

## HOW TO MOBILIZE YOUR CHURCH—*OUTLINE*

### Moving People from Sunday Service into Ministry Service

by Daniel A. Brown, PhD

- I. “How Do I Get People Involved in Volunteering and Significant Ministry in My Church?”
  - A. Prophetic Clues Can Answer These Issues We are Facing to Approach Things Differently Than We Have Done Before.
    1. This is the very essence of the Gospel—the beginning of the *good news* is always, “*repent*” (Mark 1:15).
    2. Ask (yourself and ask the Lord) the question, “Why aren’t people getting involved?”
      - a. We need to look at things differently.
      - b. Why are we doing what we are doing?
  - B. The Mobilizing of People and the Discipling of People (Matthew 28:19) are Absolutely Intricately Connected to One Another.
    1. Jethro’s asks Moses why he alone sits as judge and why is he doing the work himself and creating a bottleneck—then offers a solution to share the work. (Exodus 18:14-23)
    2. Bring people to Jesus and bring them along in the Kingdom—The Great Commission Itself. (Matthew 28:19-20)
      - a. *Obedience*—involves seeing “the things of God.”
        - i) Obedience is when I come to see the things of God and become increasingly enamored and enthralled with a great and good God who wants to do in and through my life;

- ii) And, listen and carefully following after the words of the God whose desire is to do us good.
    - b. *Repentance* is that I see my own stuff and say, “Oh, this is not going to work,” and go in a different direction.
  - 3. Definition of a discipler.
    - a. A discipler is someone that sets out to teach others to obey what that discipler has been taught and what that discipler has obeyed.
    - b. This doesn’t mean people don’t need theological stuff where it does not require any kind of obedience on a day-to-day basis.
- C. Academic and Transactional Hindrances.
- 1. Academic paradigm.
    - a. In an academic model, for the most part, people see themselves either as the teacher or as the student.
    - b. In the discipling paradigm, you can only be one if you are willing to be the other—it’s never legitimate to just be either a student or a teacher.
    - c. The academic model that it puts its premium on information, whereas in discipling the entire premium is put on transformation.
  - 2. ‘Transactional’ and ‘Transformational’ Leadership.
    - a. Transactional leadership, as the word implies, is all based on a transaction.
      - i) It can foster codependence between the leader and the followers.
      - ii) The Bible tells us about ears that want to be tickled (2 Timothy 4:3). If I am dependent on your ears sticking around so that you will give me what I need, I cease to be able to speak what really needs to be spoken for fear of being rejected or turned aside.
    - b. Transformational leadership is more effective in discipling.

- i) We try to make a difference with people rather than a deal with them; alter people rather than to appeal to them; and, offer solutions to real issues rather than a “sales job.”
- ii) People in a church led by a transformational leader understand that some of their personal desires or needs may go unmet, but they are willing to subordinate their own personal desires or what they would like for the sake of accomplishing meaningful and true change in the world.

#### D. Invitation to Observation.

##### 1. Three Invitations I Offer to My Congregation:

###### a. I invite them to *observe my life*.

- i) I don't mean that I want to show them all the trophies that I carry around in my heart or in my mind about me.
- ii) I am welcoming them into my life and I asking them to come and see how it is that I go about living my life so that they have a clue as to how it is that they might consider living their own life.
- iii) It's important to be vulnerable and open.
  - a) To be vulnerable means you have to risk betrayal (but use wisdom).
  - b) Share common struggles.
  - c) Elijah was a man just like we are. Jesus took on our form—He took on our flesh. The essence of the Gospel is that it can be lived out in the human condition.

###### b. The second is *an invitation to obedience*.

- i) What I mean is not only do I want to let them see how I am living, but I also want them to see how I am obeying.
  - a) It's not that I want them to obey me just because I am a discipler.
  - b) I want to be an example to others in Christ.

- ii) Accountability and honesty are important.
  - iii) Being righteous vs. being right.
    - a) There's a difference between being right and being righteous.
    - b) Being righteous is far better than being right, as in "I am right and you are wrong!"
  - iv) Our calling is to be radically obedient to Christ, not weird.
- c. The third is an *invitation to significance*.
- i) God loves us so much and He shaped and fashioned us. He has great plans for us. (Jeremiah 29:11)
  - ii) When open up ourselves to be partners with Him in the grand enterprise of redeeming the world, we can't possibly do that adequately unless we have the same heart for people that God does.
    - a) Desperate love and a regard for people is a prerequisite to any kind of discipling.
    - b) 'Starting where people are' isn't the same as 'staying where people are.'
  - iii) Opportunity for greatness.
    - a) When inviting people to do things, people need to feel trust and a regard for them which generates a desire to do even more for the Kingdom.
    - b) God has placed in the *body* just as He wants to and each of us has been given a manifestation or a gracing for the common good. (1 Corinthians 12:7)
  - iv) Have a greater ambition for others than for ourselves.
    - a) What a great privilege we have as leaders to look into somebody's life and think what they could be in so many years if they were to walk in obedience—then we treat them as though they are already there!

- b) The more we can see the difference between the person that God has crafted and the person that has been hindered by their own sin, the easier that it becomes for us to entrust things to these marvelous creations of God while at the same time, discipling and shaping them to chip away some of the incrustation of the stuff that isn't them.

## II. Vital Aspects of Successful Discipleship

### A. "Follow Me."

1. Take steps to follow patterns or models that can be imitated.
2. Jesus said, "Follow Me." The doctrines or teaching come later on.
  - a. "If anyone wishes to come after Me, he must deny himself, and take up his cross and follow Me." (Matthew 16:24)
  - b. "And the Word became flesh, and dwelt among us, and we saw His glory, glory as of the only begotten from the Father, full of grace and truth." (John 1:14)

### B. "I Will Do This for You."

1. "And Jesus said to them, 'Follow Me, and I will make you to become fishers of men.'" (Mark 1:17)
  - a. When you and I go about making disciples, I think we are saying, "I promise you I will do this." It is very personal. This is a pledge, a promise to the person we are discipling.
  - b. *I accept responsibility*, doesn't mean I accept all of the responsibility.
2. When Jesus says to his disciples, "*I will make you...*" the implication is that they could not "make" themselves.
  - a. Everyone can help *make* somebody something of significance that they could not make by themselves alone.

### C. Discerning the Heart.

1. The Book of Hebrews tells us that through practice our senses can be trained in discernment. (Hebrews 5:14)
2. It's all below the surface. God wants us to pay attention to what's in the heart and discern things when we are discipling people.
3. It can be helpful and healing to someone for them to understand what's going on under the surface and in their heart.

D. We Need to Be Teaching People About the Spiritual Dimension.

1. We need to enable people to see things that they would not otherwise be able to see—the principles, the spiritual giftings and what is going on beneath the surface and learning to know God better.

E. Jesus Made It Clear that He Chose His Disciples and that They Would be Sent Out. (Mark 3:14-15)

1. Have an urgency on discipling people and don't take for granted that someone will be with you for a long time.
2. We don't think in terms of giving people provision that will enable them to go and be away from us for long periods of time and do quite well.

F. Disciple People in Spiritual Warfare.

1. We are to announce the words of God and invade the kingdom of darkness.
2. Teach people how to share God's word and also how to engage in spiritual warfare. Not only must we have authority to proclaim the message of Jesus, but we can also teach others the authority they have in Jesus to deal with the spiritual opposition that comes in midst of life.

G. Betrayal and Disappointment.

1. Jesus knew He was going to be betrayed but He still appointed His disciples to significant ministry responsibilities. "...For the gifts and the calling of God are irrevocable." (Romans 11:29)
2. God lives with an agonizing heartbreak over people whom He has entrusted *great spiritual gracing* when those people are perverting, distorting or misusing that grace.

3. If God lives with the agony of this type of a broken heart, I think there is at least some part that we as pastors and church leaders ought to be willing to embrace and take on.

### III. Discipling Must Be...

#### A. Discipling People Must Be Intentional.

1. Paul talks about agonizing over this whole thing; he labors and he strives to "...present every man complete in Christ." (Colossians 1:28)
2. Focus on what you do to intentionally and proactively develop someone.

#### B. Discipling Has to Be Relational—Model Ministry in Context of Legitimate Relationship with Others.

1. Until you form relationships with these people, and until you have this build-up of past meaningful occurrences with people, they are not really ready to completely trust you. It has to be intentional, and it has to be relational.
2. People ought to be relating to one another and connected to each other.
3. Notice, only after Jesus has disciplined them for a period of time did He call them friends. (John 15:15)
  - a. My experience has been that my friend will never become my disciple, but anyone I am purposely and lovingly discipling will almost always become my friend.
  - b. Love is critical.

#### C. Discipling Others Has to Be Progressive.

1. It has to be little bit at a time, more and more discipling—always a little bit here and a little bit there, moving people along.

#### D. Discipleship Has to Be Voluntary.

1. You have to constantly receive permission from people to speak into their life—it can't be presumed.

2. It is the Lord who issues commands—we simply help people understand what those commands are.
3. We've got to be so careful not to take a form of discipling where there is a heavy authoritarian attitude, and so on.

E. Be Open and Vulnerable in Your Discipling.

1. This is to be the nature of relationship.
2. The discipler has to set the intimacy level and the disciple has to be the one that begins exposing his or her life first.

F. Discipleship Involves Releasing Others.

1. The discipler has to release and empower people—not 'keep people in their place.'
2. We empower people by giving them information, giving them opportunity to minister, and giving them permission to act significantly.

G. The Purpose of Discipling Others is for Restoring People.

1. Help people get back their inheritance. (Hebrews 12:2)
2. I am helping to make them back into the image of what God has in mind for them.

#### IV. Verbal Discipleship Tools

A. Purposeful Stories.

B. Posing Questions.

C. Helpful Warnings.

1. Jesus gave a lot of warnings about the way that leads to death and how people need to back away and stay away from that.

D. Admonishing and Rebuking—Giving Real Facts and Patterns.

### E. Extending Forgiveness.

1. Jesus extended forgiveness. If we are going to disciple people, we must expect they are going to blow it sometimes, and they must know that they are forgiven when they do blow it.

## v. Reasons Why Pastors Don't Disciple

### A. Personal Hurts.

1. Dropped balls and the reasons behind them.
  - a. People don't always come through and do everything they were supposed to.
  - b. The more that they feel you think there is only one way to do it, which is your way to do it, people will either be so afraid of doing it wrong that they can drop the ball or they will try to do it your way.
  - c. More balls are dropped as a consequence of an attitude that the pastor exudes, rather than the failure or the sloppiness of people themselves.
2. Lack of Personal Investment.
  - a. Those of us who have not been invested in or who have not been believed in by others have all suffered a kind of a rejection.
  - b. Not experiencing those authorities in our lives *drawing close to us* can, inherently, make us suspicious of getting close to others.

### B. The 'Macro-Ministry Approach.'

1. Because of the press of our schedule and our demands and when we have so many programs to do, it can take longer to disciple someone into doing a job than it does to do that job ourselves.
2. "Where no oxen are, the manger is clean, but much revenue comes by the strength of the ox." (Proverbs 14:4)

### C. Pseudo-Servanthood Mentality.

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1. When we do all of the serving, we are sending a message to other people, “I’ve got this under control.”
2. If we tend to get a little short with people when they come into help, we can become a “porcupine leader”—when we’ve got this porcupine stuff that is going on, and that backs them off a bit.
3. In our zeal to be good servants, we steal the privilege of serving from others in our church.
4. Ongoing process vs. production.
5. Insecurities keep us from releasing ministry.

## VI. Going Back to our Primary Mandate and Future Issues

### A. What is the Vision of Your Church?

### B. Unnecessary Dichotomies...

1. Curriculum.
  - a. If you are speaking out of the context of what Jesus is teaching you currently and discussing issues of obedience in your own life, that becomes marvelously shaping.
  - b. There must be a reason why those people are in your church—and not in the church of the person who wrote the other curriculum.
2. Public gatherings vs. more intimate settings.
  - a. Jesus taught the multitudes, but He also took a few people aside. I think you need to do both. You can disciple effectively either *individually* or in *groups*.
  - b. There is a place for that large vision-casting and declaration of broad principles that can go out to everyone. But then there is the drawing aside and speaking into the lives of a few individual people.

### C. Proactive and Reactive Discipling.

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1. It is important to respond to people's questions and issues when we are discipling others, but sometimes you should not wait until the subject comes up and become more pro-active in your discipling.
  - a. We can put such an emphasis on caring for people that we haven't put much emphasis on developing those same people.

### D. Purposes of Discipleship.

1. The goal of our instruction is love.
2. Mature and build-up people.
3. Offer yourself as a sacrifice; others as a masterpiece. (2 Corinthians 4:7-10)
4. Teach people in such a way and trust these faithful men and women to pass on what they have heard. (2 Timothy 2:2)

### E. God's Administration.

1. When people hear a story about someone else being empowered, or somebody else being given a chance to do something, who cares if there is a mistake or two?
2. God does things differently than how most people do things.
3. Serve the Advancement of Others; Encourage their Joy and their Faith.
  - a. Establish them by imparting spiritual gifts.
  - b. Challenge people's thinking, a little bit at a time; not just about great truths or the great doctrines, but about all sort of practical, day-in and day-out kinds of things. (2 Corinthians 10:5)
4. A conducive environment.
  - a. People need an environment that is created which goes way beyond a meeting, way beyond one relationship. They need an environment that is very loving and filled with honor; they need being invited into a place of significance.

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- b. Paul said, "Follow me as I am following the Lord." It is the welcome and the invitation that people need.
    - c. We're to create an environment that believes in people more than they believe in themselves.
5. Future orientation; looking for opportunities for the future.
  - a. This involves a future orientation for people.
  - b. The fact that we made a few mistakes, or this person dropped that ball over there, never mind, there will always be another time.
    - i) We are thinking about the future. We are not reproaching people for past or the present.
6. Safe environment to discuss mistakes.
  - a. We are to give people group settings where they can safely hear about and discuss other people's mistakes.
    - i) The tenor and the attitude of the leader is so important to establish a very forgiving, proactive environment that's it's OK to make mistakes.
    - ii) Debriefings after an event can work well to talk openly and plan what didn't go so well is also helpful for planning future events.
    - iii) "A man's discretion makes him slow to anger, and it is his glory to overlook a transgression." (Proverbs 19:11)
7. Multi-dimensional instruction.
  - a. Teaching theology and doctrine are important.
  - b. Teaching people the Bible and Bible-study methods helps and tools them so that they can get their own truth and not always rely on us.
  - c. One of the most effective platforms for teaching is by responding to questions.

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- d. We want to give people principles, guidelines, truths and insights that will be helpful to them.
  - i) The Bible says that there are implements of righteousness for the right hand and for the left. (2 Corinthians 6:7)
    - a) If one hand isn't working or feels empty, the Lord can give us another tool for the other hand.
  - ii) Help people see that God is doing something wonderful in their lives instead of their situations being a crisis. This is great way of discipling them.
- e. Help them know their gift-mix.
- f. He never gives His glory to another. (Isaiah 42:8)
  - i) There will always be reserved in every person's life that place where they, and they alone, can hear from God.
  - ii) No matter how much purview, discipling, authority of God you are in that person's life, there will always be reserved in every person's life that place where they, and they alone, can hear from God.
  - iii) Be quick to defer questions, "Let me help you understand as I have come to understand the Lord." That is not abuse friends, that is discipleship.

## VII. Diagnosing Your Vision and Mission

### A. Mobilization and Volunteering.

1. What elements are creating issues or problems in you church?
2. The questions that I would most like to ask you are: *Given the mission of your church, what will happen to the people as a result of your mission being fulfilled? What is transforming them? What benefit do they receive by being a process of helping you fulfill the mission that God has given you church?*
3. *What keeps you in ministry?*

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4. *What is the compelling vision and motive to involve people?*
  - a. It helps people to understand who they are in Christ and what are their giftings and calling in God.
  - b. I do not want to ask people for help until I am sure that I have first created an environment and a vision and a mission that will not only ask them to help, but will give them significance in the very process of serving.
5. Diagnose your culture and atmosphere.
  - a. What does the atmosphere of your church feel like?
    - i) How normal are shortcomings in your church?
      - a) Is the pursuit of excellence only on church details (bulletins, trash pick-up, etc.), or is the focus of excellence on the people that we are producing?
      - b) Do you use crisis for another way of saying, “Welcome aboard! Isn’t this great? We are all in this thing together, and it really is all right.”
      - c) Beautify in the midst of mistakes.
6. Thoughts about people.
  - a. Above all else, love people.
  - b. Each person has unique gifts and calling. (Ephesians 4:16)
  - c. Not everyone fits into one thing—people have properties in and of themselves.
    - i) Like ‘water,’ it doesn’t have to work at being water. But you wouldn’t want to put water on your toast, and you wouldn’t want to drink cinnamon.
    - ii) The calling of a leader is to relieve people of their traumas and burdens and to have the heart of Jesus, “Come to Me all who are weary and heavy-laden, and I will give you rest.” (Matthew 11:28)
  - d. People long for ministry.

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7. Thoughts about serving.
  - a. Serving is central to the essence of the things of God. A person makes no progress in God without being a servant.
  - b. Jesus took the form of a servant. (Philippians 2:7)
  - c. Preparing a “wonderful dish” is a good analogy for serving.
    - i) If people don’t like serving, I believe many times it is because of how the pastor has prepared the dish.
    - ii) When people come from other churches, we never let them get started serving right away because we don’t know if maybe, they are bitter as a consequence of something that happened and they’ve got their own martyr complex.
    - iii) We want to let them rest and allow them to heal. We don’t need their serving, they need the serving—it’s a blessing to people, not a blessing to us.
  - d. Successive approximations.
    - i) Go ahead and get started doing something. Maybe it won’t be the thing you do forever, but it is usually while you are doing one thing that you get an inspiration or excitement about doing something else!
    - ii) Make sure that you pass off what you are currently doing to someone else and then go and start doing the other thing.
    - iii) A rule of thumb at our church is that nobody ever has the same job all the time.
8. Thoughts about ‘current reality.’
  - a. Time is very precious.
    - i) Many of our service schedules are outdated.
    - ii) We need to find a relevant Gospel message for busy people.
  - b. Volunteers cannot keep going without vision and momentum. (Proverbs 29:18)

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- c. Relationships are crucial. Be cheerful.
  - 9. Why people volunteer?
    - a. Vague feelings—something is happening around here.
    - b. People feel they are needed.
  - 10. Variety of gifts and personalities.
    - a. Before you ask somebody to do something, let him or her know why you think they would be good for this job.
    - b. The more you can latch people into what they love to do, the better off it will be.
  - 11. Making a place for others.
    - a. Our job is getting another person done and grow in the Lord.
    - b. Novices tend to be far more desperate to learn than experts are.
- B. Discouraging Feelings.**
- 1. Counteract vague feelings that people have coming from the leader or that they might have toward the leader.
    - a. Appreciate people. "...Treat people the same way you want them to treat you..." (Matthew 7:12)
    - b. Never ever ask somebody to do something that you have not already done at some point along the way.
    - c. Don't just talk, but serve in areas not related to your pastoring.
  - 2. Insecurity and fear of failing.
    - a. Realize how insecure, how low the self-esteem is of the people in our churches.

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- b. As people get restored they want to volunteer, but also need to know it is safe if they fail.
- C. Have a Good Theology of Love, Respect and Servanthood.
  1. Discipling and nurturing people in 'proactive ways' and finding how to mobilize them into ministry (getting them involved in servanthood, being involved in being disciplined and serving) are the two keys that will ultimately encourage and change human beings.
  2. Coaches and cheerleaders.
    - a. First you have to be the cheerleader and say, "You can do it, you can do it, you can, you can!"
    - b. Then show them how to do it. We need both.
  3. Leaders have to be accessible.
    - a. It's important to be accessible to volunteers—brief chats turn into meaningful conversations that are very helpful to people.
    - b. Remember, as a pastor, I am not the only person mobilizing people. I want to be training my leaders to be mobilizers.
    - c. Don't waste work or 'need' just on you—spread it out and let others be involved.
  4. What leaders can do...and what others can do.
    - a. Not only does a leader influence people's willingness to volunteer, but I have also discovered that other people in the church (and friends of friends) greatly influence others.
    - b. When you have been served, you want to pitch in and help others.
      - i) Please don't grow frustrated with yourself or your own people if you don't have this 'snowball thing' going on.
      - ii) Don't be in a hurry to cram this idea of serving down people's throats. In general, people will be grateful for the change in their life. (Luke 7:47)

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5. Sense of family and meaningful relationships.
  - a. Working together as family links people together.
  - b. Personal invitations and welcomes are important.
6. More on volunteering.
  - a. The atmosphere may be the most important of all of these elements about getting people to volunteer.
    - i) When people sense desperation from the person who is calling for volunteers, when they feel drudgery, heaviness, or oppression, it makes them feel heavy.
    - ii) We should make things as fun and as appealing as we can; not frivolous, but enjoyable.
    - iii) There is no caste system in our church—no nobles or peons.

### D. What Values Can Do.

1. There's value of behind the scenes activities.
2. The noble place of servanthood. 'For the sake of others.'
  - a. Jesus did nothing for Himself. He did it all for others.
  - b. As a leader, when we're careful and sure that we're not doing for 'myself,' it gives us the privilege, the authority, the integrity to be able to say, "It is for you to do for the sake of others."
  - c. Not serving is selfish, and we need to help people see that.
  - d. Conversations with others makes for more testimonies.
  - e. In our church, serving is so highly valued that anybody who is not serving feels left out in a way—almost ostracized, but not intentionally.

### E. Opportunity for Significance.

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1. People want to be needed.
  - a. In our recruitment efforts for volunteering, the more we communicate that anybody and everybody will do, the less people are going to want to serve.
  - b. Public, generic announcements are nearly worthless.
  - c. The personal, particular, direct approach, “I need your help,” makes serving almost irresistible.
  - d. People love to leave their signature on things and make a significant contribution.
    - i) The more people feel that “this is their church,” the more they want to serve.
    - ii) The kinds of things that the world says, “What? You have got to be kidding me!” these are the things that God has chosen to shame those things that are so spectacular. So, give me the rejects. (1 Corinthians 1:26-29)
      - a) We often rely on natural means to accomplish Kingdom enterprise.
      - b) We are to write our signature on human beings and know that we have stood in the breach to be part of the repairing of the “...desolations of many generations.” (Isaiah 61:4)

### F. Testimonies [Shortened to Capture the Heart/Essence of What Was Said]. (2 Corinthians 3:2-3)

1. “The most significant lesson about discipleship that I have learned is to never do alone what I can do with someone else.”
2. “When I think of discipleship, I think of how I was disciplined. I was disciplined very normally, very naturally—just doing everyday life and doing the things of life. That is how I do it today—initiate conversations to involve people talking about our lives and how we can be changed by following the Lord.”
3. My pastor gave me a vision for what I could do five years from now instead of focusing on where I am right now. He knows where I am now, but he trusts me. By serving and by saying, ‘Yes, God, I will do this,’ I could see this... I was set free. I felt so safe. I thought, ‘I can do this because there are no expectations!’”

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4. "With the accountability, openness, and honesty [marriage counseling] that we had (not only with each other, but with the people with whom we are accountable), it worked in three weeks. The thing that impressed me most about the counseling was that we could be open and honest."
5. "God has given me a wonderful group of ladies with whom to talk to. I thought people would view me differently when I spoke openly, but once I was determined to go ahead and share, open up, and confess the emotion of anger that I was dealing with all of my life, I felt God's freedom."
6. "I felt invalidated about a lot of things. So, I moved into a cell group, and I became enthralled with the love I was experiencing and the mending and healing I was receiving. I was amazed and surprised that they wanted me to be a leader and disciple other people. I discovered that I did not need to be perfect to be validated."
7. "I always thought that you use people to do a job, so the idea of *using the job to do the people* was a new one to me. It was an inspiration and revelation to discover that discipleship is about people—it's not about getting a job done."
8. "Because of my past and where I came from, I was so used to and felt so much more comfortable doing everything myself. I see the delight in me passing things on to others, believing that they can accomplish as good a job as I could have done."
9. "When I first came to the Coastlands, the thing that was talked about the most was to be accountable to people. I was a struggling alcoholic. One day, I got together with some leaders and they prayed over me. I was totally freed from that urge! Now I have my own cell group. I am helping other people go through the same thing. God turned around all of my pain for His glory because these people had faith in me."
10. "One of the things I have been learning is to try to integrate people into the church and give them opportunities to serve and get involved. Now when my friends come to church and try to become involved, I extend that out to them."
11. "I used to have a great deal of fear. I have to smile at God's wisdom. He gave us the opportunity to learn that it was OK to fail and show us that He had another way of doing things. I want to really praise God for our associate pastors and for their wisdom. They did not give up on us. They did not say, 'You are out of here. It's not working.' They said, 'Well, there has got to be some other way.'"

12. "One exciting thing I have found is having pastors in this church who are willing to confront me in areas that are hurtful to me. For example, I tended to be sarcastic, but it was turning people off. Daniel came to me one time and said, 'You have got to get to the place where you hate that in you. It is damaging you. It is hurting how the Lord can use you.'

It struck home, so I paid attention and worked at it in order to get rid of it in my life. I tried to apply that same principle to the men in my cell group. While I was leading them, I began to ask direct questions—not confront them in a way that was threatening to them. Since we had already established a relationship that was based on trust, they knew I cared for them, and I knew they loved and cared for me. It worked very well."

13. "I have been a Christian for about nineteen years. For the first fourteen or fifteen years, I was immature and infantile. I had a basic understanding of things. My world surrounded me. Everything affected me. The focus of my Christianity was, "What's in it for me?" The people that disciplined me believed in me. I know the Lord is using me. I know this is something very vital. I realize that when there is something I need to die to or something I need to confront because it needs to be changed."
14. "Discipleship for me has meant relationship. Having relationship with the Lord and becoming a Christian radically changed my life. I met Daniel and Pamela. They loved me, believed in me, and gave me things to do that I never thought I could do. This deposited a lot of good in me and helped to fix the broken parts of my life at the same time. It is my turn now to believe in people who don't believe in themselves."
15. I have not been at the Coastlands very long, but I have been a part of the work crews on Saturdays and for large events. People are really fellowshiping. They are working, but it is secondary. As I have talked with individuals, they are so happy and glad to meet me. They are friendly. I've thought, 'This must be a leader or a staff person.' Then I found out that everyone is that way. As I have tried to find out why that is and how they get that atmosphere, I realize that it is because everyone who is coming is being disciplined by someone and they know that. Another thing is that a good number of them are also discipling someone else. The result is that there is just an inherent interest in other people."
16. "The thing that speaks to me is trust—we are in a place of trust. It makes you realize that when you are safe, you can do anything."
17. "The two things that are most difficult for me in being disciplined and discipling someone is pride and fear. The thing that saves me in both those areas is knowing that God loves me more than I understand, and anything He is going to do for me is going to be for my best. If these are things He is calling me to do, then these are things that I should do. It is not a place of danger; it is a place of safety."

## How to Mobilize Your Church

18. "For me, the biggest misconception that has been made clear to me has to do with change in my life regarding isolation. I think a lot of Christians have a misconception that change can only happen when they walk with the Lord in their private time with Him. But a lot of the changes also happen in relationship with other people."
  
19. "The leaders emphasized loving us where we were at, training us, and mending us by showing us areas in our lives that were not meant to be, and showing us that God had something else in mind for us. Now we are able to do the same for others. We welcome others. I look for broken people so that I can encourage them and believe in them."