

DEVELOPING LEADERS FOR YOUR CHURCH
Leadership Lifter
Rick Warren

“We are all parts of Christ’s Body and it takes every one of us to make it complete, for we each have different work to do. So we belong to each other and each needs all the others.” Rom. 12:4-5 (LB)

How Do I Find My Place?

1. STEP ONE: DEEPEN BY _____

“Offer yourselves as a living sacrifice to God, dedicated to His service...” Rom. 12:1 (GN)

SVCC Goal: Keep moving people toward the center! How? By encouraging...

The 4 Covenants

- Membership Covenant
- Maturity Covenant
- Ministry Covenant
- Missions Covenant

II. STEP TWO: DEEPEN MY _____

“Continue to grow in grace and knowledge of our Lord and Savior Jesus Christ.” 2 Peter 3:18 (GN)

**Saddleback’s Program To Help You Grow
Through Christian Life And Service Seminars**

An Overview Of C.L.A.S.S.

- 100 Level Sessions: To lead people to Christ and membership at Saddleback
- 200 Level Sessions: To grow people to spiritual maturity
- 300 Level Sessions: To equip people with the skills they need for ministry
- 400 Level Sessions: To enlist people to the worldwide mission of sharing Christ.

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III. STEP THREE: DISCOVER MY _____

“Now God gives us many kinds of special abilities, but it’s the same Spirit who is the source of them all. There are different kinds of service to God ... together you form the Body of Christ and each one of you is a necessary part of it.” 1 Cor. 12:4-5,. 27 (LB)

How To Discover My Ministry

1. Attend Introduction to Ministry – 301

2. Evaluate your own gifts and interests

Helpful Tools

- Spiritual Gifts Guide
- “What Fulfills Me” Guide

3. Discuss your gifts and interests with a “Ministry Helper”

4. Get involved! Experiment!
Try out an area of ministry.

IV. DEVELOP MY _____

“All Scripture is inspired by God and is useful for teaching the truth, rebuking error, correcting faults, and giving instruction for right living, so that the person of God may be fully qualified and equipped to do every kind of good work.” 2 Tim. 3:16-17 (GN)

“Saddleback Advanced Leadership Training” (S.A.L.T.)

A monthly 2-hour training seminar with Pastor Rick and the staff ministers to provide you with on-the-job training and inspiration.

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FOR WHOM? Everyone active in any ministry of Saddleback.

WHEN? Two Choices:

8 to 10 a.m. – the 1st Saturday of each month

or

6:45 to 9 p.m. – 1st Wednesday of each month

The 4 Curriculum

- Basic Christian Beliefs
- Character Qualities for Leadership
- Skills for Ministering to Others
- The Saddleback Vision

- “The Resource Center”
- Recognition of your service

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Understanding the Christian Life – God’s basic goals for my life. Everything we’re doing at Saddleback we have a Biblical basis for. We never do anything that we “just thought up.” We want to make sure that everything we do is designed and geared to help fulfill God’s purposes for your life. The church exists for the people to help them, to build up the body of Christ, to reach the world for Christ. We have four basic goals that God has for our lives and this forms the foundation for everything we do at Saddleback.

GOD’S GOALS FOR MY LIFE

1. That I commit myself to Christ and to a church family.

At Saddleback, we call this Membership. Most of you have done that. That’s the first step to say, “I’m giving my life to Christ.” But just like a baby is not born without a family, you need to be born into a specific family. To say, “I’m a member of the universal church but I don’t need any family,” is like saying, “I’m a soldier but I don’t belong to a specific platoon,” or “I’m a football player in the NFL but I don’t play for any specific team.” You need to find a family and say, “That’s going to be my family.”

So the first basic commitment is I commit myself to Christ and to a church family.

Ephesians 2:19 *“You are members of God’s very own family and you belong in God’s household with every other Christian.”* Romans 12:4-5 (Living Bible) *“We are all parts of Christ’s body and it takes every one of us to make it complete. We each have different work to do, so we belong to each other and need all the others.”* The Bible says there’s no such thing as an independent, Lone Ranger Christian. We need each other and we are part of the body of Christ. The hand can’t say to the foot, “I don’t need you” and the eye can’t say to the ear, “I don’t need you,” and the nose can’t say to the toenail, “I don’t need you.” We need each other. Each of us have specific functions. Your nose smells and your feet run.....or sometimes your feet smell and your nose runs! We’re all important.

There’s no such thing as a person saying, “I’m not important to the body of Christ.” Yes, you are. In a big jigsaw puzzle if you’ve got one piece missing what do you notice first? The piece that’s missing. Your place in the church is important. My place in the church is important. No place is more important than any other. We’re all to be committed to Christ and the church family.

2. I commit myself to the habits necessary for spiritual growth.

We call that Maturity. The Bible says once you become a Christian, God wants you to grow up and become stronger as a Christian. 2 Peter 3:18 *“Continue to grow in grace and knowledge of our Lord and Savior Jesus Christ.”* 1 Timothy 4:7 *“Take the time and trouble to keep yourself spiritually fit.”* God wants you to not only be committed to Christ and the church but He wants

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you to be committed to whatever it takes to grow spiritually, *“Take the time and trouble to keep yourself spiritually fit.”* There are habits, that if I do these habits then it helps me grow. That’s the second goal of our church – to help people grow spiritually and develop them to maturity.

3. That I commit myself to using my God-given gifts and abilities in serving God and others.

The Bible calls this ministry or service. 1 Peter 4:10 *“God has given each of you some special abilities. Be sure to use them to help each other.”* 1 Corinthians 12:5 & 27 (Living Bible) *“There are different kinds of service to God. Together you form the body of Christ and each one of you is a necessary part of it.”* That means if I don’t use my spiritual gift, you get cheated. If Rick Muchow doesn’t use his spiritual gift, we all get cheated. If you don’t use your spiritual gift, I get cheated. And so does everybody else. We all have a place where we can have an impact.

That’s the third goal that we commit ourselves to using our God-given gifts and abilities in serving God and others. And we call that ministry.

So we have Membership, Maturity, Ministry.

4. Missions. I commit myself to sharing Christ with others.

We call this missions or the Great Commission of the church. *“Go then to all people everywhere and make them My disciples.”* Acts 1:8 says, *“You will be witnesses for Me in Jerusalem, Judea, Samaria and the ends of the earth.”* -- ever expanding circles. Jerusalem was where they were. First you start in your own hometown, your own city, your own neighborhood, your own family. Then you go to Judea – That’s like the county around the city. Then you go to Samaria - - That’s like the county next door. Then He says, you go to the whole world.

We are to be expanding out in ever growing, concentric circles.

These four goals, four objectives – Membership, Maturity, Ministry, Missions – form everything we’re trying to do at Saddleback. That’s the underlying basis.

The three programs I’m going to explain to you and I’m excited about have to do with helping you in these three areas in the 1990’s.

HOW GOD CAN USE YOU AT SADDLEBACK.

How do I find my place at Saddleback? I’ll give them to you and then come back and talk about each of them individually.

1. Deepen my commitment. It starts with a commitment. I deepen my commitment.

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2. Deepen my understanding. To grow in knowledge. If God's going to use you at Saddleback in the 1990's, first you deepen your commitment, then you deepen your understanding.

3. Discover my ministry. What does God want to do in my life? How can He use me? How do I fit in His great plan? I discover my ministry.

4. I develop my leadership abilities. Every person can be a leader in some areas. Leadership is influence. How do you know if you're a leader? Look over your shoulder. If anybody's following you, you're a leader. The person who thinks he's leading and has no one following him, is only taking a walk. Leadership is influence. That means off and on many different times a day, whenever you have influence, whether it's with children, associates, your boss, you're a leader. So God has called us all to develop our leadership abilities.

Let's go back and talk about some of these steps.

1. I DEEPEN MY COMMITMENT

Romans 12:1 says "*Offer yourselves as a living sacrifice to God, dedicated* [circle "dedicated"] *to His service.*" At Saddleback we talk about five levels of commitment. You need to understand this because these four steps – Membership, Maturity, Ministry and Missions – have to do with levels of commitment here at Saddleback.

You see on your outline five concentric circles. On the middle circle write the word "Core". The Core of Saddleback are the people already involved in leadership and ministry. How do you get in the Core? You're committed to ministry. You're committed to a place of service in the body of Christ saying, "I believe that God not only wants me to use my gifts and talents to make a living but to serve His kingdom." Right now in the Core we have about 1000 people in the Core at Saddleback who are actively involved in a ministry (one of the 45 plus different lay ministries of the church).

The next level out is what we call the Committed. The Committed are people who are members of the church and godly but they're not active in a service. For one reason or another, maybe a stage in their life, maybe other prior commitments keep them from being involved in leadership at this time, but they're committed to spiritual growth.

The Core is committed to Ministry, the Committed are committed to Spiritual Growth. They're members of the church and committed to growing in their spiritual lives.

The next circle out is what we call the Congregation. The Congregation are those who are members of the church, they've taken the Membership Class, they've said, "I'm going to be committed to this particular congregation." Now in our Congregation we have some people who have been Christians for two weeks, two months, two years, twenty years. There are varying degrees of maturity in the congregation. But they're people who say, "This is my church family."

We have about 1200 people in the Committed and about 1700 adults in the Congregation. How do we know? We know how many have signed the Spiritual Growth Covenant Card. We've got

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about 1200 people who have signed the Spiritual Growth Covenant Card that says I'm committed to spiritual growth and the basic disciplines of the Christian life. And we know we've got about 1700 adult members who say I've taken the Class and I'm committed to this church. That's not including children.

The fourth level of commitment which is a little bit larger (notice it gets a little bit larger each time) is what we call the Crowd. The Crowd is what shows up on Sunday morning. That can be anywhere between 3500-4000 in the crowd on a typical Sunday in worship. If we added up everybody who comes at least once a month we figure we that we've got about 7000 people at Saddleback at least once a month. They don't always get there all on the same Sunday so in averages about 4000. So there's between 4000-7000 people in the Crowd. I look out on Sunday morning and see all this Crowd I realize that many of these people don't even know the Lord yet. A crowd is not a church. A crowd can be turned into a church but a Crowd is not a church. If you're going to get a big church you've got to get a big Crowd. A church has a deeper level of commitment than that.

On the outside we have what we call the Community. The Community involves people we just have a casual relationship with in the whole valley. Our goal is to reach this whole valley for Christ. The Community involves people who come once every six months. In our church directory, those who have come at least twice in the past year -- they come on Easter, Christmas, Mother's Day -- of those people we have 16,000 names in the church directory who are in the Community. That means if you saw them at Ralph's and asked, "Where do you go to church?" they'd say, "I go to Saddleback. That's my church." That doesn't mean they're there every week. It doesn't even mean they're a believer. It just means this is where they'd hang out if they were going to go anywhere.

These are the five different levels. It grows from a small group of 1000 people which form the base of this ministry and grows wider and wider. The goal of our church is to keep on moving people toward the center. Our goal is to first move the Community into the Crowd. We want them just to come to church on Sunday morning. How do we do that? We use direct mail. We have special guest singers like Debbie Boone. We have big days on Easter. We have special events. Anything we can do to bring the Community into the Crowd. You always know when there's more of the Community in the Crowd because you can't get parking spot.

The next goal is to move the Crowd into the Congregation. So once a month I invite people on Sunday morning, "If you've been coming to Saddleback and you're not a member yet, I encourage you to take the Membership Class that Pastor Glenn and I teach. We'd like you to take another step of commitment and become a member of the Congregation and say, 'This is going to be my church home.'"

Then we want to move the Congregation into the Committed. So even after they come into the church many of them are at various different levels of maturity. We say we want you to begin to make some commitments to grow in spiritual growth and have some basic habits like daily quiet time, tithing, a small group. These are things to help you get solid in your Christian life.

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Because these have to do with your Time, your Relationships, and your Money. When those are in the control of God you're going to grow. It's inevitable.

Then we want to help the Committed into the Core and find a place of ministry.

The purpose of these three things ... the purpose of C.L.A.S.S., the program we're going to talk about tonight, is to help develop classes, events, training things that move people from each of these levels into the next one, helping people move at their own rate. The purpose of the Center for Lay Ministry is to move people from the Committed into the Core. And the purpose of S.A.L.T. is a new training program for people who are already in the Core, already in active service.

So these are three programs designed to help become what God wants you to be.

How do you know what level you're on? We don't label anybody at Saddleback. This is just theoretical. You choose at what level you are. In fact, one of our principles in S.A.D.D.L.E.B.A.C.K. is acceptance. That means we accept everybody no matter at what level of commitment they're at. We love people whether they're having a quiet time or not. We love people whether they're members or not. We love people whether they're in a small group or not. We accept every one. But we encourage each person to grow in these four different levels.

How do you know what level you're in? By the commitment you've made. Notice there are four covenants. How many of these covenants have you signed on? The Membership Covenant is on the form called the Membership Application. It says, "I've committed my life to Christ, I've been baptized and I want to support and pray and build this church." It's a commitment that says I've committed my life to Christ. I want to contribute, participate, cooperate with the other members of my church, praying for the unity and growth of our church. It's a basic commitment.

Many of you have made the second commitment, the Maturity Covenant, and you didn't even know it. Because we didn't tell you. The 1990 Growth Covenant moves you from the Congregation into the Committed. It says "I'm going to give a time with God daily, a tithe to God weekly, and a committed team for God on a regular basis." These three things of spiritual growth don't make you mature but it moves you toward maturity.

Then we have a Ministry Covenant. It says "I commit my life to using my spiritual gift in the body of Christ."

And we have a Missions Covenant that says "I commit to regularly pray for missionaries overseas, to share my faith with those God puts me in contact with and to be willing to go myself as God gives me the opportunity." It's a matter of commitment.

We become what we are committed to. That's a fact of life. We become whatever we are committed to. It's true in your business, it's true at school it's true at church. Our commitments determine the kind of people we'll be.

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The first step in becoming involved at Saddleback is to to analyze at what level commitment am I and where do I need to be? Where do I want to go next?

2. I DEEPEN MY UNDERSTANDING.

2 Peter 3:18 “*Continue to grow in grace and knowledge of our Lord and Savior Jesus Christ.*” God wants us to grow, not just in grace, but He wants us to grow in knowledge. He wants us to grow in content and understanding what the Christian life is all about.

The program that we are developing and will be developing all through the 1990's is basically a Bible school for Saddleback people. It's called CLASS – Christian Life And Service Seminars. It's a series of seminars taking you through all the different phases of the Christian life. The exciting thing about this program is we're already negotiating. We've had some meetings with California Baptist College in Riverside to go in a joint partnership with them in this and the classes that we're going to begin developing at Saddleback. Many of them you will be able to get college credit for. So a person could be taking some of these Bible classes right here at Saddleback working toward a college degree.

Notice that there are four levels.

The first base level is knowing Christ.

The second base level is growing in Christ.

The third base level is serving Christ.

The fourth base level is sharing Christ.

That parallels to these four commitments. We've just taken the four objectives and put them in a diagram. First base... Getting to first base means – How do I know when I'm at First base? When I've committed myself to Christ and a church family. How do I know when I'm at Second base? When I've committed myself to habits necessary for spiritual growth. How do I know when I'm at Third base? When I've committed myself to using my God-given gifts and abilities in ministry in serving God and others. How do I know when I've hit a Home Run? When I've committed myself to sharing Christ with others.

We have these four levels we want you to go around. Notice that there are classes. There are classes at 100-Level classes. At 200-Level classes, at 300-Level classes, and 400-Level classes. We are going to be developing hundreds and hundreds of classes that help you in these four areas.

First, there will be some classes to introduce people to Christ. Many – most of you already know Christ. So hopefully those classes some of you will be teaching those. Classes to introduce people to Christ, to introduce people to the church, are going to be 100-Level classes. Example: anything can be used to introduce people to Christ. From the paper this last week: Charter Counseling center presents Community Enrichment program: *The Spark is Missing on My Rainbow, Why Does Loving Hurt So Much. Does Eating Control Your Life, Basic Life Support,*

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CPR, training Babysitters, Stress, Strain and How to Maintain, Developing a Healthy Lifestyle. When I read these kind of things I think, “Why shouldn’t the church be offering these kind of things to the community? We have the people in our church who can teach these exact same classes. And that gives an entrée to inviting people to church. Here’s one at South Coast Medical Center, *Parenting Class and Baby Care*. We have parenting classes at Saddleback. We just don’t advertise them in the newspaper. Here’s on *Planning for Your Wedding*. We have premarital classes. Others: *Infant Safety, Special Moms (for new mothers and babies)*. All of these kind of classes would be 100-Level courses available to the community, people who don’t even know the Lord. It could be an Underwater Basket-Weaving for Christ course. Practically anybody can teach a class at Saddleback community College. They set it up in Adult Ed. Why don’t we have some of our financial planners teaching classes over there and some of our artists teaching classes over there and video experts. When you have a class over there you couldn’t say, “Bow your heads, I’m going to ask you to all come forward as we sing ‘Just As I Am’.” But if somebody was teaching a course on Stress and at the end say, “By the way, the church that I attend, Pastor Rick Warren is doing a six week seminar on stress starting next week. Why don’t you come on over?” It’s an entrée.

Our goal is that 100-Level courses will not be taught at the church but will be taught all over the community. Every one of you could say, “What could I teach?” Toll painting, macramé for Christ, whatever. You might be good at fixing carburetors. These are courses we could put into the community, of general interest, that are pre-evangelism courses taught by a believer.

The second level courses, 200-Level courses, are courses for maturity. These are courses taught in our church specifically for the development of people who are already Christians. They would include all kinds of courses like *Overview of the Old Testament, Overview of the New Testament, Basic Bible Studies of ..., Studies on Prophecy, studies on What Does the Bible say about Great Characters, Great Doctrines of the Scripture, How do I Understand Temptation – How do I handle it?, How do I study the Bible*. Any kind of course that would help you grow as a Christian, to develop spiritual maturity would be 200-Level courses. (210- Overview of the Old Testament; 215 – Overview of the New Testament; 220 – Life of David, etc.) Specific classes on maturity. Just like a college has 100-Level courses, 200, 300, 400 like Freshman, Sophomore, Junior, Senior. We’re going to set up a Bible school in Saddleback for our own people. We’re not trying to build a university or anything. This is for us. Three hundred level courses are courses that equip people with the skills they need for ministry. First to lead people to Christ and membership at Saddleback – 100. Two hundred level seminars – to grow people to spiritual maturity, 300-level seminars – to equip people with the skills they need for ministry. These are courses you would take to be equipped, for instance, to be a lay pastor or Sunday school teachers or music or youth or singles or missions ministry. These things will equip you to be effective, will train you to use your gifts and talents in some area of the church. Those are three hundred level courses and there will be dozens and dozens of them. The 400-level courses are courses on missions. Courses that will help me share Christ with others. They also can be events. Like going down and helping out in our orphanage in Mexico, taking a vacation and going to Tahiti ?!) -- serving the Lord in Tahiti, street witnessing on the beach. Any course that helps you get out into the ministry areas of missions, of sharing Christ with others. Classes on how to share your faith, how to develop your testimony, classes on how to start a Bible study at your work, classes on how to begin a backyard Bible club or neighborhood Bible study. Anything that would equip

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you to share Christ with other people would be in the 400-level courses. The goal is to enlist people into the world wide mission of the church.

It is our goal that by the end of this decade, by the year 2000, Saddleback will have the most spiritually mature church in the nation. That's my goal. That's not audacious. It ought to be the goal of every church. Every church ought to have the goal to have the most spiritually mature church possible. I believe we're setting up a network here that will involve many, many people. Some of the 400-level courses would be teaching you how to teach 100-level courses. You might think you could teach a class in cake decorating but you don't know how to share Christ in a course on cake decorating. You might take a 400-level course that teaches you how to develop a class that could present the gospel in a non-threatening, natural way while teaching them about Whatever you're good at.

This has been part of our dream from the very start. We were going to wait until we had a building to start it. We decided to go ahead and start gearing it up this year because we know we're going to be in a building next year. So rather than wait until we actually move in to get it started, we're going to start the process rolling so that we have people as teachers, faculty members prepared so that once we have facilities, CLASS courses could be offered every day of the week. Different times to reach out to different people.

Saddleback is a three-legged stool. The first leg of the stool is worship. We're trying to build the church on three specific legs and without all three of them it can't be as stable as we want it to be. The worship service was the first leg we built at Saddleback. It took us about five years to get that leg solid, to develop the philosophy of ministry -- Why do we pray the way we do? Why do we do the songs we do? Why do I preach in the style I do on Sunday morning? Why do we take the offering the way we do? Why do we tell visitors not to give? Why do we have greeters? All of those things.

Nothing is by accident on Sunday morning. There's a specific strategy behind everything we do to reach Saddleback Sam who is the typical unchurched person. That's why we don't take communion real often on Sunday morning. That's why we don't sing a lot of hymns on Sunday morning. That service is geared to bring friends to. I talked to a girl this last week that accepted Christ a year ago, and she's brought over 50 friends to Sunday morning since last year. She says, "I'm not ashamed to bring my friends to this church." Because we've designed it so you're not ashamed to bring your friends to this church. A lot of churches are good, but you'd never bring a non-Christian to it, because they wouldn't understand. We intentionally limit our freedom. I love hymns. I'd love to take communion every week. But we don't do that because of what our target is on Sunday morning -- to reach the non-Christian.

The second leg we put on the stool, is small groups. We started small groups two and a half years ago. We say that a church must grow both larger and smaller at the same time. It's not enough for the church to just get bigger on Sunday morning -- that's fine, that's great to celebrate in a large group. But you also need a small group to share prayer requests, have needs be prayed for, and care for each other. That's the second leg.

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The third leg is the Center for Lay Ministry – our program to develop people for spiritual maturity through CLASS, CIM and SALT.

Why have we waited so long for this? We didn't have the space. We don't have the space right now to do as many classes as we'd like to do. What we're starting off with is some basic classes. Notice on the baseball diamond, there are four bases and there are four basic classes. Each of these classes are four to six hours long. We would like to encourage every person in the church to go through at least the four basic classes. CLASS 101 is called Introduction to Membership. That's the class Glenn and I teach. Kay taught it for years. It's a four-hour class taught every month. It's the basic class. When you finish that class the goal is you've signed the membership covenant and become part of the church. That CLASS 101, Introduction to Membership.

The next class you out to take is CLASS 201 called Introduction to Maturity. It's a basic overview of the Christian life and in four to six hours explains what are the basic habits that every Christian needs to develop in the Christian life. You notice there's a covenant with that too. I've written the curriculum on all four of these classes.

Class number three – the third base class, 301- Introduction to Ministry. This is an exciting class that I'm completely revising.

Fourth base class is a class on Committed to Missions. This class will give you an overview of all that God wants to do in your life in the world wide program of the church – How to share your faith, how to share your testimony, how to pray for missions, how to get a world vision – these kinds of things.

So four basic classes.

Since we don't have facilities available to have these every day of the week at different times, these classes right now are going to be taught on Wednesday night. Sunday morning we don't have the facilities for the classes. The children's ministry takes over every classroom on Sunday morning. For the time being, until we get our new facility, we are canceling the mid-week service. Rather than have everybody get together and me teach everybody together, instead of that at the same time every Wednesday have CLASS classes. You might choose any one of a dozen different classes being offered. I'd first encourage you to take the four basic classes: Introduction to Membership, Introduction to Maturity, Introduction to Ministry, Introduction to Missions. For some of you it's been nine or ten years since you went through the Membership class and it's been dramatically changed. So it might be a good thing to take a refresher course. These courses will be offered on a rotating basis continuously on Wednesday night. As we move into our facilities we'll be offering many, many more classes. What we want to do right now is start with some basic ones and then as people come in and want to teach a class on How to Witness to a Jehovah's Witness or The Christian's Response to the New Age Movement, that would be a 400 level class.

We're going to be doing this on Wednesday night. We realize that some people can't come to a committed course so we are going to have an open ended Bible study on Wednesday night. This will be an on going Bible study for those who are not in a particular CLASS class.

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That is the first of the three programs. As we've talked with California Baptist College, when I presented this to the president of the college, he said this is the finest thing he'd seen in a church and he would like for some of the staff to come teach at the college in Riverside and in return they'll send some professors to teach some courses at Saddleback. Some of the CLASS classes will be non-credit, some of them will be for credit. All you have to do is enroll and you get credit for the particular classes that are offered for credit. The goal is to help you grow that you commit yourself through membership, maturity, ministry, missions.

That's the first of three.

I want to talk with you about two other things: The Center for Lay Ministry and S.A.L.T. These are two programs on third base. The third thing you do – step three – is Discover My Ministry. How do you do that? We've developed a whole new class and a whole new program to help people find their place of ministry.

1 Cor. 12:4-5, 27 *"Now God gives us many kinds of special abilities but it's the same Spirit who's the source of them all. There are different kinds of service to God. Together you form the body of Christ. Each one of you is a necessary part of it."* At Saddleback we believe in an individual approach to ministry, rather than an institutional approach. What's the difference? In most churches what they do is make a list of all the things they need – parking attendance, kitchen help, etc. They you get a nominating committee and ask,... no, *beg* people to fill certain slots in the institution. That's an institutional approach which says, "Here's the institution and the people are to meet the needs of the institution."

There's a problem. The Bible doesn't teach that. The Bible says that pastors and teachers are to equip the saints for the work of the ministry so that the body may be built up by helping you develop your gift. So rather than focusing on jobs and the institution, we want to focus on the individual. We believe that everybody is a "10" in some area. The key is finding out what that area is. And how can you use the area that only you can do for the glory of God and the growth of the church.

We've developed a process – we don't have a full title for it yet, just Center of Lay Ministry that goes through four steps: How to discover my ministry.

The four things that you do if you want to discover your place in the body of Christ:

1. Attend Introduction to Ministry 301. That is the third base class. In that class we go through all the Bible passages to help you understand what God has called you to do and what God has gifted you to do. An overview of gifts. Understanding what motivates you. Also in the class we're going to give a survey of all the different ministries in the church so you'll see what's there.

There are three things that determine what you should do for the Lord: Your spiritual gift, Your passion or your motivation in life, and Your temperament. Those three things are very important to know God's will for your life you need to understand, What is my spiritual gift? What is my

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passion? (What motivates me?) and What is my temperament? 301 is a class that will help you understand all three of those and identify those three things in your life. Your spiritual gift, your passion and your temperament.

What do I mean by passion? A person may say, “I have the gift of teaching but my passion is third graders.” Or “I have the spiritual gift of organization. I have the ability to organize. But my passion is the homeless.” Some people are good with things. Some people are good with figures. Some people are good with words. Some people are good with people. Some people work better by themselves. Some people work better in a group. Some people love to start things and then let somebody else take them over. Other people don’t like to design it but they like to develop it. Some people don’t like to develop it, they like to operate it once it’s going. We all have different needs and abilities. Not only do we want to help you discover your spiritual gift, but we want you to understand what your passion is, what motivates you. This is not only going to help you in your ministry but it’s going to help you wherever you go. It’s going to help you at work, at school, in your family, when you understand what motivates each person in your family because we all have an individual bent. I have two bents. I have a passion to organize things. No matter what I do. Whether it’s my office or a plan or a program or a sermon. It always comes out 1, 2, 3, 4, 5. I’ll read something and I’ll see lists. It’s the way God made me. I’ll look at a passage of Scripture and say, “There’s six things....” No matter what I do, I have to organize it. It just comes out that way.” I also have a passion to encourage. More than anything else, I like to encourage. While I have the spiritual gift for teaching, my passion is to encourage. I couldn’t care less about teaching that doesn’t encourage. I can set in a class that would explain all kinds of things that would be neat and fascinating but if it doesn’t encourage me, it doesn’t mean anything to me.

We all have a gift, we all have a passion. We all have a basic temperament. Those three things together help determine what God wants to do in your life. We have designed a class – Introduction to Ministry 301 – that will not only explain these things to you but it will help you evaluate your own gifts and interests. We are putting together three tools. One of them is a Spiritual Gifts analysis which you will take in the class. You will take it home and fill out. There’s no right or wrong. You will grade yourself to help you discover “What is my spiritual gift?”

But we also want to do the same thing with what motivates you, what is your temperament? You will take these evaluation tools in the class that will help you discover what you are, we’ll give you the key to figure it out yourself, and you’ll do this on your own. It’ll be clearer to you.

The second step in Discovering Your Ministry is in the CLASS 301 you will take some basic diagnostic tools home with you.

The third thing you do is discuss your gifts and interests with a ministry helper. We are planning to train approximately 40-50 people in the church who have a real heart for helping others. Sensitive people, discerning people who understand all that’s going on at Saddleback but also understand the needs of individuals. After you take this class, you will sit down with a consultant or ministry helper who will say, “Let’s look at what you’ve got. Let’s look at your gifts. Let’s look at your abilities. Let’s look at your talents, your temperament.” Then that person will be

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able to help you understand. There are well over 300 different places of service at Saddleback. This consultant, this ministry helper, what each of those are and can direct you to a job placement. It's not based on "What does the church need?" but "What are you?" Many new ministries will be created simply by when God gives a gifted person to the church, you're it! Many things that have never even been thought up. Most of the ministries that are here at Saddleback have been started by people who thought them up, simply because they had the desire, the burden, the passion, the temperament and the gift to start it. The purpose is to help you find a place where you will be fruitful and fulfilled. If you are serving in an area where you're not fruitful and fulfilled you're not motivated. When we get this started, some of you may change places of ministry in the church. You may find something else that God wants you to be doing.

You'll meet with a ministry consultant. We need about fifty of these. Some of you right here would say, "I think I could be one of those I have the ability of discernment and a heart to talk to people one on one and put people at ease, relax them, and help people." This is a vital ministry in the church.

Right now every staff member of the church is writing down a complete description of every ministry area and putting them in a big binder so that each consultant will have a binder of all the different areas of ministry, the time commitment involved, what spiritual gift is needed, when it takes place.

That's the fourth thing. Get involved. Experiment. Try out an area of ministry. The best way to discover what your gift is, is trial and error. Before I started preaching, I led music. It was real obvious to me after about a year I was not a musician and God directed me in another area.

That is the third base class that will launch you into ministry.

What happens after you have already found your place of service? That's the third program we want to talk with you about tonight that we're starting called S.A.L.T.. It involves developing my leadership ability. S.A.L.T. is an ongoing class that meets once a month for two hours involving everyone who's in leadership in the church. 2 Timothy 3:16-17 *"All Scripture is inspired by God and is useful for teaching the truth, rebuking error, correcting faults and giving instruction for right living so that the person of God may be fully qualified and equipped for every kind of good work."* That's the purpose of the Bible. That you may be fully equipped to do every kind of good work.

So we're beginning a new program called S.A.L.T. which will help you be fully equipped to do every kind of good work. Saddleback Advanced Leadership Training. It's for the people who are already involved in ministry. Sunday School teacher, vocal worship ensemble singer, greater, youth sponsor, lay pastor, etc. ... Eli ministry, Helping Hands. Care Callers, Life Net or any of the different ministries we have in the church. We're going to get together once a month for two hours of motivation and training and inspiration.

I've been doing this with the lay pastors for about two years. We spend time together about once a month. All of a sudden we realized it's great for lay pastors but what about all the other people in leadership positions. They need encouragement and training and support on a monthly basis.

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So S.A.L.T. is a monthly two-hour training seminar with Pastor Rick and the staff ministers to provide you with on-the-job training and inspiration.

Who's it for? It's for everyone active in any ministry of Saddleback.

It will be a two hour class once a month and divided like this: The first hour of training, all of us together will be with me and I'll share with you what I'll be teaching on a monthly basis. Then in the second hour we'll split up in each of our ministry areas and each of the staff members will be leading a second hour of training. They'll spend an hour of specialized training there.

We realize that in the Saddleback Valley it's hard to get everybody together on the same day. That's why this is the fourth time I've presented what I'm talking about tonight. We've been presenting it to different segments of the church now for over a month. We just can't get everybody together. So we've been teaching different groups of the church what I'm talking to you about tonight so that everybody can get it.

We're going to offer S.A.L.T. training twice a month. You get to choose which one you want to come to. It will be offered the first Saturday of every month and it will be offered the first Wednesday night of every month. If you can't come Saturday of one month, you can come on Wednesday night. If you can't come on Wednesday night of that month, you can come on Saturday. It's the exact same training taught twice a month. It will be 8-10:00 a.m. on Saturday mornings (the first Saturday of each month) and it will be at 6:45-9:00 on the first Wednesday of each month. You just choose. Decide which one you would like to come to.

If you're interested in getting involved in ministry, I'd suggest you take 301 and then start into the S.A.L.T. classes.

What are we going to do in S.A.L.T.? Four things. I want to give you an overview where we're going. We've been working on this for about five months as a staff. What are we going to be offering in training?

1. We want to offer training in basic Christian beliefs. Basic doctrine. What does the Bible say about.... I asked the staff to think, "If we only had twelve months, if you were going to teach twelve things to all the leaders of the church at Saddleback, what does every leader need to know?" Then I took a survey on Sunday morning about eight weeks ago. I asked people to write down, "What is the one question you'd like to ask God?" Out of that survey, we got the twelve most needed doctrines to be taught to our leaders, assuming they already understand some basic things like Jesus is the Son of god, the Bible is God's word, etc. Questions like "Why do bad things happen to good people -- the problem of pain?" How do you explain that God is in control yet man has a free will? How can I help somebody realize that they can't lose their salvation? Those kind of things. Basic Christian beliefs.

We picked twelve already for the next twelve months. Those are things that we feel like every leader in our church needs to know.

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2. The second thing we're going to be teaching is Character Qualities for Leadership. I asked the staff to make a list. I gave them a list of about 150 character qualities like sensitivity, loyalty, love, joy, peace, patience, these kinds of things and asked them to make a list. What do you think are the twelve character qualities needed most in leadership, to be a leader. We've prayed about it, worked through it. We made a list of things like loyalty and sensitivity or discernment and integrity. We're going to be covering twelve things in the next twelve months that I need to be in order to be a leader.

3. Skills. What are the basic skills that every leader needs? What are things I need to do? For instance, if you're going to find time for ministry for the Lord one of the first skills you need to learn is time management. How to get more done in less time so I can be more effective so I can have some time for the Lord. One of the first skills we're going to teach is how do you set up your time, organize your life around key areas and the secrets of time management. I'll share things I've learned, basic skills. For instance, every leader in the church needs to know how to lead another person to Christ. Every leader in the church needs to know what do you say to somebody in grief who's just lost a loved one. What do you say to someone who's just lost a loved one in death? How do you make a hospital visit to somebody in your small group or somebody else? Basic skills for ministry.

4. The Saddleback vision. This is on the bulletin every Sunday. S.A.D.D.L.E.B.A.C.K. – Our church is built on ten principles. Every summer we offer a seminar to pastors. They come from all around the world. We spend five days covering these ten principles. Each month we'll take a different letter – a different principle – and explain so all our leaders can explain Structure, Why do don't we have boards and committees and business meetings and that kind of stuff; Acceptance, How is it possible that a church has charismatics, non-charismatics, anti-charismatics all in the same church and we love each other. How is that possible? Define target – Why do we do what we do on Sunday morning and how is it different from Wednesday night? Define purposes – What are the four purposes of our church? Lay ministry – What is it? Build up before building out, Contemporary worship – Why do we worship the way we do on Sunday morning? We're going to explain one a month.

Obviously we can't get all this taught in two hours. What we're going to do is, I'm going to focus on Character in my hour and the staff members are going to focus on skills in their hour. We're going to provide cassette tapes to our leaders for these other two. We can't teach it all in two hours. Part of it we'll teach live and part of it we'll be offering on tape.

Each of the classes that I teach in my hour, each of the classes that the other staff members teach will be taped. We're going to open up a resource center at the church office which will eventually be our church library when we get our facilities, so that everything will be there on tape. So if Rick, in the music ministry, teaches a lecture on "How to Really Worship", I know a lot of people who are lay pastors might want that for their small group. You can go check out the tape, listen to it. Maybe someone in your group just became a Mormon, what do you say to him? Come to the church office, check out the book, the tape – it's there. It's a resource center.

[end of tape]