, starting by contacting the Holman Bible Outreach (www.baptistbiblesociety.org).
7. Facilitate Scripture distribution in the heart language of the people group in written or Chronological Bible Storying formats.
8. Encourage Campus Crusade to put the JESUS Film, the God's Story Project to put God's Story, and Mars Hill Production to put The Hope in video format in the heart language.
9. Encourage Christian radio stations within a 50 mile radius of any concentrations of the people group to begin broadcasting in their language.
10. Encourage local and national Christian broadcasters to begin broadcasting in the heart language of the
11. Work closely with radio programmers to develop appropriate material for the people group, especially contextualized Chronological Bible Storying sessions, avoiding translating existing content.
12. Concentrate evangelistic efforts of churches of the people group on population segments of the people group.
13. Encourage Christians from the people group living in clusters to evangelize other places where the Gospel has yet to penetrate.
14. Involve other Christians who have some cultural or language affinity with the people group in a long-term ministry.
15. Contact the imam in a local mosque and offer to give lessons on the "before Scriptures" covering Genesis to Deuteronomy (Pentateuch) and Matthew to John (Ingil) for women in Muslim people groups.
16. Work through existing contacts with other people groups to evangelize the people group receiving strategic evangelistic efforts.
17. Involve Christian anthropologists with official studies of the people group.
18. Encourage churches within the people group currently supporting itinerant evangelists to direct some of their effort toward the people group.
19. Contact leaders at each of the educational institutions in the communities where the people group studies concerning their need for teachers.

20. Send a Christian cultural drama team to the people group and key meeting places.
21. Invite people group musicians and dancers to receive training at a Christian arts training festival or institute.
22. Encourage Christians in other provinces or states to participate in any government-sponsored or cultural exchanges.
23. Field test the Gospel of Mark on audiocassette or CD in the heart language of the people group.
24. Locate churches in the United States and Canada or their territories to sponsor a college student from this people group.
25. Provide meals for the poorest in the people group. Ask for permission to pray a blessing on the house. If receptive, request permission to begin a Bible study in their home.
26. Network with local churches for interpreters assisting teams working among the people group.
27. Provide information and material to those planning evangelism at athletic competitions.
28. Continuously monitor events among the people group for new ministry opportunities.
29. Coordinate visits of former missionaries to the people group to assist in strategic advances.
30. Liaison with two dozen other Christian agencies working among the people group.
31. Evaluate the possibility of producing a broadcast television or cable TV program.
32. Provide information to those developing evangelistic tracts for use in communities where the people group lives.
33. Develop a specific evangelistic ministry to the communities where the people group live, which is on tourist itineraries in the area.
34. Develop strong relationships with some leaders of the people group's religious affairs committee.
35. Recruit and train Christian music groups to participate at the annual music festival among the people.
36. Make use of foreign exchange Christian students who are studying at schools where people group are enrolled.
37. Find out if any business employees among the people group are Christians.
38. Encourage people group students to apply to Baptist colleges and universities or Christian learning centers among the people group.
39. Take advantage of other Christians who participate in any invitational sports tournaments among the people group.
40. Encourage Third World Christians to participate in invitational soccer championships sponsored among the people group (or whatever sport is closely affiliated with the people).
41. Encourage any SBC missionaries with the International Mission Board to spend part of their stateside assignment working among the people group, or completed Journeymen or Masters missionaries to come alongside the team when they return.
42. Encourage the many parachurch groups looking for short-term projects, such as Baptist Campus Ministries (BSU) or Campus Crusade for Christ missions teams to focus efforts on the people group.
43. Survey Christians in key cities of a nearby state – or even foreign country – to locate family members of Christians living among the people group.
44. Assist Baptist laymen from Western countries in ministry among the people group, especially those employed at local businesses with international ties.
45. Seek an author to print or reprint at least one existing quality book on this people group's culture with Christian application.
46. Evangelize the people group members of existing national sports, acrobatic, and folk teams that travel.
47. Inform the global Christian community of the status of people group evangelization through www.peoplegroups.info.
48. Send a sports team, such as a basketball team, multinational or exhibition and training camp because of avid/fanatic interest demonstrated by a wire service story highlighting interest exhibited by the people group in the sport.

TRAINING CHURCH LEADERS

49. Plan a leadership training program for circuit-riding trainers among the people group.
50. Select people group Christian leaders to travel to other cities, states, and countries for training among other believers from their people group.
51. Invite respected Christian authors from among the people group to help train church leaders.
52. Provide material that helps people defend their faith when interacting with the people group and make it available to evangelists working among the people group.
53. Develop a program similar to the Navigator Organization for sponsoring promising Christian leaders among the people group Christians.
54. Mobilize the resources of large churches that sponsor missions efforts with the people group.
55. Initiate specific ministries to encourage isolated people group members to become believers using CDs and radio for spiritual growth.
56. Present photographs of the work as it has developed to the pastoral leadership of the first churches planted among the people group.
57. Prepare specific materials to help people defend their faith when witnessing among the people group.
58. Coordinate with the leadership of Navigator teams to the people group.
59. Orient, train, and encourage those serving as bivocational tentmakers with the people group.

COMMUNITY DEVELOPMENT

60. Encourage Christians to apply for community development jobs in the region where the people group lives.
61. Recruit Christians to apply for banking jobs in this region of the country.
62. Network with Christian craft marketers, such as the WMU's Worldcrafts (www.worldcraftsvillage.com), who purchase specific handicraft items produced by the people group such as brocade and hand-woven

cloth.

63. Encourage Christians to sponsor a people group dance and drama team to this people group.
64. Meet with the director of the agriculture over the area where the people group predominantly live and offer Baptist expertise in agricultural training.
65. Encourage believers to move to where the people group live, including retirees.
66. Sponsor people group students to Third World countries for agriculture study such as at the Baptist Rural Life Center, Philippines.
67. Locate people who have migrated away from among their own people to secure jobs elsewhere.
68. Locate opportunities, such as the new businesses and hotels being constructed in the area, to find new employment opportunities for Christians.
69. Offer to assist software developers working in the heart language of the people group.
70. Encourage Christian businessmen to invest in people group-related businesses.
71. Assist the local government in its plan to produce agricultural items for market and export.
72. Utilize the resources of Tentmakers International, which already has a databank of 15,000 jobs overseas for Christians.
73. Survey technical schools among the people group for shortages of tools, training aids, and instructional material.
74. Determine if any evangelical Christians employed by the Tennessee Valley Authority will be working in key agricultural areas.
75. Find out if any of the people are among those sponsored by the Tennessee Valley Authority.
76. Develop city-to-city projects with an eye for Christian connections and affinity. (For instance, Knoxville, TN is a sister-city with a town in China where Southern Baptist physician Bill Wallace died.)
77. Determine ways to address the plight of street children and the need for child development.

78. Evaluate existing human rights and justice programs (if any) for effectiveness combating abuse, especially among women and children.

DISASTER RELIEF AND HUMAN NEED

79. Approach the local authorities about conducting a nutrition study among the people group.
80. Provide people group's public health unit with a nursing training team that specializes in HIV/AIDS awareness, care, and prevention.
81. Since annual floods are devastating, plan short-term and long-term relief and development efforts; working closely with the Baptist state convention's Disaster Relief Teams in that state or nearby.
82. Enlist Christian medical personnel to conduct research on some of the unique medical problems in places where the people group lives, including HIV/AIDS.
83. Encourage Christian medical teams to conduct healthcare clinics on a regular basis, keeping laws for healthcare volunteer teams in mind (state boards and licensing differences, etc.).
84. Offer assistance to the inoculation teams, which the leaders among the people group send into the mountains to help poor people.
85. Encourage Christian health professionals from other parts of the country to fill the positions available in public health clinics.
86. Have some of the WMU ladies sponsor students from the people group for medical training such as nursing, midwifery, or medical technology.
87. Develop ongoing relationships with Baptist hospital personnel and have them assist with medical training for representatives from the people group.

EDUCATION

88. Offer to assist the local government with its difficult literacy campaign among people group immigrants.
89. Institute pen pal networks from across the Southern Baptist Convention and through international missionaries to selected educational institutions among the people group.
90. Capitalize on any educational arrangements for the people group by major universities to facilitate learning opportunities.
91. Encourage professional linguists to assist the local government in developing the people group language.
92. Recruit Japanese, German, French, and Australian teachers to an educational institution where the people group language is taught.
93. Identify and locate students from the people who are studying across the USA and Canada.
94. Donate religious and secular books to schools and libraries used by the people group students.
95. Encourage a drama troupe to perform at local educational institutes.
96. Encourage the drama troupe to offer an educational program on people group music and dramatic artists.
97. Encourage Southern Baptist English teachers to sign contracts for work among the people group.
98. Send Southern Baptist teachers to the places where the people group study.
99. Motivate national Christian teachers from other people groups to relocate into people group communities and urban areas.
100. Seek to fill specialized government educational requests among the people group, such as providing Christian teachers for ethnomusicology studies.

Introduction to Job #5: Small Groups

In this sessions, the emphasis shifts from evangelism to small groups. Each small group then becomes a church that multiplies. Unlike some other approaches, People Teams Training uses small groups for evangelistic presentations to non-believers in addition to discipling new believers. The focus is on making disciple-makers.

Outsiders: People Teams members are trained to become intentional *outsiders*. This implies we do not desire to become lifelong insiders. However, the insiders must still be discipled and take on all the roles of the church. The People Teams Training series helps missionary teams comprised of church member volunteers to use evangelistic efforts to gather the lost into small group Bible studies. These studies are conducted for evangelism. Then they affirm decisions of new believers who have accepted Christ. And then these small groups are the “incubators” to help these believers grow as followers of Jesus into reproducing Christians.

The key to People Teams Training is that the small groups start churches “that start churches that start churches...” Outsiders – especially missionaries – can do certain things that can hinder progress or they can stimulate and nurture church multiplication. People Teams members must recognize that even those with the best of missionary intentions cannot sustain a church planting movement (CPM). However, God works *through*, and not despite of, Christians to stimulate and nurture church planting movements.

That’s why People Teams members should stand and shout, “Mission on!”

Pre-requisite: People Teams need the Bible stories that teams identified at the end of **Job #4: Evangelism**. Teams were assigned to identify bridges, barriers, and gaps to the Gospel among the people each People Team has adopted.

Mark Snowden
Snowden Ministries Int’l

JOB #5: SMALL GROUPS

Part 1: Bible Story Report: Request each People Team to give examples they identified for an issue and two stories (OT & NT) that addresses each issue. Check to see if the Bible stories on their list are placed in chronological order. Explain that these stories form the core approach to an evangelism Bible story set. This session will address this aspect and also identify Bible stories for new believers in a small group Bible study. Ask if there are Bible stories that should be added for salvation (typically The Fall, Crucifixion, and Resurrection).

Part 2: Video: Be sure to address the Stop and Do parts in this video.

Mark 5:1-20

Define Discipleship

Intro “Catching Fire”

Lessons tie to Foundations

Long-term sm groups

:: Lome Y

What is a church?

Who can start a church?

12 Foundations

CPM – The 10

Using interpreters

3 case studies

Idioms

=====

Story Set: Long-Term Discipling

TRAINERS NOTE: Important teaching point not to miss: Remind team members that they need to address worldview issues beyond this “starter set” of Bible study sessions.

Point out that immediately following “Catching Fire,” that there needs to be a set of Bible studies (using the narrative / storying approach) that addresses the worldview issues of their people group. This is the only way to avoid syncretism (an overlay of the gospel on another superstition or religion) and maintain doctrinal purity (a key component to church discipline).

People Teams

Job #5 (of 7)
Small Groups



Discipleship is developing a personal, obedient, life-long relationship with Jesus Christ in which He transforms your character into Christlikeness, changes your values into kingdom values, and involves you in His mission in the home, the church, and the world. – Avery T. Willis, Jr.¹¹

Helpful lists covered in Job #5: Small Groups:

12 Foundations of a Healthy Church¹²

1. Biblical Evangelism
2. Biblical Discipleship
3. Biblical Membership
4. Biblical Leadership
5. Biblical Preaching & Teaching
6. Biblical Ordinances
 - a. Baptism
 - b. Lord’s Supper
7. Biblical Worship
8. Biblical Fellowship
9. Biblical Prayer
10. Biblical Accountability & Discipline
11. Biblical Giving
12. Biblical Mission

Church Planting Movements¹³: a rapid and exponential increase of indigenous churches planting churches within a given people group or population segment

- Extraordinary prayer
- Abundant evangelism
- Intentional Planting of Reproducing Churches
- The Authority of God’s Word

¹¹ Avery T. Willis, Jr., and Mark Snowden, *Truth That Sticks* (Colorado Springs, CO: NavPress, 2010) 115

¹² *Foundations* v. 2 (Richmond, VA: IMB publication, 20128) 61-64.

¹³ David Garrison, *Church Planting Movements* (Midlothian, Va.: WIGtake Resources, 2004) 172.

- Local Leadership
- Lay Leadership
- House Churches
- Churches Planting Churches
- Rapid Reproduction
- Healthy Churches

Part 3: Finishing Well

Future People Team Meetings

1. Plan a **Sending Service** after the final training session. Be sure to tell your local coordinator how many in family members and friends plan to attend. Allow one hour for the Service and refreshments following.
2. Continue holding People Teams accountable.
 - ✓ Team Roles adopted – each identified prayer priorities (Does each team have a name?)
 - ✓ Worldview Document – written document at least a half-page long

- ✓ Master Plan – turn in for peer preview by other teams
 - ✓ 50 Evangelism Ideas
 - ✓ Review “Catching Fire” and then develop a Long-term Discipleship Plan
 - ✓ Conduct the Missionary Character Retreat (*last reminder*)
 - ✓ Story Sets for Evangelism and Long-term Discipleship
 - ✓ Review “Catching Fire: New Believers”
 - ✓ Free from SnowdenMinistries@gmail.com (pdf)
 - ✓ Begin language-learning or contact an interpreter
 - ✓ Recommended: Babelfish.com or Rosetta Stone
 - ✓ Make adjustments to Master Plans
3. Each People Team should be meeting on a regular basis.

People Teams Training

© 2023 Mark Snowden
SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT—TEACHING OR DISCIPLING?

My Sunday School teacher called early on a Saturday morning. “Mark, my store was broken into and completely vandalized. It’ll take days to repair. If you don’t teach tomorrow, then we won’t have Sunday School. How ‘bout it?” I agreed, but only out of pity. Prior to that moment, I had only taught a third grade Sunday School class with my wife. I actually got her to drive to church while I scanned the lesson plan. And I knew I was bad. Because of that experience I skewed spiritual gift tests every time to show what I had no gift of teaching. So, within the hour I had a lesson plan in hand and I was to be teaching not just any adults, but my peers at our new church plant.

I went to war on the lesson plan. I don’t remember the passage, but I remember the preparation. I spent most of that day and was up early on Sunday ready to stand and deliver God’s Word.

And so, I taught the lesson. And I became the sub for teachers who had to miss. Then I was asked to teach my own class. After we moved to another church, I taught college & career classes, middle schoolers, and an adult Sunday School class. I was a teaching machine. Boy, howdy, did I know how to follow a lesson plan and teach that lesson.

But did I make disciples? I can’t answer that. I know what I taught, but I don’t know if it was caught. A few couples divorced. Teens went wayward. But I taught the lesson.

Small group leaders must have an unwavering commitment to making disciples in obedience to the Great Commission (Matthew 28:18-20). Paul told Timothy the essential part of his role in Ephesus was being able to raise up those who could pass it along to others; disciple-making. “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others” (2 Timothy 2:2 NIV).

The “entrusting” part required that “reliable men” be equipped so that they could pass it along. And how can we continue to be satisfied making converts when the command of Jesus goes further into disciple-making?

There is a horrible phrase I picked up recently. It makes my skin crawl and might wake you up in the middle of the night with cold sweats: institutional discipleship. Ouch. Are we just leading people to Christ so that they can keep a church going? The command of Christ is to become change agents in a lost world! Nobody gets a bye. Everyone is in the game who is a follower of Jesus. The small group leader’s role then is about raising up and sending out disciples.

When I was beginning to be a small group leader, I never asked God if what I was doing was His plan. I just wanted to survive the hour! I did ask the Holy Spirit to speak through me. But again, I never asked the Lord to show me a method that could make disciples that would multiply. I just put my head down and delivered.

Prioritize making disciples over just teaching the lesson.

Job #5: Appendix 1

Real Life Language Learning Case Studies

#1 of 3

Read the following case study from real life and discuss the questions at the end in your group.

DURK THOMPSON

Durk Thompson (a pseudonym) is a NAMB missionary. He serves as a Church Starting Strategist for Muslims in San Francisco, California. He is learning to speak a very difficult language spoken among a strongly-Islamic people group. There are 40,000 to 60,000 of this people group who have immigrated to the Bay area from Central Asia.

“I’ve been taking one-on-one language lessons with a friend,” said Durk. “We try to have a one hour lesson weekly, but sometimes consistency is challenging. Since I’m currently the only one working among this people group here, it’s challenging to spend too much time.”

Durk frequently uses an interpreter and sometimes finds translation help among the people whom he is working.

“I work with widows whose husbands have been killed. The children of the widows usually speak English and I communicate through them.”

When Durk and his friends conduct events like a Thanksgiving meal or a Valentines banquet, he gets friends he has made from the people group to stand beside him and interpret as he speaks.

“Learning new languages is a challenge for me,” he admitted. “Learning [this language] will probably be a lifelong process.”



Questions to discuss:

1. What are some ways that Durk has learned to communicate with the people group?
2. What does Durk think about language learning?
3. Why do you think Durk is willing to learn the language of the people group?

Have a spokesperson present your responses to these questions to the large group.

Real Life Language Learning Case Studies

#2 of 3

Read the following case study from real life and discuss the questions at the end in your group.

SALLY HINZIE

Sally Hinzie is a wife, a mother, and works on the staff of the Union Baptist Association in Houston, Texas. Because of her concern for an unreached people group in Russia, Sally learned to speak basic Russian.

“I do use it in Houston,” she said. “We started a Russian Bible study a year and a half ago. Sometimes it is in all Russian. Sometimes it is in all English.”

“Most of the time it is a combination of the two. I am excited to be using what little Russian I know here and the Bible study definitely helps me with my vocabulary and language skills. We have three pre-Christians coming and we are praying to see what God will do.”

Sally started learning Russian by taking a class at a place called the Leisure Learning Center that provided adult learning activities including language-learning, crafts, and even ballroom dancing. When she progressed past the beginning classes offered there, she moved to individual lessons by a personal tutor. She has approached it like a hobby for the last 10 years, taking approximately 26 one hour classes during a year. This required an additional 20 to 26 hours of homework over the year.

Sometimes Sally uses a translator, especially when leading mission trips to Russia. “The more you can do without an interpreter--like facilitating activities--the better.”

Sally adds, “My business card is in English on one side and it is in Russian on the other. That is a big discussion starter for missions. I usually hand it out with the Russian side on top.”



Questions to discuss:

1. What are some ways that Sally has learned to communicate with the people group?
2. What does Sally think about language learning?
3. Why do you think Sally was willing to learn the language of the people group?

Have a spokesperson present your responses to these questions to the large group.

Real Life Language Learning Case Studies

#3 of 3

Read the following case study from real life and discuss the questions at the end in your group.

MILES BRANNON

Detroit, Michigan, is a city known for auto-making. According to PeopleGroups.info, there are more than 65,700 people in the metro area who speak Arabic. Miles Brannon (a pseudonym) has been learning the Arabic language. He can now work without the aid of an interpreter.

Miles lives in another state with his wife and children, and serves as a mission consultant to his church. When Miles developed a passion for a people group that spoke Arabic, he knew that learning that language would have to be a hurdle he would have to cross.

“When you want to communicate at the deepest level where a people group thinks about their religion and will consider following Jesus, it takes place in their heart language, their mother tongue,” he said.

Today, Miles makes frequent trips to work among Arabic-speakers in the suburbs of metro Detroit. Miles works among a population segment there, and has even made trips overseas where a large number of that people group live.

Miles is often asked to teach about crossing cultures and doing missionary work. “I tell those I lead to consider language learning to be one of the most important things you can do in missions. What language are *you* learning?”



Questions to discuss:

1. What are some ways that Miles has learned to communicate with the people group?
2. What does Miles think about language learning?
3. Why do you think Miles was willing to learn the language of the people group?

Have a spokesperson present your responses to these questions to the large group.

Introduction to Job #6 Leaders

Missionaries must train indigenous leaders. The missionary may evangelize, form small groups, and even help a church get started, but they must “work themselves out of a job” by training leaders. In almost every case, this means following Paul’s example of leaving in each city he visited a pastor / elder / overseer.

- If 2,400 new churches were started every year for 10 years, how would 24,000 new pastors and thousands more new church leaders be trained?
- Would churches require every pastor to be seminary trained? If so, could evangelical seminaries have hundreds more enrolled on average every year? However, not all of these will be pastors and only a fraction will become church planters.



Church members doing missionary work in the People Teams process *must* be able to raise up church leaders. You don’t have to talk with missionaries very long until you find that phenomenal church planting will stymie without leaders.

People Teams must learn two skills: *identifying* and *equipping* pastors/elders/overseers and deacons—biblical officers. Silent Mentoring is introduced as a way to train pastors apart from the other church members. Moving from the “front” to the “back” helps the indigenous work transition in healthy ways. It signals a time of transition has begun for the People Team. They must diminish as church leaders in training take responsibility.

Missionaries must be prepared to begin their journey anew to continue with a new people group or continue among the people group already engaged, but perhaps among a new population segment. In Job #1: Assembling a Team, People Teams members learned the different roles of a missionary and a pastor. Now the roles are put into practice as the missionary makes sure that the pastor and church members can “self-feed” on God’s Word.

Mark Snowden
Snowden Ministries Int’l

JOB #6 LEADERS

Part One: Welcome and Introductions (As people arrive)

Part Two: Show the video and be prepared to handle the Stop and Do segments

Team Checkpoint

Acts 13-14

Identifying Local Ch Ldrs

Reproducibility Math

Acts 16 & Eph. 4:11

APEST-led churches

Ex. Who's the Leader?

Indigenous Principle

Becoming a Silent Partner

:: Coach & Mentor

Equipping Local Ch Ldrs.

MAWL

Options for Trg. Leaders

:: Self-feeding (5 Ws & H)

:: NAG-LAG (iN A Group)

:: Bible study with Silent Partner

Intro 2 studies for leaders

:: Church Ministries (8 lessons)

:: Multiplying Disciples (8 Lessons)

People Teams Timeline

Weekly Team Mtgs with SP

:: Small group mtg outline

Stop & Do: Reproducibility Math:¹⁴ The math is provided to help you assist the team in determining a mathematical check. The answers are to be reviewed in the video for both rounds.

Round One:

How many new churches could a church start in a year, if it started **one** new church and their daughter church kept it going at the same rate **every six months**? How long would it take them to have 100 new churches?

1/2: 1 (1st church planted takes about six months)

1: 1 + 1 = 2

1 1/2: (1 + 1) + (1 + 1) = 4 or 2 x 2 = 4

2: 4 x 2 = 8

2 1/2: 16

3: 32

3 1/2: 64

People Teams

Job #6 (of 7)
Leader Training



4: 128 [If there are 10 per church that means 1,280 believers.]

Round Two:

Hopefully, every church will start more than one church. What if they were able to double their reproduction rate? How many new churches could a church start in a year, if it started two new churches and their daughter churches kept it going at the same rate every six months? How long would it take them to have 100 new churches?

1/2: 1 (1st church planted takes about six months)

1: 1 + 2 = 3

1 1/2: (1 + 2) + (1 + 2) + (1 + 2) = 9 or 3 x 3 = 9

2: 9 x 3 = 27

2 1/2: 27 x 3 = 81

3: 81 x 3 = 243

3.5: 243 x 3 = 729

4: 729 x 3 = 2,187 [If there are 10 per church that means 21,870 believers.]

Part Three:

Schedule a Sending Service, ideally two weeks in advance.

- Assemble photos taken throughout the People Teams Training and project them during the service.
- Announce that at the conclusion of the final training session, that a Sending Service is planned when they can invite their friends and family to join them. It should last about 30 minutes and be followed by a reception.
- Ask for an estimated number of people who plan to attend to provide adequate food and seating capacity.

¹⁴ Reproducibility Math was developed by Ronnie Fox, a colleague at NAMB. Used by permission.

- Ask for volunteers from among the participants to meet separately and plan a Sending Service and the reception to follow. A suggested outline is provided at the end of Job #7: Mobilization.

TRAINER'S NOTES:

- *It may be helpful to remind pastors from the People Teams churches to conduct a Commissioning Service if they have not already done so.*

© 2023 Mark Snowden
SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT -- MULTIPLICATION THINKING

When I worked in the Church Planting Group at the North American Mission Board, I was responsible for interviewing new church planters as part of their approval process. One couple was going to a city with one million people in which evangelical churches' average AM worship attendance never topped 45 people. When I suggested that they plant four churches simultaneously, the wife's eyes opened wide and said, "How is that possible?" They had been so focused on planting one church that they had never considered multiplying from the start.

In my favorite Star Trek episode, furry animals were taken onboard their starship and immediately began to reproduce. Medical Officer "Bones" did a thorough analysis and reported to the First Officer, "Spock, they're born pregnant!" What if new churches were started with the intention of starting a new church in the next six months?

Now, don't think I'm only being hard on church planters. What if your church -- every church -- started one new church next year? Would you just try to populate it with those already saved or would it be an ensemble of soul-winning new believers? What if this time next year your community doubled their churches?

What would need to change?

Introduction to Job #7: Mobilization

People Teams missionaries help the pastor to represent his church outside of their church's membership. This type of shepherding function also begins interaction with denominations and evangelical ministries. Through interaction with state and associational leaders, the church begins to cooperate with other followers of Jesus.

Church members must be called out as missionaries to cross cultures into new groupings of people who have yet to hear the gospel and respond. New small groups that become churches and raise up their own indigenous leaders must seamlessly integrate into the overall church life.

Remember, the classic definition of missions mobilization involves awakening, equipping, and aligning with God.

- **Awakening:** Understanding not just the brutal facts of lostness, but sensitized to people in groupings that are each unique.
- **Equipping:** People Teams Training is a great step toward equipping yourself to maximize your gifts and abilities that God has gifted you to have and use for His purposes.
- **Aligning with God:** God invites us to join Him in His mission in the home, the church, and the world. As you step beyond your comfort zone, God is already at work!

A missionary from Chile was frustrated as some new missionaries that arrived, but weren't really doing much. She said, "It's not enough to go on mission. Tell everyone they must do something when they get there!" Simple advice, but a good reminder that mobilizing just gets missionaries on the field, just as accepting Christ isn't the same thing as making disciples.

Churches do not live in a fishbowl. Each church member is fully aware of exciting churches with "the show" as if it were a dazzling weekly theatrical production. Yet, small groups of believers studying God's Word is life-changing stuff. Enthusiastic members can be mobilized to spread the kingdom of God here, there, and everywhere faster, quicker, and better than the best worship experience.

We finish People Teams Training having believers focus beyond themselves. In many ways, Mobilization is a cycle that is beginning the People Teams process again. Some have called it a spiral as if it were a holy tornado blowing away sin and going round and round wider and wider with the Gospel!

Mark Snowden
Snowden Ministries Int'l

JOB #7: MOBILIZATION

Part One: Video

Joshua 1:10-18 (Head, Heart, & Hands)
 Awaken, Equip, & Align
 Ex. Community development
 Re-introduce Champion Role (pastor)
 Defining Mobilization
 Spiritual Development Process
 Missionary Traits (15)
 Mobilization Priorities (6 P's)
 Peoples Search
 :: PeopleGroups.info
 :: PeopleGroups.org
 Advocacy & Mobilization
 Exercise: Take it to the wall
 Of Frogs & Lizards
 Networking Guide
 Peer Review
 Option: City Tour
 Sending Service

Mobilizing means reaching out to others, not for a handout, but for opportunities for others to be a part of what is doing in your People Team! Some grant access, while others have a more spiritual role.

Peoples Search – See Appendix 3

A tool is included in the Appendix to help your People Team(s) help their churches adopt a people in their community. The search tool will be helpful to the People Team as they continue to understand the people segment they continue to work among.

People Teams

Job #7 (of 7)
 Mobilization



Stop & Do: Mobilization Priorities: Match the phrase with the priority
PLANNING: Strategy drives actions. (US Army)
PEOPLE: Get the right people on the bus. (Collins)
PROMOTION: Half my ad budget is wasted, but I don't know which half. (Wanamaker)
PRAYER: It's the missionary's #1 request.
PROCESS: The church doesn't have a mission. Mission has a church. (Stetzer)
PLACE: I'll go anywhere, provided it be forward. (Livingstone)

Stop & Do: A Peer Review may be conducted during the video learning. See Appendix 1.

Networking Guide – See Appendix 2.

OPTION: Next Level – OWNING THE VISION: CITY TOUR

Good: Allow one hour, perhaps provide a lunch while the tour is underway.

Great: In addition to the tour, arrange IN ADVANCE to have a meal at an ethnic restaurant.

AIM: Missionaries need to keep the vision of a lost world before them. They must avoid becoming hyper-focused on their own people group. An Acts 1:8 vision must be grasped to call out believers from their priority people group or population segment to embrace *all* peoples here, there, and everywhere.

Materials Needed: Cars/Van and box lunches with drinks for everyone

ACTION: City Tour Box Lunch (1 hour) Lunch: Box lunch in the vehicle as you travel

Arrange IN ADVANCE for the Associational Missions Strategist (or a rep) to identify places and peoples in need. Have the AMS conduct a tour of the association, pointing out where mission work is still needed.

Van Option: Ideally, this would be on a bus where everyone can be together.

Driving Option: Large training groups may need to break out in smaller vans and cars. For this option, associations should provide an information sheet and driving instructions on where to go if it is to different places.

Caravan (Cars) Option: The ADOM instructs the group to form a car caravan and drive a number of cars until they reach specific destinations. Everyone can get out and have the ADOM address the needs in that area before moving on to another.

APPLICATION: Debrief the experience.

- This is a last meal together as a group, but it should be representative of the Unfinished Task that still remains.
- Include a time of prayer that God will call out missionaries from among their small groups and new church starts.

SBC Missions: Southern Baptists can have a good tool to help them know and understand how SBC churches cooperate in missions. See Appendix 4.

Missionary Story: This is part of a learning exercise or possibly to be used in the Sending Service. A script is included to help the person learn man's predicament. See Appendix 5.

Part Four: Evaluation Time (20 mins.)

The evaluation is meant to be a verbal time of evaluation. It also models the Peer Review process. Be open, kind, and make sure your training partner is taking notes. Use the space below to jot ideas. Follow-up this training by "indexing learning" with other People Teams trainers.

- **What are the strongest points of the training?** (It is okay to prompt specific evaluation of knowledge, character, and skill from the three training series.)
- **How can the training be improved?**
- **Have any opportunities or weaknesses been overlooked?**
- **Other comments welcomed!**

Special to Leader: Become a People Teams Trainer!

1. Review the Leader Manual.
2. Challenge another level of participation as a Trainer. Three steps.
3. Take the training and do the work – complete all videos.
4. Assist another trainer in conducting the training series.
5. Lead your own training accompanied by an apprentice trainer.
6. Assist other churches and associations in launching their own People Team(s).
7. Be willing to update your training periodically as training matures.

Finishing Up

- Conduct a Sending Service – See Appendix 6
- Presentation of Certificates
- Final comments as a training group

People Teams Training

©2023 Mark Snowden

SnowdenMinistries@gmail.com

LEADER ENCOURAGEMENT—CREATING A MISSIONS CULTURE

A few years ago I conducted a study among newly-commissioned international missionaries and learned that there were several key points that God used to mobilize them for missions:

- Attended a missionary training program when they were children
- Participated in a volunteer missions project. Most were returning to serve where they visited and worked
- Took a missions class while in seminary; even if they weren't getting a missions degree
- Stayed abreast of international news, especially in times of human need
- At least half said God had used a pastor's sermon on Isaiah 6 (Send me!) as the trigger.

Besides offering training and sermonizing, I believe the closer people get to God, the more they'll hear and respond to His mission to redeem a lost world. If He was willing to send Jesus, He will work with a person like you and me. As one missionary responded to questions about why he wanted to be a missionary, he responded, "Because He is not telling me not to be one."

Job #7, Appendix 1
CONDUCTING A PEER REVIEW
 Mark Snowden

Peers are equals. A Peer Review provides an opportunity for members of People Teams to come together to share and receive feedback on each other's plans. It's an honest "gut check" from other missions workers. Egos and pride are replaced with open and sincere concern for one another. The goal is to improve our efforts to advance the kingdom in ways that glorifies God.

Counsel to Presenters:

During a Peer Review, the person presenting his or her team's strategy should take into consideration how their own ideas come across. Some interruptions may be needed for clarification. Other feedback may come through some non-verbal clues, such as body language. John Walsh, who trains speakers and Bible storytellers, has said that the presentation is 75 percent of the Peer Review process. In some extreme cases after presenting the strategy, the presenter should have the full right to stop, but it is done so with the thought that a revision will be resubmitted to future Peer Reviews. After the presentation, the remaining time should be spent asking two or three questions and listening to others' opinions. Feel free to answer direct questions, but resist defending every comment.

- **What are the strongest points of the plan?**
- **How can the plan be improved?**
- **Have any opportunities or weaknesses been overlooked?**

The presenter should express appreciation for everyone's contributions as iron sharpens iron!

Counsel to Peers:

Some things to watch for during a Peer Review:

1. Many hands make light work. Every People Team submitting plans for review cannot see every angle, imagine all the possibilities, or think through every problem.
2. Junk in; Junk out. If teams start wrong, it doesn't matter where they go from there. Does the strategy continually rely on God? In other words, are there good, but busywork projects that are only distractions or diversions from what is vital?
3. Answer the WIGtake Question. (*What's It Gonna take?*) And being true to WIGtake, is the team exhausting every possible God-given resource to fulfill the vision? Can this strategy be reproduced by local believers?
4. Watch out for "lone ranger" strategies. Does this plan only rely on the resources within one church? Are the resources the team desires appropriate? (*Consider the "Networking Guide" on the next page.*)
5. An ongoing process. A Peer Review should be conducted regularly. A convener should be identified in your group to call for a six month review over the next two years.

10 Rules for the Peer Review Process

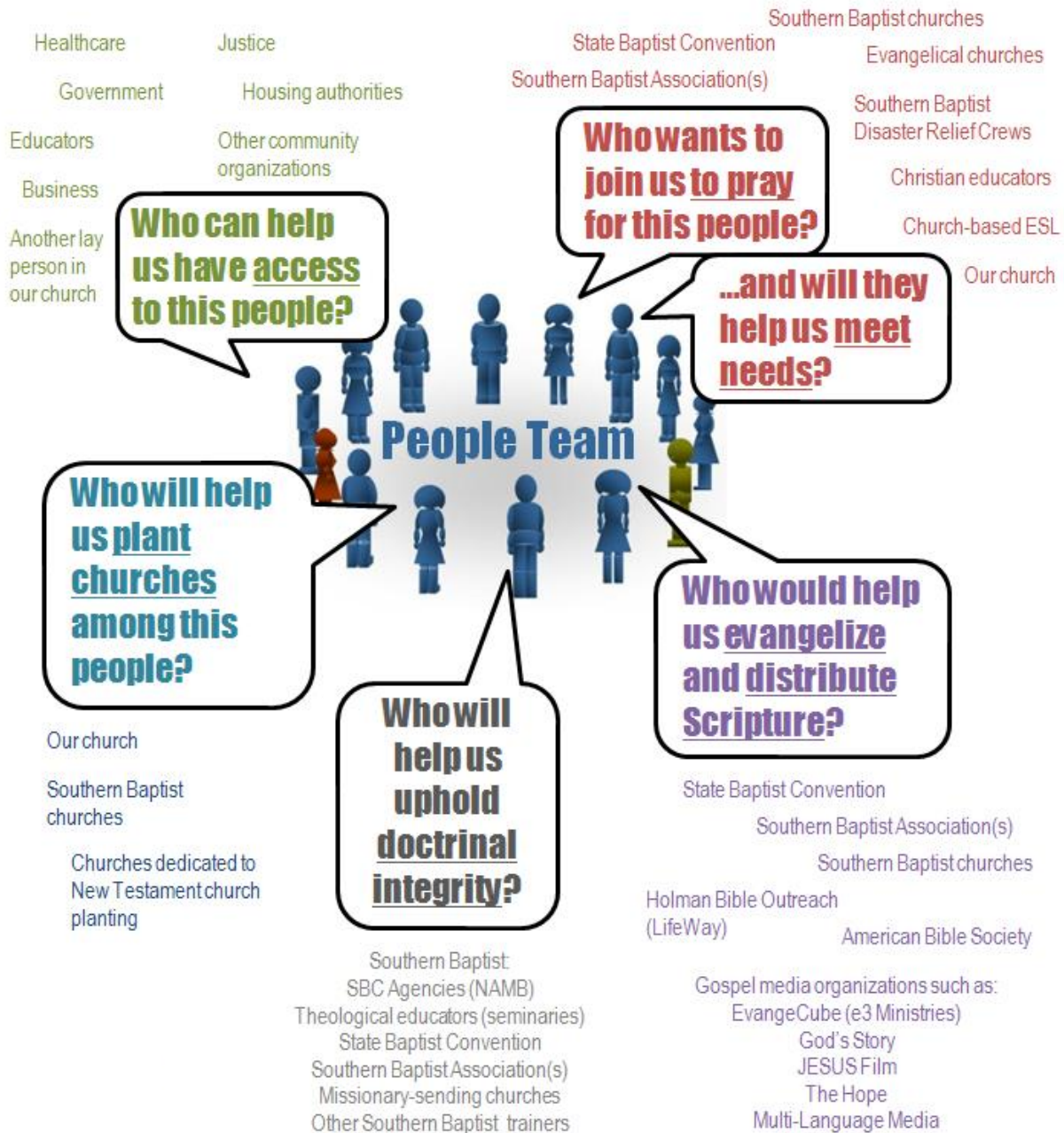
1. Team Leads present their Master Plan to other Team Leads.
2. All other People Team members present their role-specific plans to their peers.
3. Keep numbers small – 3 to 5 in a review group.
4. Check your ego at the door.
5. Circulate plans so that each person will have their own copy.
6. Keep the WIGtake perspective (What's It Gonna take?) rather than "What can we do?"
7. Allow 5-10 minutes per team presentation and 5-10 minutes for the review.
8. Presenters will benefit most from knowing strongest points, improvements, and any overlooked opportunities or weaknesses
9. Listeners construct, not destruct; remain aggressive in love.
10. Conclude in prayer for one another.¹⁵

¹⁵ Adapted from David Garrison's "Counsel to Peers" and "10 Rules" from a compilation of perspectives on generating Master Plans by Eddie Cox, International Mission Board, SBC, undated.

Job #7 Mobilization, Appendix 2

NETWORKING GUIDE

People Teams relate to different people for different reasons.



Job #7: Mobilization, Appendix 3

DISCOVERY GUIDE

PEOPLES Search and God's Activity

Mapping the people groups of a city and discovering God's activity among them is an awesome task. Yet, if we desire to finish the task in this generation, then identifying the real people behind demographic and census data is more important than ever.

This guide is like an onion. It is in four layers and you may be in tears by watching God at work by the time you are finished "slicing" it! The three layers are:

1. Community Survey
2. Spiritual Receptivity Survey
3. Man on the Street Survey

The Discovery Guide is not an attempt at a scientific random sample. It is also not attempting to perform thousands of surveys among a variety of people in a defined area.

The purpose of the Discovery Guide is to identify where people groups live. That's it!

Here is a list of things that would be helpful to you and your Discovery Team:

Spiritual discernment – What is God showing you and why?

Searching and analytical eyes – What are you really seeing?

Physical presence – Whom do you see that others might miss?

Willing heart – Who is open to the point that they will provide you with insights?

Friendliness – What questions are safe for you to ask and build trust and respect?

Prayer – Ask God to lead you to the people or person of peace who can open doors.

1. COMMUNITY SURVEY

Part A. Discover the People Groups in the survey area.

- What can you see people doing? Morning? Midday? Afternoon? Evening? Night?
- What ethnic groups or nationalities do you see?

Part B. Discover the Population Segments in the survey area.

- Where do the rich, the poor, and middle class live?
- What religious backgrounds are represented?
- How does new information get passed along?
- What population segments do you see? (economic level, homeless, bikers, artsy, etc.)

PART C: Discover the Physical Environment.

- Describe the public schools.
- What and where are the primary businesses?
- Where are the grocery stores and convenience stores?
- Describe the centers of activities where people gather.
- What kinds of transportation are available?
- Where is the new construction?

PART D: Discover the Spiritual Climate.

- Where and how do you see God at work among the people living here?
- Where are the churches, if any, and what are they doing, including parachurch ministries?
- Who are the gatekeepers in the community?
- Is there evidence or indicators of satanic activity?
- What non-religious organizations are available to the people here?

2. SPIRITUAL RECEPTIVITY SURVEY (person-to-person)

- How would you describe your spiritual beliefs?
- What is your spiritual heritage or religious preference?
- How do you think Christians and churches are accepted here?
- What would best facilitate your spiritual journey and goals?
- Who is Jesus to you right now?
- What do you think will happen to you if you were to die?
- Would you have an interest in learning what the Bible says about your life?
 - a. When would be a good time for you to meet in a discovery group?
 - b. Who could attend with you?

3. MAN ON THE STREET**Part A: Introductions**

- How long have you lived here?
- I hear your accent, where are you from?
- How would you describe the people in this community?
- What languages do people speak in this area?

Part B: Understanding the people

- What would you say is the greatest problem in this community?
- Is anyone doing anything about it?
- How do people in this area view God?
- What religious events take place in this community?
- Are you a member of a nearby church?
- If you were looking for a church, what would you be looking for?
- Option: Would you be interested in participating or hosting a Bible study in this neighborhood?

Part C: Community Leader Questions (Insiders who know a lot about their community)

- How do people here view their community?
- Strengths here?
- Major challenges here?
- What is the history of the people living here?
- What languages are spoken here?
- Are there any new immigrant groups moving into the area? From what countries?
- What are the main religions being practiced?
- Do you know of existing churches for these groups? What church? Where?
- What needs do you feel like the new church could best address?
- Are there any new churches starting up in the area? What? Where?
- How can we assist you in fulfilling your job? (Pray with?)
- Contact information, if possible.

BONUS: Explain why or why not this person could be a person of peace.

Job #7: Mobilization, Appendix 4

DOING MISSIONARY WORK**SOUTHERN BAPTIST VERSION**

AIM: There is no greater privilege than calling out those who would desire to become missionaries. This session can quickly become a show and tell for Southern Baptist channels of service through state and national entities. While that is a part of the training, the greater challenge is helping a People Team member know how to call out missionaries who will serve among a people group in Acts 1:8 contexts.

Materials Needed: IN ADVANCE obtain copies of brochures, packets, or live Internet links to the many ways to serve as a missionary:

- “Meet Southern Baptists” Executive Committee brochure. 15 cents each.
- International Mission Board: [IMB.org](http://imb.org). a tab at the top is “Go.” Go to the Global Resarch Site for resources like a map, “The Status of Global Evangelical Christianity” available by calling 1-800-999-3113. Visit <http://imb.org/go>.
- North American Mission Board: <http://www.answerthecall.net> for “Downloadable Resources,” for the *Pathways* brochure that may be printed out
- Missions Pipeline – 2 years of training provided by the IMB through the state Baptist convention
- Poster or flipchart paper with definition of People Group listed on the next page.
- Pad of sticky notes

ACTION:

Introduce this section by distributing the “Meet Southern Baptists” brochure. Point out how the IMB and NAMB are agencies of the SBC and that giving through the Cooperative Program undergirds the work that state conventions and national entities do their work. Point out that local Baptist associations receive separate donations from participating churches.

Part 1: Doing Missionary Work Overview (5 mins)

- State that up until this point, the people in your small groups have been asked to go to people like them (their circle of influence – their *oikos*).
- Point out that missionaries must be called out from among new believers to be missionaries among people groups and population segments. Your personal example as a People Teams member will lend credibility to this exercise.

- Read or recite as a group Acts 1:8.
- Put the verse in context of Jesus’ ascension back to the Father in heaven.
- Ask the group to brainstorm what is meant by Jerusalem, Judea, Samaria, and the ends of the earth.
- Ask for testimonies of anyone in the group that has been involved in a mission project. Point out the barriers that needed to be crossed in doing a mission project.

(Parts 2, 3, and 4 were inspired by Carmon Keith in her interactive curriculum for the training used in the Families on Mission pilot project by the North American Mission Board, SBC.)

Part 2: Ends of the Earth (15 mins.)

Present brutal facts of lostness and how missionaries and funding is dispersed. We recommend this video available via YouTube: <https://youtu.be/WrHC7hXNoV8>

Download, printout, and distribute copies of “The Status of Global Evangelical Christianity” map provided online printed IN ADVANCE from the IMB. Explain that unlike the world map (or globe), this map eliminates the political boundaries. Each dot represents a portion of a people group. The IMB has worked with other evangelicals to map nearly 90% of the world’s people groups. The map’s legend defines “evangelicals” and also has a legend for the colors used for every people group.

- Display a poster with a world map on it. This could be a hand drawn map on a marker board or a printed map.
- Give everyone a sticky note and have them write a people group name or country. Place the sticky note on the world map.
- When everyone has had an opportunity to make their mark, go around the room and explain why that country, or people group, is important to them. Explain that a people group is defined by the flow of the gospel before it encounters barriers. Display a poster prepared IN ADVANCE with the following definition:

PEOPLE GROUP: The largest group through which the gospel can flow without encountering significant

barriers of understanding and acceptance. Significant barriers are a combination of worldview, ethnicity, language, and culture.

Share these statistics:

- More than 500 people groups larger than 1 million in population do not have any evangelical missionary work underway.
- It has been estimated the 95 percent of all tithes and missions offerings by Christians in the US stay in the US.
- Some 95 percent of all seminary graduates stay in the US.
- At least 10 percent of the world's approximately 7 billion people have a relationship with God through Jesus. That leaves some 90 percent without a hope of heaven.

Pray for the need to see the world as God sees it.

Part 3: Judea & Samaria: (15 mins.)

Enter a dialog with participants. Use the following discussion guide:

- Did you know that the United States is the fourth largest country in the world with lost people? (About 250 million are not evangelicals)
- Why do Christians often overlook people groups living in our state or province, even North America?
- Review the story of the Good Samaritan. Mention that the Samaritan in Jesus' parable was in Judea – literally. Use this as a springboard to display and discuss www.PeopleGroups.info. If time allows, go to the Web site and discover information on peoples in your city or zip code.
- Pray for the need to see North America as God sees it.

Part 4: Jerusalem (20 mins.)

- Ask a volunteer to read Acts 2:5-13.
- Point out that all believers are called upon to be a witness, but being on mission in your Jerusalem means reaching out to people who are not like you or are not in your usual circle of influence.
- Explain that part of one's team responsibility is reaching out to people groups in their Jerusalem.
- Divide into three groups. You will need three lists on a poster or marker board under the following categories. Display these in different parts of the room:
 - LIST #1: Mission projects in which you have participated.
 - LIST #2: Mission projects you have seen or heard other believers doing.

- LIST #3: Mission opportunities that you know exist, but that no one (to your knowledge) is involved in doing.

- Have each group choose a wall/list to go to first. Have them use a marker to list responses to each list. Allow three minutes at each station. Call "time" and have them move to the next station and again list responses. Keep going until all three groups have covered all three lists.
- Tell participants that these lists now become prayer stations in a mini prayerwalk they will do. Tell them that they will have three minutes at each station. While at the station, those who feel led to do so should audibly voice a prayer related to the work represented, praying specifically for one or more of the opportunities listed, and for the missionaries needed to be called out for personalized involvement. After three minutes, tell the teams to move to the next station in a clockwise manner.

Part 5: Interview with a Missionary – AMS

IN ADVANCE, plan a visit with your Associational Mission Strategist. Use the opportunity to interview him in front of the group.

Discuss how the Southern Baptist Convention works, why the Cooperative Program is the primary channel *through* which Southern Baptists do missions, and identify the agencies supported by the interdependent churches. The AMS may desire to offer services the association can provide to the new church plants such as vetting new pastors (criminal background checks), helping set up a checking account, achieving tax-free status, ongoing equipping for leaders, etc.

OPTION Part 5: If the AMS interview is not possible, use the following alternative to discuss the cooperative nature of Southern Baptists. (*This lesson was written by Mary Leigh Snowden for the Cooperative Program office of the SBC Executive Committee.*) (30-minutes)

Start by asking everyone to pair off. Give each pair a piece of string, curling ribbon, or a shoelace. Each person can use only ONE hand. They must try to tie a bow together. (ex: tie it like a shoelace) They cannot use their foot, arm, or a prop. They must tie it in the air. Give them a few minutes. Let whoever does it first show the whole group how they did it.

Debrief:

- What did you have to do in order to tie the ribbon? (If they don't come up with work together or cooperate, lead them there).

- What does the word partner mean? (People who work together for a common goal)

This is a great lead-in for talking about why it is important for churches to partner and work together for a common goal. Ask, “*What common goals should all churches work towards?*” More specifically, why is it important that our church work with other Southern Baptist churches to support missions in the name of Christ all over North America and around the world?

Two are better than one, because they have a good return for their work: If one falls down, his friend can help him up. But pity the man who falls and has no one to help him up! Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken (Ecclesiastes 4:9-12, NIV).

Biblical Basis for Cooperation

Explain that the Southern Baptist Convention is made up of not just two or three churches, but 48,000 churches with 16.3 million members across the United States. These churches, including ours, voluntarily partner or work together to fulfill the Great Commission:

Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age (Matthew 28:19-20, NIV).

ASK: Do we have a biblical example for this kind of partnership? Open your Bibles to Acts 11:19-30. Remind them that the book of Acts tells us about the early church immediately after the death and resurrection of Jesus.

STORY: Basically there are two churches. One in Jerusalem and one in Antioch. They are about 500 miles apart. The church in Antioch is really growing and they need someone to come and tell them about Jesus Christ and His teachings. The church in Jerusalem hears about their need. There is a man named Barnabus in the Jerusalem church and he is willing to go and teach the people about Jesus. He travels the 500 miles by walking or camel. When he gets there he is overwhelmed. So many people want to know more about Jesus. He decides to go over to Tarsus (about 40 miles) and gets Saul (later known as Paul) to help. So Barnabus and Saul teach the people in Antioch about Jesus. The

people learn so much about Christ and His teachings and become so Christlike that people start calling them “little Christs.” (Point out the verse where Christians are first called Christians at Antioch.) The story does not end. Back in Jerusalem, a prophet named Agabus hears about what is happening in Antioch and decides to go and see them. He and some of his prophet friends travel over. While there, Agabus gets a vision, the Holy Spirit comes upon him and he prophesizes about a famine that will affect Jerusalem. He tells the people of Antioch and they decide to take up an offering to send to the people in Jerusalem. They do, and Paul and Barnabus take it to them (Acts 11:19-30).

ASK: Do we have a biblical example of a church reaching out? Get them to answer and give the two examples. Do we have a biblical example of a church sending out a leader to teach others about Christ? (Let them answer and give the example). Do we have a biblical example of a church giving financial support to another? (Let them answer)

The Cooperative Program

Ask them to empty their pockets, wallets, and purses and set all of their money in front of them. Total it up. Ask, “How many missionaries do you think we can support with this? How many people can we expose to the Word with these resources?” Now if every Southern Baptist church were to do this, how many missionaries do you think we could support? (Currently over 10,000.) How many people can we reach? (In 2006, more than 900,000 people were baptized.)

The Cooperative Program (CP) is a voluntary commitment on behalf of churches like ours to share our resources and partner together with our sister Southern Baptist churches to fulfill the Great Commission. By ourselves, we can have a minimal impact. Partnering with 48,000 other churches allows us to have maximum impact.

Explain that Southern Baptists are the only denomination that fully supports our missionaries. They do not have to worry about travel money, house payments, car payments, etc. They are free to follow and fulfill God’s call on their lives as they serve Him as missionaries.

OPTIONAL SKIT: Have a man or woman come to the front. Dress up the woman with wig, funny glasses etc. Dress up the guy with hat, funny glasses, etc. They are Mr. & Mrs. Joe Church. Give them lots of monopoly money. Call up a participant to be a missionary (not a

Southern Baptist missionary). Everyone else in the room is considered unsaved, with some who have never heard the name of Jesus. Have the missionary try to read a 2-minute evangelistic story about Jesus. (See Appendix 3) This would explain his birth, life, death, and resurrection, and what you must do to be saved. Let him read from the paper, but every 10–15 seconds, interrupt and tell him that he is out of money and must go home to ask for support. He goes to Mr. and Mrs. Joe Church to plead for money. He has to explain why he needs it. Sometimes they give him money, sometimes not. [Debrief them beforehand.]

Next ask for a Southern Baptist missionary. Give him the paper to read and ALSO give him all the money. He has the money with him for all his needs.

Let him read the whole paper.

Debrief: Which missionary was most effective?

Why? They can come to the conclusion.

Ask them how many of them have been on a mission trip. Let them briefly share their experience. Ask them how long they were gone. Who is continuing the work after they leave the field? Finish up by explaining that CP Missions is a 24/7/365 response to missions in literally every time zone around the world. During our class, the gospel has been shared with someone around the world through the efforts of CP Missions. That is awesome!

Conclude the lesson by sharing a MISSIONARY TESTIMONY. We recommend using one at sbc.net/cp.

Remind them of the exercise at the first part of the lesson. Partners are people who work together to achieve a common goal. In a partnership, each partner has a specific responsibility. Encourage them to partner with other Baptists by:

- Praying. Pray regularly for our Southern Baptist missionaries in your state and around the globe.

- Going. Be involved in some sort of missions endeavor. Talk with your pastor or missions leader about the opportunities available. You are God's missionary right where you are.
- Giving. Out of love for the Lord, give regularly to Him through your church. If you are not tithing, start now, and discover the blessings of giving beyond the tithe. Encourage your church to increase its gifts to CP missions so more people can be sent, resulting in more people being reached.

Write this definition on a marker board before you close your lesson in prayer, "CP Missions simply defined, Caring People partnering together to touch the world."

TRAINER'S NOTE: The previous learning exercises were meant for the team to experience and then use to raise awareness with their church. It is appropriate for them to experience the need and duty we have as believers who are on-mission Christians.

APPLICATION:

People Team members are challenged to reach a people group no matter where they live in the world. Are you reaching into the entire world? What would it take? How can you share this global vision with your church?

- Note that the "big 3" of missions involvement is praying, giving, and going; however, you must "learn" before you can pray, give, and go.
- How can you take what you have learned and apply it to your own life?
- How can you take what you have learned and share it with your church members?
- Do you need to update your Master Plan?

Job #7 Mobilization, Appendix 5

Missionary Script for Optional Story on Cooperation

(Excerpted from “Catching Fire”)

God knew man from the very beginning. He knew that man would sin and disobey Him almost constantly. He knew man would not live up to the standards He set in the Ten Commandments. No man can live up to those standards because of the sin of Adam and Eve and how it has affected all of us.

Since He knew man would sin, God set in place sacrifices as sin offerings. When someone sinned against the Lord or another person, he had to sacrifice an animal without defect before the Lord. The outpouring of the blood of the animal paid for the sin and the person was forgiven. Sacrifices became God’s plan to redeem man and provide the way for us to re-connect with God, our Father and Creator. Every sin requires a punishment. When man sins, the punishment is death. Sacrifices became a way to let the animal take a person’s place and pay the price of the punishment sin brings. Without the shedding of blood, there is no forgiveness of sins. However, there was a problem. Every time a man sinned he had to make a sacrifice, and eventually he could not sacrifice enough to pay for all of his sins. People grew weary of trying to redeem themselves through all of these sacrifices. And he constantly stayed disconnected from God.

God knew this and because of His love for us, He provided a way to help us re-connect to Him once for all. For hundreds of years, God revealed His plan through His prophets. They spoke of a Savior who would be without sin and who would be willing to die to save people from their sins.

God’s plan was to send His only Son, Jesus, to save us from our sins once and for all. Jesus was God’s only Son that He chose to send to Earth. He was with God in heaven from the beginning and He is God. He came to earth by virgin’s birth. The Holy Spirit of God came upon a young woman named Mary and she became pregnant. He lived a perfect and sinless life on earth. He lived among the people on earth. He taught all who would listen to Him about God His Father. Jesus told the people, “Love God with all your heart and love your neighbor as much as you love yourself.” For three years he went about the land doing good through many signs and wonders such as healing the sick, raising the dead, forgiving sins, and giving good news to the poor. He wanted people to know God and said, “Whoever sees me, sees the Father.” Jesus also said, “I am the way, the truth, and the life. Everyone must go to the Father through me.” He was God living as a man on earth.

Many believed Him and became His followers but the religious leaders and rulers were jealous of Him. Thus, they plotted against Jesus and He was betrayed by one of His followers, framed by the people who did not like what He was telling them. Though He was sinless and did not deserve to die, He was nailed to the cross and died for our sins. His side was pierced and His blood poured out to cleanse us from our sins. When Jesus was on the cross, He said, “Father forgive them, for they don’t know what they are doing.” One of the men in charge of the execution saw how Jesus died, praised God, and said, “Certainly this was an innocent man.”

This fulfilled what the prophets had predicted hundreds of years earlier that Jesus would become our sinless substitute, dying in the place of every sinful man. Afterwards, Jesus was buried in a tomb.

But on the third day some women who had followed Jesus found the tomb empty. An angel who was there said, “Why do you look among the dead for someone who is alive? Jesus has risen from the dead and wants to be with you.”

Many people saw Jesus after He rose from the dead, but He told His disciples, “I am going to the Father to prepare a place for you. When I go, I will send God’s Holy Spirit to comfort you and instruct you about Me. The Holy Spirit will also give you the power to make disciples of all peoples on earth.” Then Jesus returned to His Father in heaven where He prays for us constantly.

Job #7, Appendix 6
SENDING SERVICE

7AIM: Missionaries are sent by God and serve with accountability to their sending churches. At the completion of training, a commissioning service recognizes this milestone. It also serves as an opportunity to look back over the hours invested in training in the presence of friends and families. These supporters will be encouraged by sharing in the missionary's experience.

Materials Needed: The Sending Service PowerPoint® needs to be customized with photos from each training session. Print and sign custom-printed certificates for each team member. Purchase small plastic lizards for every team member.

ACTION:

Part One: Commissioned to Advance (30 mins.)

Families are invited to this commissioning service.

Local coordinator (2 mins.)

Welcome missionaries, friends and family
 Recognize church pastors / leaders present
 Opening Prayer

Music Video – Music video such as “Go Tell” by Travis Cottrell (Free download IMB) (3 mins.)

Lead Trainer (5 mins.)

Acts 1:8
 What is a People Team? 2-2-2 Commitment (*witnessing, study, worship, years*)

Lead Consultant (5 mins.)

How We Got Here – history and training events
 Photos

Lead Trainer (5 mins.)

Serving with Missionary Character – Missionaries read definitions from cards
 Introduction of speaker

Speaker (AMS, local coordinator or hosting pastor) (8-10 mins.)

“Go! As Sent Ones” (charge to missionaries) Acts 1:8

Recognition (5 mins.)

Lead Trainer – Certificates
 Lead Consultant – Plastic lizards (not like frogs sitting around, but on the hunt)
 Announce that after prayer, we will gather for a reception

Speaker (1 min.)

Closing Prayer

Team Photo

Reception Celebration with refreshments (30 mins.)

Kick the birds out of the nest. It's time for them to get moving!

TRAINER'S NOTES:

- *It may be helpful to remind pastors from the People Teams churches to conduct a Commissioning Service if they have not already done so. A suggested service is included in the "People Teams Pastor's Guide."*
- *A special word of appreciation goes to you for your faithful service, long hours, and fierce dedication to see this training through to the end. Your feedback is valuable. We want to hear from you. Please send your comments to SnowdenMinistries@gmail.com within one week of completing the series.*

People Teams Training

© 2023 Mark Snowden

Snowden Ministries International

SnowdenMinistries@gmail.com