

DISCIPLESHIP Series
4th Book



OUR MISSION - MULTIPLICATION



*He is like a tree planted by streams of water that yields its fruit in its season, and its leaf does not wither. In all that he does, he prospers. **Psalm 1:3***

Our Vision

Mission Multiplication

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Introduction

The church, that is, the body of Christ, has many purposes, but one purpose more important than the others: “Go, therefore, and make disciples of all nations.”

This message is central to all that we do. Everything the church does should bow itself before this mission. ***Mission Multiplication*** was created to bring this about in our churches with more efficiency. In both the plan and mathematics of God, this is multiplication, not addition. Because the responsibility of each disciple is to make disciples, when a disciple gains another disciple, both teach other disciples, and those disciples make more disciples, even as their disciplers continue on discipling. And so, it's multiplication—and there are more types of multiplication, too. A family will win over a family, a family group will multiply and gain other groups, a church will multiply and plant a daughter church, a district will reach other parts of the country and establish another district.

With God's help, one day Wesleyan Church in each country will start work in another country, and start a new Wesleyan family. Our goal is to plant churches to minister in communities until, in the end, the kingdom of God grows in our city, our state, our country, and beyond. This is ***Mission Multiplication***. This name Mission Multiplication is part of a denominational vision. Your individual church can have another name for our vision.

The Vision of Our Church

In the vision of ***Mission: Multiplication***, we look at three ways that God is leading the Wesleyan Church to fulfill the Great Commission. We want to start by emphasizing the *values* of our church, that have lasted through the centuries and that make up our DNA.

1. The Values – Given by the Lord

The first value that we embrace, as a church, is that the *Bible* is the Word of God, inspired by the Holy Spirit to teach, inspire, and guide

His church. It is our rock, our foundation. It is the only source in this world that we hold to be trustworthy, without error, and divine. Every other book, thought, and person must bow before its authority.

The second value that we embrace is *Holiness*. We believe that God is powerful and able to carry out what He promised: to free the followers of Jesus from being slaves to sin, and to help them to walk in perfect love. In this way, the Spirit gives gifts and the strength to build the church and expand the Kingdom. We believe in entire salvation, sanctification, baptism of the Holy Spirit in such a way that the believer is “complete, equipped for every good work.” (2 Tm. 3:17). Our traditions and our church family are built on holiness; we believe it and do not hesitate to proclaim it.

The third value that we embrace is the *calling of every Christian*. God has a special and perfect plan for every follower of Christ. This calling means that every person has gifts and talents given by the Lord, for the purpose of edifying, building up, and expanding the kingdom of God. No one is useless! We all have some way that we can contribute or be used in the larger mission of the church. The implications of this are huge! It means that discipleship is vital, and that every person in the church has a ministry. And this leads us to the second part of our mission.

2. The Multiplication of Ministries – Gifts of the Spirit in Action

Mission Multiplication is also the multiplication of ministries within the church. Since every person in the church has a calling, a purpose given by the Lord, the Spirit enables them with gifts from God to further edify the church– to build or participate in *a ministry*! In Mission: Multiplication, we identify four ministries that are *essential* for us to be faithful to our mission. These essential ministries are called “Columns” and they are: Mission: Prayer, Mission: Evangelism, Mission: Discipleship, and Mission: Daughter Churches. In this booklet we want to show how these ministries will operate.

We have identified four other important ministries that should be implemented “*as soon as possible*,” to further support our mission. These four ministries we call “joists” and they are: Sunday School, Worship, The Societies, and Family/Small Groups. The joists will tie

the structure together, strengthening the main ministries, and will involve many people in the effort to “make disciples of all nations.”

Can your local church have other ministries besides those listed here? Of course! The purpose of **Mission: Multiplication** is to offer material and a plan in order to develop fruitful ministries in the church, but also to structure the church in a way that will utilize everyone in the great and grand work of the church. At the same time, the church gives the freedom to expand and reach a lost world in new and creative ways. In **Mission: Multiplication** we try to use the best material available, from our own church—material proved and approved in countries around the world.

3. The Ministerial Team – Uniting and Multiplying Leaders

The leaders of these ministries have responsibility and influence in the church. In our vision, we have a structure that will help discover, enable, and unite these leaders to build up the church, forming them into “*The Ministerial Team*.” The ministerial team is not the initial structure, but like the “joists”, it is something we want to see develop as soon as possible. In the same way that the administrative board meets once a month to take care of administration, the ministerial team meets once a month to give direction to the ministries in the church.

Trying to implement a ministry before it is time can result in a structure that becomes top-heavy and difficult, and that could even damage the development of the church. Nevertheless, we have seen great benefits from these ministries, and God has raised up leaders and strong, fruitful people to do His work. More often than not, it is better to take a risk! A ministerial team can create connections between the people and the leadership of the church—multiplication of leaders.

The people making up this team are the Sunday School superintendent, the worship leader, the presidents of the societies, and the prayer coordinator. And we can have more—coordinators for evangelism, missions, and social work. Many churches have assistant pastors to help with new church plants (more about that later).

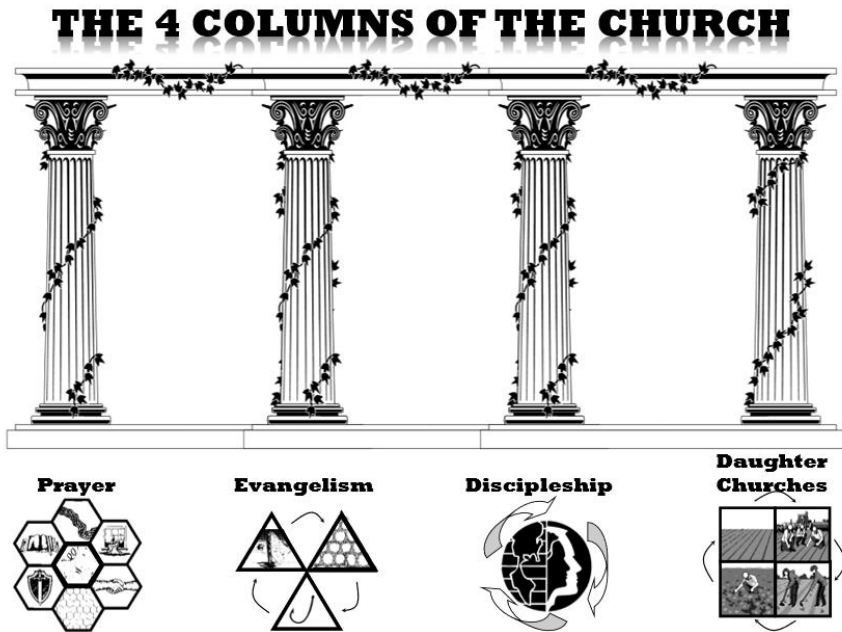
And so, every member of the ministerial team is a leader of a ministry, and the pastor will meet with this group to evaluate, coordinate, and support them and their work. At the end of the year, the ministerial team

will meet to start planning for the next year. These plans should be approved by the board and subsequently be put on the church's calendar.

The administrative council gets its authority from the general conference. The ministerial team serves the council and the church in order to carry out ministries in the church—building it up! In the next part, on the columns, we can see how these values, ministries, and leaders function in a practical setting. Lets get to know the columns!

The Columns

Let's look at how we can fulfill our mission in the church, by using ***Mission Multiplication!*** We have visualized the four essential ministries as columns, sustaining and supporting everything that the church does to carry out its mission. Because of its importance, the columns are crafted with more care, and the image below each columns illustrates how the ministries could function.



The topics corresponding to each column will be treated individually. The order is important, and, according to our understanding, they should be implemented in the church in this order. First, Mission: Prayer, then Mission: Evangelism, Mission: Discipleship, and lastly, Mission: Daughter Churches. But all of the steps are essential for a church that is healthy, growing, and fulfilling the Great Commission. Let's learn about and practice all these ministries in our churches!

Questions for Discussion

1. What is the name of our vision? What does this name mean?
2. What are the three values of our church? Why are they important?
3. Besides our values, the vision looks at the multiplication of ministries. Why do we want more areas of ministry?
4. Who makes up the ministerial team? Who is the leader?
5. What is the highest authority in the church: the administrative board or the ministerial team?
6. Are the columns necessary to the church? Why?

Mission: Prayer

Prayer as a Priority

Let us then with confidence draw near to the throne of grace, that we may receive mercy and find grace to help in time of need. (Hebrews 4:16)

Prayer is a priority. Everyone knows that they should pray, and we say that we should. Nonetheless, much of the time, the believer or the church is only familiar with casual prayer, and not a dedication to focused prayer, to true spiritual battle.

“I want to be a faithful servant who produces good fruit for the Master. I want to be a blessing to others and to show a victorious life to the world. But I don’t have fifteen minutes to spend in prayer, talking with my Heavenly Father.” Many people believe and act like this—but it doesn’t make sense! It doesn’t work. It is self-deception, leading to spiritual death.

For our church and for our lives in Christ to progress, we should strive for powerful and effective prayer. Certainly the forces of evil are organized, intentional, and focused. Can we be at peace if we ourselves are less than that? The prayers of the church should also be organized, intentional, and focused if we hope for victory and success in our mission to save lost souls, make disciples, and expand the Kingdom of God. Mission: Prayer was created to help this work in your church!

Three Goals in *Mission: Prayer*

1. Imitate Jesus: *And rising very early in the morning, while it was still dark, he departed and went out to a desolate place, and there he prayed. Mark 1:35*

While Jesus was on Earth, He was constantly bombarded with peoples’ needs. It was difficult to take time to be alone and in communion with His Father. We might also say that we are so busy and bombarded by needs. Difficult or not, however, Jesus, the Son of the Living God, considered prayer essential. This is proved by both the example and the teaching of Jesus (here are some references—and this just from the

book of Luke: 3:21, 4:1-2, 4:42, 6:12, 9:18, 9:28-29, 11:1-4, 11:5-8, 11:9-13, 18:1-8, 18:9-14, 21:29-36, 22:39-46, 23:34, 23:46, 24:30).

Therefore, from Scripture we can learn that...

- ◆ Jesus began to pray early in the day.
- ◆ Jesus avoided distractions in order to spend time in prayer.
- ◆ Jesus prayed before struggles happened (not afterwards, as we often do).
- ◆ Jesus valued His time with His Father—they had a close relationship.

In prayer, we come to know our Lord and Savior, Jesus Christ, and we sit at His feet to learn about spiritual living.

2. Commune with the Father: *Draw near to God, and he will draw near to you.... Humble yourselves before the Lord, and he will exalt you. (James 4:8 and 10)*

In prayer, we draw near to the Creator of the universe and call him “Father.” In prayer, we receive the strength and courage to minister in an antagonistic world, a world that stands against the truth and all we hold dear. In prayer, we come to understand the will of God and we receive guidance for our lives and church. The eternal majesty and love of our Father will overwhelm the values and things of this physical and temporary world, freeing our souls to focus on eternal matters.

3. Battle in the Holy Spirit: *...for we do not wrestle against flesh and blood, but against the rulers, against the authorities, against the cosmic powers over this present darkness, against the spiritual forces of evil in the heavenly places. (Ephesians 6:12)*

In prayer, a person full of the Holy Spirit will conquer spiritual battles, break the chains of sin, and cure illnesses. In prayer, we will shake the strongholds and the influence of darkness in our lives, churches, and communities. In prayer, we are strengthened to take the good news of Jesus Christ to a lost world. In prayer, God’s will for our lives, His direction is revealed so that we are effective in building His kingdom.

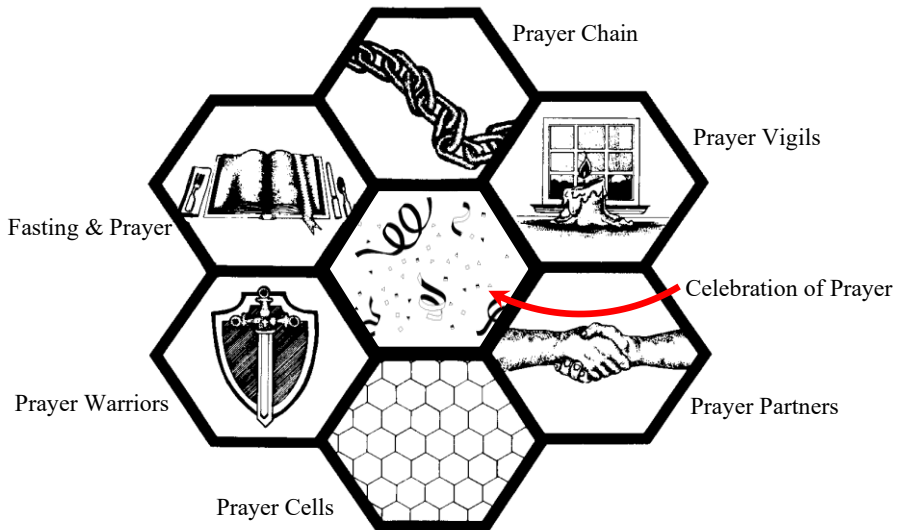
Mission: Prayer was created to establish a ministry of prayer that will

organize and involve the church and its every member in the powerful work of prayer. Let's see how it could work...

We have two natural divisions in the ministry of prayer and the life of the church: **Regular Prayer** and **Prayer Events**. We have various activities included in these divisions, offering many ways for each person to participate. Each one of the seven activities has a symbol to identify it. Search for your place in the will of the Lord, and contribute to the work of God in a significant way through prayer!

"One thing that comes from fanaticism is to hope to obtain the end without the means; to expect knowledge, for example, without studying the Scriptures; to expect spiritual strength without prayer..."

João Wesley



Regular Prayer

Prayer Warriors

Purpose: This dedicated group will: 1) lead the church in prayer for the pastor, establishing a shield around him of strong prayer; 2) intercede for the life and ministry of each leader in the church; 3) pray for the mission and ministries of the church; and 4) receive prayer requests from the congregation (via Prayer Cards) and take them before the throne of God. The symbol is a sword and a shield to represent the spiritual battle. The leader of these warriors, and of the prayer ministry, is a *coordinator*. As a goal, we want to see 10% of the church involved in this intense ministry of prayer. The prayer warriors are the heart of *Mission: Prayer*.

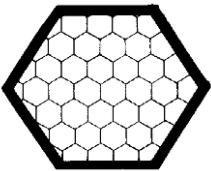


Prayer Partners

Purpose: Encourage spiritual growth between the prayer partners; have them grow into a closer relationship through divine love; have accountability between the two; create a support network for both of them. This is most often done within the societies and each group - men, women or youth, can develop prayer partners



Prayer Cells



Purpose: Through prayer in small groups or home groups (an ideal format for intercession), we lift up the needs of individuals as well as the whole church. It is also an outreach tool, as we pray for the salvation of others in the family or community. Prayer cells connect us to the divine strength, and promote unity and spiritual health in the body.

Prayer Events

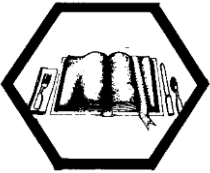
Prayer Chains

Purpose: Mobilize the church or small groups to intercede during times of urgent necessity and/or emergency. Usually there are one or two “starters” of the prayer chain. When there is a special need, they begin the chain, calling the next person to pray and so on.



Prayer and Fasting

Purpose: A personal time to deny your physical appetites for the purpose of having a special moment alone with God, nourishing your spiritual discipline and strength, deepening your appetite for spiritual things, and sacrificing our desires in order to please God. Intercession and fasting were frequently acts of corporate worship in the Bible, in which the Lord’s people sought after Him.



Prayer Vigils

Purpose: Freeing the power of God to work in the church through the intense prayer of the body of Christ united in common purpose and worship. These often are scheduled before a big outreach event.



Prayer Celebrations

Purpose: These are events for celebrating what God has done during the past year, His faithfulness, strengthening the faith of those participating and encouraging more people to pray. The prayer warriors keep a book of prayer with requests and answers. Some of these testimonies will be read. At the end, the plans for the prayer ministry for the new year will be announced and people will be given an opportunity to participate with the hope that all will in some way.



Questions for Discussion:

1. What are the three goals in Mission: Prayer?
2. What does a prayer warrior do?
3. List three prayer events that can happen in the church.
4. What is the leader of Mission: Prayer in the local church called?
5. Who should participate in the church's ministry of prayer?

Mission: Evangelism

The Command to Evangelize

As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry. – 2 Timothy 4:5

“Follow me, and I will make you fishers of men.” – Matthew 4:19

So, the church needs a plan for evangelism. Jesus had a plan to reach the world and those around Him—in emulation of our Leader, the local church also needs a plan. Mission: Evangelism was created to establish the ministry of evangelism inside of the local church.

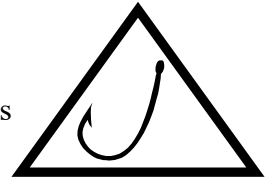
Each local church will establish a coordinator of evangelism and a ministry of evangelism, as soon as it is possible. The structure we envision is that the church will have people called and excited to be a part of the ministry of evangelism. One will be the coordinator and others will be a part of Mission: Evangelism team.

This team will seek the Lord, and form a plan of evangelism for the church, referring this plan to the council for approval. Mission: is to serve the church and is subject to the board. This ministry should be enacted in the three different settings of the church—individual, small groups, and the church as a whole.

“It is not your priority to preach so many times, and take care of this program or this society; but rather to win as many souls as possible; lead as many sinners as possible to repentance, and with all your strength, build them up in holiness, without which they can never see the Lord.” (John Wesley, Works of Wesley, Vol. 8, p. 310)

Personal Evangelism

Purpose – symbolized by a hook, the goal is a do powerful evangelism face to face, going to the houses of people in the community to offer them the message of salvation.



Sometimes, it seems as though Christians are afraid to talk about their faith. But many times it is, instead, the lack of a strategy or purpose in their outreach. There is also a lack of training and discipleship in this area. What are some of our strategies for evangelism?

1. The Main Strategy – Bible Studies in Houses.

The most effective way that we have found in seeing conversions and also in successfully engaging many people in evangelism, is to have Bible Studies in the home. We emphasize it because it is based on relationships that are already there or are being formed. The Bible studies, ideally, will take place in the unbeliever's home, therefore opening the door to others hearing, although it could happen in any home, in any neighborhood or any place. We value this method because the fruit of this strategy persists in the church, people who respond to the Gospel in this way, stay in the church and remain faithful. Because it is a study of God's word, people can already begin to growth and the power of God's truth. We use it because it bears fruit and multiplies and can soon be the start of a small group which could lead to a church. We suggest it because we have already planted churches in the rural areas and in the city alike with this strategy.

Other Evangelism Tactics

- ◆ Direct new converts towards discipleship and participate in the lesson on how to share their testimony. Later, go out and practice.
- ◆ The Four Spiritual Laws or the Roman Road to Salvation with someone who is seeking or wants to know how to be saved.
- ◆ Praying in peoples' houses
- ◆ Using Christian holidays to invite people and talk of Jesus.

Evangelism in Small Groups

Purpose – When a small group is alive and growing, reaching people in the community, few things are more effective for winning souls. Every new person who joins brings with them contacts, knowledge of people that they know as well, and their testimony can be powerful. If disciplined well, the new member can work on bringing their family and friends to the group—and to Jesus.



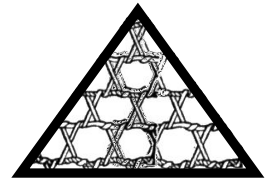
We have seen that, in regards to evangelism, small groups or home groups are very effective. One of the principle reasons is that they create relationships. Using these special qualities of a small group, we have various tactics available for reaching others with the gospel. Here are some of the ways you can use small group evangelism, ways that have proved to be effective. We symbolize this type of evangelism with a *casting net*.

Tactics

- ◆ *Personal invitations to friends or family*
- ◆ *Group events that would be attractive to others*
- ◆ *Interest Groups (anything from Cricket to cooking)*
- ◆ *Friendship celebrations, birthdays, etc.*

Big Events of Evangelism

Purpose – Symbolized by gillnet, (a large net to catch many fish), these events involve the whole church in an effort to reach the largest number of people possible with the gospel. The event should be something interesting, that attracts people, and the church should invite friends and neighbors and those that might be interested. This is a moment of planting many seeds at once, but we should be ready in case someone has thought for a long time and they are moved to make a decision. However, for some it will only a single moment of contact with the body of Christ, and the church should seek to follow up some how, using members or small groups closest to them to maintain



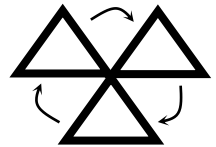
contact. People usually need many contacts before they are ready to talk about or ask questions about their faith.

Tactics

- ◆ *Retreats/camps*
- ◆ *Social or community works or events*
- ◆ *Evangelistic Movies, especially at Christmas or Easter*
- ◆ *Workshops or Craft Fairs*
- ◆ *Family events, mother's day, etc.*

Plan of Evangelism

Purpose – the mission of the church of Christ is to “make disciples of all nations,” and all that we do should be with that objective - fulfilling the great commission. **Mission: Evangelism** helps the church in this important task. But how will we coordinate the various methods of evangelizing in order to have a strong impact on the community?



Each local church should have a plan which will include their goals to evangelize their surrounding community and beyond. How many families do they want to reach? Do they want to start two home groups? How many people do they want to see baptized this year? Is there some training in evangelism to prepare the church, etc.? Secondly, this plan should have strategies that use the three different settings of the church—the individual (Personal Evangelism), small groups (Evangelism in Family Groups), and the church as a whole (Events for Evangelism). The coordinator of evangelism should meet with the ministerial team in order to gain the support of the whole church. In order to plan, train, and put effective evangelism into practice in the local church, resources such as time, money, and people are necessary from every quarter.

Evangelism as a Sieve – “*But those that were sown on the good soil are the ones who hear the word and accept it and bear fruit, thirtyfold and sixtyfold and a hundredfold.*” (Mark 4:20)

Evangelism must be viewed as a sieve. We cannot begin to evangelize

and then after a while think that we've done enough, so we can simply stop. Evangelism is something continuous; it often works as a sieve. We go out to proclaim the good news of Jesus Christ to fill the sieve with grains (souls). Then we sift them (discipleship). The people who have taken a serious decision for the Lord will stay, but others will be choked or led astray by the world. Because of this, our job is to continue to fill the sieve (evangelism), and the result is that we can have a regular and effective program with which to win as many souls as we can, and continue filling the sieve. The church needs the Mission Evangelism, and needs it to be constantly in action.

Questions for Discussion

1. *What does Mission: Evangelism mean, and what purpose does it serve?*
2. *What is the leader of evangelism called?*
3. *What is the symbol for each of the three settings—individual, small groups, and the church as a whole? Why are these symbols used?*
4. *What is our main strategy for personal evangelism?*
5. *What is the purpose of large evangelism events?*
6. *List two of these types of events.*
8. *Why do we need a plan of evangelism?*
9. *What does the sieve teach us in relation to evangelism?*

Mission: Discipleship

The Necessity of Discipleship

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” – Mt 28:19

Many of us think that one of the biggest problems in the Evangelical church is the lack of personal evangelism. This is true! We have to see and believe that the lack of discipleship and support to new converts in every church, today, constitutes an even more dangerous problem for the Church. The reality is that studies have shown that less than 1% of members of evangelical churches are involved in the work of discipleship. How many people can tell stories of conversions where the new convert soon gave up due to lack of teaching?

It is easy to see in the above text that the commandment to make disciples is exactly that: a **command!** Therefore, the responsibility that the church has towards new converts is serious and should be a priority.

Many times the problem isn't a lack of interest or desire, but a lack of understanding about the discipleship process. Often, as a result of that fact, many Christians didn't have someone disciple *them*, and don't have the necessary training to disciple others.

I am more convinced today than at any other time that preaching as good as an apostle, without an organization of new converts, without training in the ways of the Lord, is only breeding children for the assassin..."

John Wesley (Works, Vol. 8, p. 300)

The Nature of Discipleship

What does “Christian discipleship” mean? Christian discipleship is a relationship between two (or more) people, in which Jesus uses a mature Christian to nurture spiritual growth in the other, participating in the process of transforming people into true followers of Christ, and fulfilling the great commission that we find in Mt 28:19-20.

What are the objectives that we have in the discipleship process? We have three main objectives: 1) spiritual growth, 2) integrating people

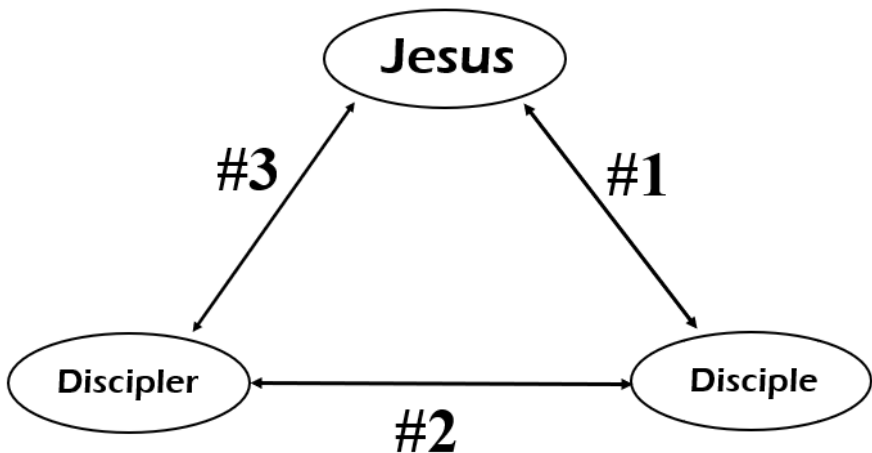
into the life and vision of the church, and 3) training someone in their area of ministry, developing their gifts and talents, and so furthering experience and passion.

How does a relationship of discipleship work? To explain this, we will use the triangle of discipleship. The goal of all disciples of Jesus is simply to reflect our Savior in our lives. Therefore, the relationships in the triangle of discipleship works like this:

Line #1 – in the relationship between the disciple and Jesus, the disciple learns and receives directly from Jesus;

Line #2 – in the relationship between the discipler and the disciple, the goal of the discipler is to bring the disciple to reflect Jesus more and more, and not just *copy* or *follow* the discipler;

Line #3 – in the relationship between the discipler and Jesus, the discipler has as their highest priority being near to the Master and being the best discipler possible—that is, mirroring Jesus in the best way possible.



Therefore, we will understand better how the discipler works on these two levels: Personal Discipleship and the Program of Discipleship.



Personal Discipleship

Purpose: It is easy to see in the Word of God that discipleship is based in relationships. Our own Lord Jesus formed a relationship with each of his disciple in order to create a better environment for their learning and training. He (Jesus) sat, ate, walked, prayed, and lived with them so that the disciples could learn within a relationship.

What is the goal of Personal Discipleship? People in the full strength of the Holy Spirit creating other disciples of Christ.

In order to reach our goal, we have found that it is essential for the discipler to form a relationship with their disciple, creating a real environment of learning and growth (the principle of living *alongside*). Four things are necessary to create an atmosphere favorable for personal discipleship: 1) time, 2) trust and friendship, 3) commitment one with the other, and 4) accountability, or a support network (spiritual, moral, and emotional support).

It will be fundamental for disciplers to see the importance of forming a relationship with a new convert, their “disciple.” The new convert (disciple) needs to see Jesus in the life of the discipler. So a close relationship with the discipler is of the greatest importance for the disciple.

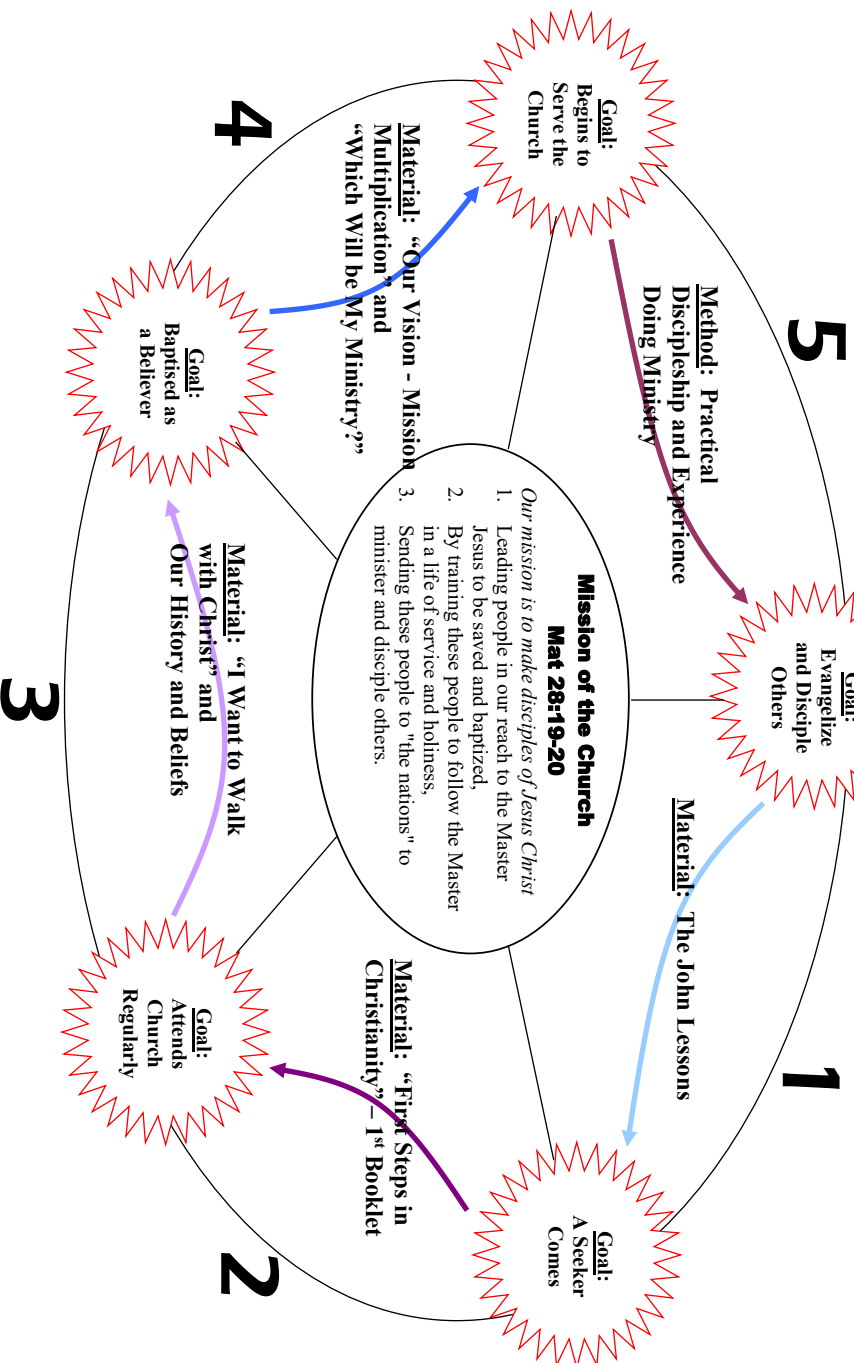
Discipleship Program

Purpose – The purpose of the Discipleship Program is to accompany a new convert in a way that is biblical, systematic, and facilitates spiritual growth. Its goal is to bring each person to enter into the church and become a member, and that each person would find their active role in the vision and ministry of the local church.

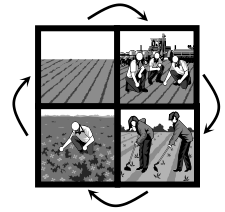


This discipleship program was created by the Wesleyan Church to accompany new converts, and help them to grow into the full stature of Christ. Let’s see how the discipleship series works, using the following graph: “The Cycle of Discipleship.”

Cycle of Discipleship - Mission Multiplication



Mission: Daughter Churches



“Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which obtained with his own blood.” – Acts 20:28

“I planted, Apollos watered, but God gave the growth. So neither he who plants nor he who waters is anything, but only God who gives the growth.” – 1 Corinthians 3:6-7

Introduction

A family will win another family, a small group will multiply and win others, a church will multiply and plant a daughter church. Our goal is to plant churches, Wesleyan churches, to minister to the communities. Until, in the end, the kingdom of God literally invades our cities, our states, our countries, and much more. This is **“Mission: Multiplication”** for the Wesleyan Church!

It is easy to see that the natural result of church growth was planting more churches, back in the era of the beginning church (book of Acts). When a church’s goal is gaining “members,” and it becomes an “organized church,” the result, many times, is that after becoming “organized” it loses its focus on growth. We end up with churches that are organized—and weak and stagnated. We understand that the remedy for this tendency is the vision of Mission: Daughter Churches. The vision of multiplying churches doesn’t allow for the church to remain comfortably stagnant.

While we often emphasize more the categories of Members and Churches, our vision isn’t to only have “members” and “organized churches,” but to have **“mature members”** meeting in **“fruitful churches.”** Our plan emphasizes spiritual growth in the life of both members and church. With this plan, the church doesn’t have a way to “stop,” because the goal is to continue planting daughter churches.

The objective for a pioneer church is to become an organized church. The objective for an organized church is to plant daughter churches that are strong, healthy, and fruitful, and so become a planting church, or, a

multiplier of new churches. This objective needs to be ingrained in the heart of the pastor, whose role is to ingrain it in the heart of the church. The church needs to know, desire, and seek to reach this objective, and no one is better suited to developing this feeling and attitude in the life of the church than the pastor.

If there is an assistant or associate pastor, they can take leadership of the team that goes to plant the new church. But with or without an assistant pastor, the head pastor is fundamental to oversee the growth of the work. Whether leading or supporting the associate pastor, they can find key people to help in the new church, people in the area of evangelism, people experienced in leading small groups, in discipleship, etc.

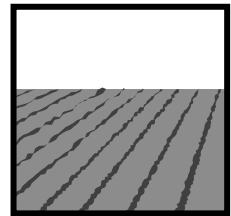
The church that develops a culture of working with small groups (prayer cells, family groups, or the societies) can, very naturally, plant “daughter churches.” The small group works as a “contact point” to choose “target areas,” that is, the contact point in neighborhoods where they would plant a church. It is important that all the churches follow the plan and with all the steps in it. This way, the church can and will generate daughter churches.

This plan is divided into four periods, and, in our vision, it can take as little as two years from beginning to mature church.

The periods are these:

1st Period – Preparation

Purpose – Prepare the established church to become a planting church, or a mother church. Pull together and train a team that will plant the church.



Preparing the Soil

2nd Period – Pioneer Church

Purpose – Help the new work to become a firm young church, emphasizing the areas of evangelism and discipleship, with the goal of receiving its first full members.

(Note: every new convert will be discipled, going through the discipleship material of our church.)



Sowing the Seeds

3rd Period – Growth and Organization

Purpose – Form the administrative part of the new church and deepen their spiritual understanding, with the goal of making them a mature and fruitful church, which we would call an *organized church*. This period is long, and the work is divided into two fronts: 1) **Growth** and 2) **Organization**.



Caring for the Soil

Growth: this part of the work has three emphases: Prayer, Discipleship, and Evangelism.

Organization: the purpose of this part of the work is raising the church to reach the requirements of an established and self-sufficient church, to be a church with its own leadership.

4th Period – Multiplication

Purpose – To reach the point of multiplying, having the vision to plant another church—to become a mother church. During this phase, the church runs a great risk. Many pastors, together with their teams, get settled and the church stops, right where they are! We can't stop here! When the church doesn't have the vision of continuing to plant churches built into their DNA, the church loses its strength.



The Harvest

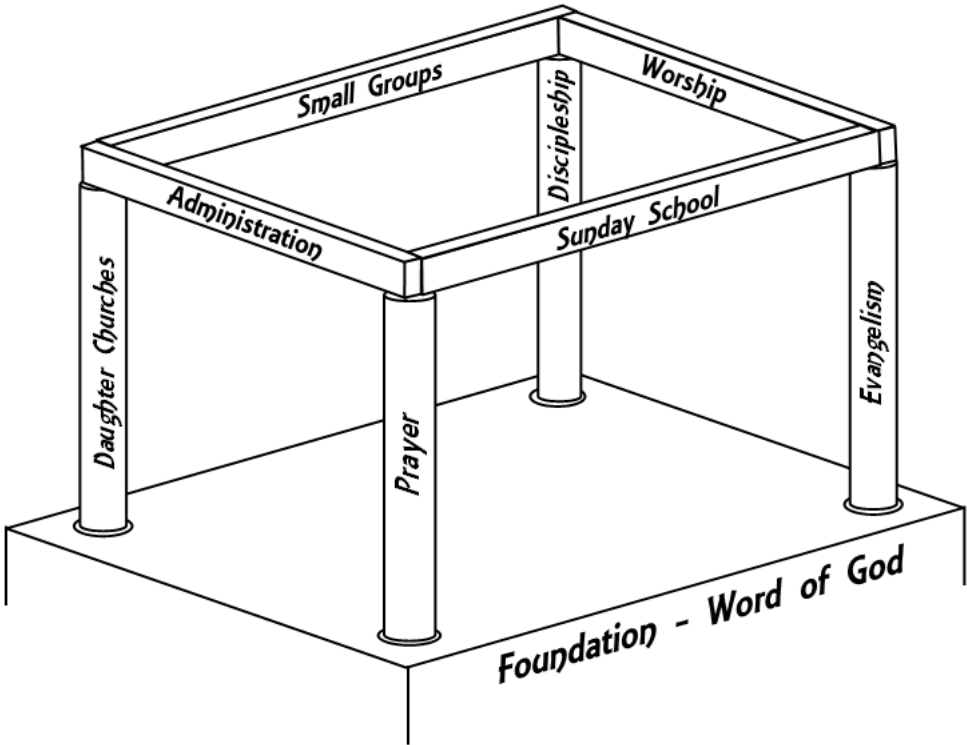
The members can get lost, having no vision. And, truthfully, it's never easy or convenient to plant a church. It can be impossible, but it is still what we must do! The Lord can bring us to victory. The pastor and their team has to find a way to overcome the barriers and to advance for the sake of the Gospel. In this way, and with this spirit, the church enters into the fourth period—Multiplication.

Questions for Discussion

1. *What is the remedy for a weak, stagnated church?*
2. *In the vision “Mission: Daughter Churches” the goal isn’t “members” or an “organized church,” but what?*
3. *What are the four periods in Mission: Daughter Churches?*
4. *What is the emphasis during the second period of Daughter Churches?*
5. *The third period is the longest and is divided into two parts. What are the two parts?*
6. *What is the great danger of the fourth period?*
7. *How can we overcome this danger?*

The Joists

Mission: Multiplication is a carefully integrated system where every part supports and complements the others and, in the end, fulfills our goal of “make disciples.” We like to visualize the structure like this:



The joists of the church are different in nature from the columns. We understand that the columns are essential in the life of the church, and should be implemented first, from the beginning. However, the joists are implemented “*as soon as possible*” for the growth of the church, using the members and their gifts and callings.

It is necessary to unite and direct these ministries in the church for the greatest possible effect. These ministries, the Joists, complement and reinforce the columns, the fundamental ministries of the church. They should be focused and coordinated in order to unite the church for her mission. This coordination/uniting is the job of the *ministerial team*.

The ministerial team is the group of ministry leaders in the local church, including the leaders of the “*Joists*” ministries.

Ministry of Worship

Music exerts a strong influence over peoples’ lives, and it is present in almost every program and activity that we do in the church. Because of this, we should value this ministry accordingly, carefully establishing proper parameters for it to grow well.

I. The purpose of the Ministry of Worship

The Worship Team should serve the church in the area of music; it carries the responsibility of leading the congregation during times of worship, bringing their brothers and sisters to praise and glorify the Lord, and transmitting and teaching Biblical principles through the lyrics of the songs.

The leader and the members of the Worship Team should be considered spiritual leaders in the church, and, as such, should be servants, obedient to Biblical principles and church leadership, bearing loyal testimony to the love of Christ.

II. The Leader of the Ministry of Worship

The leader of the Worship Team should be someone with spiritual maturity, someone ready and willing to work with the church leadership, and who has a good Christian testimony among the congregation. This leader is chosen by the head pastor of the church and is approved by the administrative board.

III. Requirements to Join the Ministry of Worship

1. Six months of active participation in the work of the church
2. Faithful with tithe
3. A full member
4. Has pastoral approval
5. About clothing while leading worship:
 - a. For men: the use of shorts, tank-tops, earrings, or hats is

not allowed, nor any other clothing or adornments that would be inappropriate in a church setting.

- b. For women: the use of low-cut shirts, mini-skirts, short dresses/skirts, or skin-tight pants are not permitted, nor any other clothing or adornment inappropriate for church.

Sunday School

I. The objectives of Sunday School – The idea behind Sunday School isn't restricted to just meeting every Sunday, or simply an extra service for members. It has three main objectives:

- A. Win souls for Jesus – the first great duty of a Sunday School teacher is to pray before the Lord, following Him as Lord and Master, and acting in such a way that all their students are inspired to accept Jesus as their Savior.
- B. Develop faith leading to Holiness of life – through teaching the Word, which is a spiritual work. Winning a soul for Christ is only the beginning—it is necessary to take care of them, and help them form Christian habits that result in an ideal character, modelled by the Word of God.
- C. Train the Christian to Serve their Master – still using the Word of God, Sunday School presents to the student many opportunities to serve their Divine Master.

The complete motto of Sunday School should be:

- 1 – every student a saved Christian
- 2 – every saved Christian, a Christian well trained
- 3 – every student trained, an active worker, diligent and dynamic.

II. Leadership of Sunday School

- A. The superintendent of Sunday School is a leader, recognized in the church, and a member of the administrative board. Also, as the leader of one of the largest ministries in the church, they are

part of the ministerial team, led by the pastor to unite and organize the various ministries of the church.

- B. The structure of Sunday School is one of the more developed, which also indicates some of its importance. Beyond the normal leadership positions of secretary, treasurer, etc., there exists a team of trained teachers, who will operate weekly with material chosen or created by our church.
- C. The Sunday School teacher is one of the fundamental connections between student and church, and between student and spiritual growth.

There is always a need for workers, teachers, and supporters for our Sunday Schools! Join us!

The Societies

YOUTH SOCIETY

Declaration of Purpose

Everything that the Society of Youth plans and does should be built on purpose. Ask yourself, “what is the purpose of this activity with the youth?” or “what is the purpose of these plans?”

This society is founded around five purposes: worship, evangelism, discipleship, service, and fellowship. It focuses on working on your testimony, through discipleship, and making it useful and in line with your gifts and talents, for a life of fellowship and service. It is as Paul counsels in 1 Tm 4:12: *“Let no one despise you for your youth, but **set the believers an example** in speech, in conduct, in love, in faith, in purity.”*

Criteria for the Leadership

What stands out in the leader is their style of life that can inspire others. For this reason, this criterion contemplates questions of holiness, Christianity, and doctrine in the lifestyle of the leader. The president of the Youth should be a full member, should be actively participating in

the weekly programs and in Sunday School, for their own growth and in order to be an example for the other youth, and should have a good testimony/reputation in the congregation.

Training of Local Leaders

The district youth leadership also has the responsibility to capacitate and train local leaders. Annually, there will be a meeting of the local youth leaders in order to strengthen them and prepare them for serving in their churches. Local leaders can seek out the District Youth Leadership to receive counsel, materials for support, guidance, or training in specific areas.

Duties, Functions of, and Expectations for the Local Leader

The duties of a leader center around directing both spiritual and administrative activities. Spiritual activities would be evangelistic, missionary, or social events, discipleship, etc. Administrative activities have to do with working with their team to organize the calendar around the objectives of their society and the church. For this reason, the leader of the Youth is part of the Ministerial Team, under the leadership of their pastor.

Activities in the Local Church

Every month has more or less four Saturdays, and one is used for the district programs—which is important to strengthen the fellowship between the local churches and to give announcements that would be of general interest. The other three Saturdays of each month are available to be used as the local leadership best sees fit. For example, a social work event, a celebration, Bible competitions, outings, open-air services, street evangelism (plays, movies, presentations), talent shows, joint events with other local churches, worship in a public setting, sports competitions, and more.

WOMEN'S SOCIETY

Purpose – the purpose of this society is to expand the Kingdom of God through missionary works, education, charity, and by being an extension of the Evangelical Wesleyan Church both in and out of their country.

Historically, this society has also taken care of the pastoral families, ministered to the women of the church, fought for families, and led the social work of the church.

Leadership and the Local Structure: every year in the local conference, a lady is elected as president of the local society. She will lead the society and organize the women to participate in ministry and regular meetings. To support her, the society can elect officials to help in the ministry of the society—a vice president, secretary, and treasurer. The president is part of the ministerial team, and participates in the monthly team meetings to share plans, support and be supported, and to unite the church for the expansion of the Kingdom.

Activities and Meetings: the local leadership, with the support of the District, will plan and carry out activities in order to reach the objectives of the society, such as:

- Meet with the women for a time of fellowship and edification.
- Carry out activities or events of evangelism, especially those for reaching other women.
- Raise funds for missions or social work.
- Promote events to strengthen families.
- In other ways, support the ministry of the church and the pastor.

District Leadership: the District Women’s Society conference will elect a district president, one who will bring vision and leadership. Also, they will elect the other officials to form a board. The district meetings of the women’s society occur on the first Saturday of every month.

The district leadership will promote unity and will support the ministry of the local societies, through monthly meetings and training events, as well as events for specific themes, such as missions, family, etc. Be sure to join in!

MEN’S SOCIETY

Purpose – Wesleyan Men will seek to expand the Kingdom of God, using the ministries of the Evangelical Wesleyan Church, through

evangelism, serving, being good stewards, and fellowship. The society typically uses the experience and jobs traditionally done by men in the work of the Lord, such as construction, watching over property, acting in areas of medicine, transport, business, etc.

These areas are connected to another important area in the men's ministry – leadership. The church often looks to its men to take leadership and to give direction.

Forming the Society – Oftentimes the men's society is the last to form. The biggest reason for this is the lack of purpose—but the church needs the presence and leadership of its men. You don't need more than two to begin the society! The meetings can grow from there, providing ways to serve the church in construction, in evangelism, in coordinating events, or in playing a game of soccer with the community. It is necessary that the men come together in order to serve the Kingdom! Even a small group of committed men can do great things!

The President – The leader of the men's society is elected annually by the local conference. As with any leader in the church, he should be a full member, with a good reputation, someone who is faithful both in attending services and finances, including through tithe. The president is part of the ministerial team, and is under the pastor, and serves the church.

SMALL GROUPS

And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were begin saved. (Acts 2:46-47)

In order to fulfill our mission, we want to structure the church to prepare it for victory, to take off and take flight. We want to follow closely what the Bible says. We see that the formation of small groups is a Biblical idea, and important for the life of the church. In our vision, the church acting in small groups is essential for strength and growth.

Jesus talked with large groups and taught them. But He also discipled smaller groups. Jesus also visited and ministered in peoples' homes. The

church, both naturally and practically, has three settings—the wholesale (everyone together), the individual, and the selective (small groups).

Small groups offer many opportunities to serve the church. We need hosts, and as a host your house can be used for meetings. We need leaders to direct the meetings, and to lead people to grow spiritually and in the Word. We need evangelists to visit the neighborhoods and to invite people to small groups. We need people with the gift of hospitality in every neighborhood! Let's grow through small groups!

Questions for Discussion

1. *What is the difference between columns and joists (beams), in light of our vision?*
2. *What is the importance of the worship team in the church?*
3. *Cite two requirements for someone to join the ministry of worship.*
4. *What are the three objectives of Sunday School?*
5. *What is the title of the Sunday School leader?*

6. *The mission of the Youth looks at five goals. What are they?*

7. *List three activities that happen in Youth meetings. (See page 29)*

8. *Historically, the women's society has had a strong purpose to support missions and expand the church. List other purposes.*

9. *How does the leadership of the women's society strengthen the local church?*

10. *The men's society serves the Wesleyan Church differently than the other societies. How?*

11. *Small groups are a setting that Jesus used frequently. How?*

12. *What are the opportunities to serve the church through small groups?*

A Time and a Reason to Sing - "Christ the Lord is Risen Today"

The author of this hymn is Charles Wesley, John Wesley's brother. The hymns of the Methodists, particularly Charles Wesley's hymns, were used to teach theology, to remind the people of Scriptural truth and to even teach them to know the history of the Bible. Christ the Lord is Risen Today, is a song written in 1739 to celebrate and remember the victory over death of our Lord Jesus on Easter morning. Charles Wesley wrote more than 6 thousand hymns, as well as being a pastor and evangelist in the Methodist movement.

1. Christ the Lord is risen today, Alleluia!
Earth and heaven in chorus say, Alleluia!
Raise your joys and triumphs high, Alleluia!
Sing, ye heavens, and earth reply, Alleluia!
2. Love's redeeming work is done, Alleluia!
Fought the fight, the battle won, Alleluia!
Death in vain forbids him rise, Alleluia!
Christ has opened paradise, Alleluia!
3. Lives again our glorious King, Alleluia!
Where, O death, is now thy sting? Alleluia!
Once he died our souls to save, Alleluia!
Where's thy victory, boasting grave? Alleluia!
4. Soar we now where Christ has led, Alleluia!
Following our exalted Head, Alleluia!
Made like him, like him we rise, Alleluia!
Ours the cross, the grave, the skies, Alleluia!

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In Christianity**



**Growing in
Christ!**



**ur History
and Beliefs**



**Our Mission -
Multiplication**



**Which Will Be
My Ministry?**

Unless otherwise indicated, all the Scriptures that are quoted in English will be from the ESV version of the Bible

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Discipleship Material



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Evaluation Form



