

**M<sup>2</sup>**

**Movement  
Maker**

**How the Holy Spirit  
Multiplies Healthy  
Churches**

**Rick Thompson**

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## Movement Maker

I want to be part of a movement  
I do not want to give my life to something static and status quo  
My heart throbs with a passion to be part of something significant  
Something supernatural that can only be explained by the Spirit of God  
Something special that glorifies no man except the Son of Man

I cannot start a movement  
I can join a movement of the Holy Spirit  
I cannot invent a movement  
I certainly cannot control a movement  
I can be in step with the Holy Spirit as He hovers over human history

Where do we start?  
Where do we look?  
Would we be wise to listen to the ancient prophet?  
*Listen to me, you who pursue righteousness and who seek the Lord: Look to the rock from which you were cut and to the quarry from which you were hewn*  
Isaiah clarifies his directional statement to Israel:  
*Look to Abraham your father and to Sarah, who gave you birth (Isaiah 51:1-2).*

Lord, where should your church look?  
Clearly, for your church, Christ alone is our Rock (Matthew 16)

- Christ is the only foundation (1 Corinthians 3)
- Christ is the cornerstone (1 Peter 2)
- Christ is the stone of stumbling and the rock of offence (Romans 9)

But, what is the mother church to which we should look?  
What is the quarry from which we were cut?

Some would consider the church of Jerusalem, others Rome, still others Constantinople, while many would look to a modern mega church  
Christians come to church with their own image of a healthy church  
Some people look for a church exactly like the one they grew up in  
Others are looking for a church that is exactly the opposite of that one  
Some people look for a church just like the one where they were saved  
Others look for a church similar to the one where they really grew  
Still others look in their area for the image of their favorite mega church

## What is your image of a healthy church?

With people singing from so many different pages about what a local church should look like, how do we get on the same page? In Galatians 5:25, Paul says we must keep in step with the Spirit. How does the Holy Spirit **plant** a church? How does the Spirit **grow** a church? How does the Holy Spirit **multiply** a church for a global movement?

In the book of Acts the first church is in Jerusalem; but the church that sent the missionaries to the uttermost part of the world was the church of Antioch. The city of Antioch in ancient Syria was a center for the entire eastern Roman Empire. *The Arabs held Damascus to be more important, but Antioch ranked just behind Rome and Alexandria in size, wealth, power, and vice (A.T. Robertson).* At this time of the apostles there were around 500,000 people in Antioch including a sizable Jewish community. Consider the insight of New Testament Scholar A.T. Robertson: *Luke here begins the second part of Acts with Antioch as the center of operations, no longer Jerusalem. Paul is now the central figure instead of Peter. Jerusalem had hesitated too long to carry out the command of Jesus to take the gospel to the whole world. That glory will now belong to Antioch (A. T. Robertson: **Word Pictures in the N.Testament:** 177).*

God will accomplish his purpose of multiplying churches among all people. Jerusalem was not the movement maker! So, God moved through persecution to scatter Christians like seed to plant a new church. God will cut a channel. God will produce a movement even when it seems nothing is happening. John Piper offers a penetrating insight into the ways of God. *It will often look as though Christ is defeated. That's the way it looked on Good Friday... China was closed for forty years to the Western missionaries, it was not as though Jesus accidentally slipped and fell into the tomb. He stepped in. And when it was sealed over, he saved 50 million Chinese from the inside-without Western missionaries. And when it was time, he pushed the stone away so we could see what he had done. When it looks as though he is buried for good, Jesus is doing something awesome in the dark.... The world thinks Jesus is done for-out of the way. They think his Word is buried and his plans have failed. But Jesus is at work in the dark places... He lets himself be buried, and he comes out in power when and where he pleases. And his hands are full of fruit made in the dark ... For twenty centuries the world has given their best shot to hold him in. They can't bury him. They can't hold him in. They can't silence him or limit him. Jesus is alive and utterly free to go and come wherever he pleases. (Piper: **Let the Nations Be Glad:** 65,66).*

The Holy Spirit planted, watered, and multiplied the church of Antioch. Let's look closely at Luke's account for a biblical understanding of how we can keep in step with the Spirit a movement of multiplying healthy churches.

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## Movement Maker

# The movement of the Spirit is to **evangelism**



*Now those who had been scattered by the persecution in connection with Steven traveled as far as Phoenicia, Cyprus, and Antioch, telling the message only to Jews. Some of them, however, men from Cyprus and Cyrene, went to Antioch and began to speak to Greeks also, telling them the good news about the Lord Jesus. The Lord's hand was upon them, and a great number of people believed and turned to the Lord (Acts 11:19-21).*

God's hand is upon everyday Christians who tell everyone about Christ; crossing barriers to communicate the good news of Jesus Christ. Every healthy church is characterized by fruitful evangelism (EFCA) and need-oriented evangelism (Natural Church Development). Luke wants us to understand that the church of Antioch started with persecuted, unnamed, common, contagious Christians. God also uses both highly skilled church planters (Acts 13); but movements often start with spontaneous Spirit filled believers (Acts 11).

**One movement maker** is the story of Oleg Shevkun, pastor of our Moscow Bible Church in Moscow, Russia. Oleg grew up in Moscow. In high school during the 1980's, before Perestroika, Oleg was the leader in the young Communist league in his school in Moscow. One day, there arose a problem in the second grade. The school administrator told Oleg to go and straighten it out. The problem was that a seven-year-old girl from a Baptist family was leading her classmates to Jesus Christ. Over the next several weeks, as Oleg tried to straighten out this little girl, this little girl lead Oleg to Christ. Oleg went on to study at Moscow State University, served as an interpreter at Moscow Bible Church, and we sent him to Dallas Theological Seminary with his family for the four years of training in the Master of Theology program. In the summer of 1997, as our family had to return to America, Oleg and his family returned to Moscow to serve as senior pastor of our church.

*God's hand is on churches with **every person, Acts 1:8 evangelism.** Healthy churches have healthy Christians who share their faith with everyone, everywhere, everyday. There are cultural barriers of race, religion, age, sex and cultural background right in every city. The Jew-Gentile barrier was high. But, it did not stop the unnamed believers who did evangelism in Antioch everywhere, with everyone, everyday. Acts 1:8 evangelism starts in Jerusalem; our home town; then Judea; the surrounding state; then our Samaria; close by cultures and finally the Spirit sets apart some global missions.*

### **How has the Spirit directed your church in evangelism?**

Churches are to reach lost people, not rearrange Christians. As a result, Here are some of the ways that the Holy Spirit has directed some healthy churches into evangelism.

### ***In everyday life activities***

Our Great Commission is to make disciples; as we are going. When Rick Warren started the Saddleback Community Church in California, the first person he led to the Lord was his real estate agent who helped them find their first place to live. See: **The Purpose Driven Church** by Rick Warren

### ***In classic acts of love***

The Great Commandment is love. Agape love calls us to the lost and least. God leads us into the classical corporal works of Christian mercy (Schaller: **The Interventionist**: 135).

1. *Feed the hungry*
2. *Clothe the naked*
3. *Shelter the homeless*
4. *Care for the orphan*
5. *Tend the sick*
6. *Visit the prisoner*
7. *Bury the dead*

### ***In children's activities***

One of our Texas church planters moved to a city where they knew next to no one. Our couple had a two-year-old child. In looking around for activities for their daughter, they discovered a city sponsored weekly event in a community center for small children. This place was a good pond for being fishers of men.

### ***Win community activities and critical community needs***

One of our Texas church planters agreed to be a volunteer football coach at a public school in order to serve people in Christ's name. Another of our Texas church planters moved into an urban and ethnically diverse neighborhood to plant a multi-cultural church. As Gordon Blocker looked at the needs of the community, he saw many new immigrants to America. He went to the public library and found that they would give him a room for free and pay someone \$20 per hour to teach English as a second language. See: **Church@thevillage.com**

### ***With concerts for the community***

One of our church plants in Russia used a singer to come and do a concert or a praise and worship band from another church for an outreach event for the church. Our son has developed an outreach event for churches using sacred art and rock music. See: **Rockgospel.com**

### ***In servant evangelism activities***

Another of our church plants put together a team of people to stand outside a local store and give out bottles of water on a hot day. During the outreach, the church members took prayer requests and agreed to pray for the needs of people who stopped. See: **Servantevangelism.com**

### ***In evangelistic home groups***

Tom came to Christ as an adult from a highly religious background. He had been to church all his life; but he did not know Jesus Christ. As an adult, he trusted Christ as his Savior and started to attend a Bible teaching church. Tom wanted to learn how to lead an evangelistic Bible study in his home. We agreed to invite some friends and meet together in his living room to study the Gospel of John using Jim Petersen's **My Home as a Lighthouse**. I learned from the same material how to lead an evangelistic Bible study in the gospel of John during my college days with the Navigators. We invited our friends to the first night of the Bible study and no one came. Later, Tom tried again and again. Over the years Tom has led many home Bible studies in the gospel of John and God has used him to seek countless lost sheep. Tom is a leader of his local church and he loves lost sheep through a Bible study in his own home.

Today there are many materials that can be used for a home group that has a clear purpose of presenting Christ. Twelve Keys to Unlocking the Bible by Colin Smith and Explore Christianity (a non-Charismatic Alpha course) are two that many churches are using with great fruitfulness.

### ***With a carefully constructed grand opening of the church***

One of our church planters moved to the target community in December. The community was his hometown. He moved home after being gone for almost fifteen years. He knew that the Lord had called him. EFCA-Texas confirmed their call and contributed a coach, elder oversight, and support.

First, they organized interested people that they knew into open, evangelistically oriented home groups and they began meeting together every Sunday night for prayer and sharing and Scripture. Within six months, there were fifty people involved.

Second, they agreed upon roles that different people would serve in.

- Two or three people agreed to serve the children
- Two or three people agreed to handle administrative issues
- Two people handle the offerings-one to received funds & one to disburse
- Two or three people lead in worship and singing
- Four or five people agreed to host a Bible study

- Four or five people agreed to lead a Bible study
- Many people give weekly to the needs of the new ministry
- Two or three people agreed to search for a worship center to rent

Third, with the new site they prepared for Sunday worship services in the Fall.

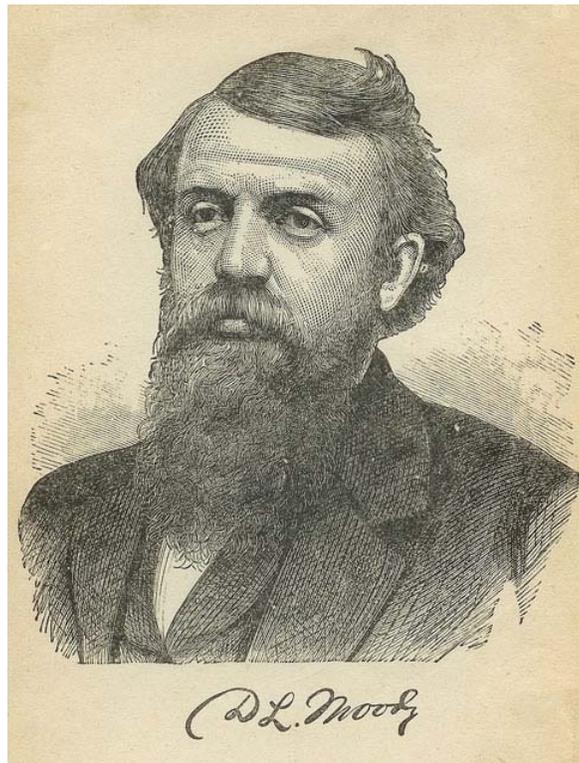
- **Monthly previews** They scheduled a monthly preview of the worship service. For three months they would meet on Sunday morning at the rented site. The worship service would move month by month toward a regular type of service without the pressure of meeting every week.
- **Exhibition season** After a number of monthly preview services, when everything is prepared as well as possible, the weekly Sunday morning worship service begins.
- **Grand opening** After an exhibition season of meeting every week until the problems are worked out and roles are distributed, then there is a public invitation to the community to celebrate the birth of a new church. Sometimes a mass mailing is appropriate. Sometimes people walk through the neighborhoods leaving invitations at the door. Sometimes there is an ad in the local newspaper announcing the special event. Everything is designed to seek the lost.

One of our new churches started its preview services in February with 25 people. During April they began an exhibition season beginning with Easter that lasted through the summer that grew to around 40 people. In the Fall, they had a grand opening that drew almost 100 people. Now, after three years, they enjoy the gracious hand of God with around 200 people and 15 new Christians.

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**Movement  
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The movement of  
the Spirit is to  
**encouragement**



*News of this reached the ears of the church at Jerusalem, and they sent Barnabas to Antioch. When he arrived and saw the evidence of the grace of God, he was glad and encouraged them all to remain true to the Lord with all their hearts. He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord (Acts 11:22-24).*

God's hand is upon Christians who tell people about Jesus and who love one another. Every healthy church is characterized by evangelism & encouragement. (Rick Warren) *We are formed for God's family.*

D.L. Moody was one of history's **movement makers** in Chicago, Illinois at the end of the 19th Century. This man embodied evangelism **and** encouragement. Moody was born in 1837. His father died when he was 4 years old. At the young age of 19, he was converted to Christ because a Sunday school teacher cared enough to visit him at his place of work and share the gospel with young Moody. In 1856, Moody moved to Chicago to sell shoes. He admitted that his goal was gold—he wanted to make \$100,000. But, in Chicago, he saw a desperate need. His heart went out to fatherless boys on the streets of Chicago and he started a Sunday school with a gang of 18 ragged boys. From the slums of the north side of Chicago, Moody built a Sunday school of 1,200 children by 1860. In 1864, the Illinois Street church was formed and over the next 30 years God opened the door for D.L. Moody to preach the gospel around the world. One little boy moved across town passed dozens of churches in the city of Chicago to attend Moody's Sunday school. One Sunday a woman who was collecting children off the street for her Sunday school invited him to attend their church that was closer. She said there were plenty of other Sunday schools that were just as good. He said, *they may be as good, but they are not so good for me. Why not?* She asked. *Because they love a fellow over there!*

Every church has relationships. Healthy churches have loving relationships. It is valuable to ask the question, what is the glue in our church?

- The glue in some churches is a strong leader.
- The glue in some churches is a denomination.
- The glue in some churches is a common heritage passed down.
- The glue in some churches is the building.
- The glue in some churches is a special strength in ministry.
- The glue in some is a common conviction like home or Christian schooling.
- The glue in some churches is blood. People are relatives.

There are many different kinds of glue; but the greatest glue is God's love. The New Testament one another commands are the way of encouragement. *Carry one another's burdens (Galatians 6:2). Spur one another on to love and good works (Hebrews 10:25). Forbear and forgive one another (Colossians 3:13). Be kind and compassionate to one another (Ephesians 4:32).*

As a caring church grows, there is a problem. The shepherd (the pastor) can care effectively for maybe 50-100 people. If he tries to be the key to caring, the church will plateau and stop growing at the span of his care. Some churches then charge the elders to care for the flock. Once again, the church will plateau and stop growing at the span of the elder board's care. Churches that are fruitful and multiply understand that the role of the leaders is to equip God's people in smaller groups where care comes from one another. When caring is embraced as the responsibility of the members as they are equipped, organized, empowered, and framed by the shepherd leaders into smaller groups, then the span of care is unlimited. This is what the Spirit orchestrated in Jerusalem.

*Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ (Acts 5:42).* Movement churches are characterized by evangelism and encouragement during Sunday worship services and in the small groups.

## The Large Group

On Sunday, all of God's people gather to *worship* the one true God

On Sunday, all of God's people meet people and have their *identity*

On Sunday, all of God's people have a *sense of significance*

On Sunday, all of God's people experience the *diversity* of the body

On Sunday, all of God's people need to be *taught by a pastor/teacher*

On Sunday, all of God's people *spur one another on* (Heb.10:25)

On Sunday, all of God's people are led by *tested* leaders (1 Tim. 3:10)

Some *lost* people love a large group and hate a small group

## The Small Group

From house to house, some of God's people meet to *walk* closely with Christ

From house to house, some of God's develop *intimacy* obeying Christ

From house to house, some people have a *sense of safety to share*

From house to house, some people experience *affinity* w/like-minded people

From house to house, some people need to *teach one another* (Ro. 15:14)

From house to house, some of God's *bear one another's burdens* (Gal. 6:2)

From house to house, some people are *developed* as leaders

Some *lost* people love a small group hate a large group **We need both!**

Last summer I met with Larry Osborne of North Coast EFC in California. You can learn more about their ministries on the Internet at North Coast Networks. Larry shared with me that one of the secrets to their growth has been that they have done two things with excellence: The Sunday Worship services and the sermon based small groups.

# Sermon-Based SMALL GROUPS



In response to overwhelming demand for training and materials we are happy to announce that the **second edition** of our **Starter Kit for SERMON-BASED SMALL GROUPS** is now available at a cost of \$115 per site license.

Each Starter Kit contains everything you'll need to get sermon-based small groups off the ground (or to take your existing groups to new heights). Included with each kit is a site license that grants your church unlimited permission to alter, duplicate or use the materials (including the CDs). The only restriction is that the materials cannot be sold or used in another church unless that church has also purchased a site license.

#### ORDER HERE:



#### Each Starter Kit contains:

- a notebook filled with information, guiding principles, FAQ's, samples of group covenants, recruitment letters and a template for writing sermon-based homework questions.
- examples of leadership training materials, suggested training topics, checklists for leaders and hosts and much more.
- digital copies of the small group materials found in the notebook (in a Microsoft® WORD format). This CD will save you and your assistant countless hours of word processing and makes adapting and editing the materials a snap.
- a sample weekend sermon CD.
- a sample of that same weekend's Leader Training Resource CD.
- a sample of that weekend's homework and study questions.
- three powerful teaching messages by Dr. Larry Osborne. The first explores "Why Small Groups Change Everything"; the second examines "The 7 Powerful Advantages of Small Groups"; the third explains "Why Cho's Model Didn't Work in Your Church."

Again, all these CDs and document files are yours to copy and use in any way that benefits your ministry. You may want to copy them for your leadership team, small group leaders or even the entire church. You may want to digest the material, rework it and present it yourself. In either case, these CDs will help you explain (and, if need be, sell) sermon-based groups to your people.

Finally, a unique aspect of our site license is that it grants you the right to use any of the materials as is or tweak them beyond recognition. There is no need to give attribution or credit. The materials are yours to use in any way you see fit.

In 1980 Larry Osborne was joined by 128 adults and children for his first Sunday as pastor of North Coast Church. Twenty three years later, attendance had grown to over 5,700 meeting in a converted warehouse with over 80 percent involved in weekly home fellowships.

What makes this growth remarkable is that it all happened without any marketing or special outreach programs.

While many factors contributed to the growth and health of North Coast Church, one thing stands out among the rest. It's the simple concept of SERMON-BASED SMALL GROUPS; a lecture/lab small group model that takes the weekend message and digs deeper into its main points and application.

According to Pastor Osborne, "Our sermon-based small groups are the hub of North Coast's ministry. They're the catalyst for individual spiritual growth and the Velcro that keeps thousands of new and long-time Christians connected to the Lord, the church and the weekend message."

For more information you can contact  
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north coast  
**SMALL GROUP**  
conference  
November 10-11, 2004 - Vista, CA

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### SMALL GROUP LEADERSHIP CONFERENCE

November 10-11 in beautiful San Diego, CA. All Sessions held at North Coast Church.

This is a hand's-on, roll-up-your-sleeves, two-day conference that can change your ministry forever. Senior Pastors will learn how to implement a small group ministry built around the weekend message -- and how to create an environment that fosters honest and transforming relationships. Small Group

pastors and lay leaders will learn the nuts and bolts that determine the difference between a successful small group ministry and one that simply limps along.

Pastor Larry Osborne and his team will send you home with real world answers and practical solutions presented in an authentic and candid format.

For twenty years North Coast Church has had over 80% of its weekend attendance meeting weekly in small groups that discuss and apply the weekend message. Come learn the secrets and principles that have enabled them to

# COME AND LEARN!

- ▶ Practical Insights to take your ministry to the next level
- ▶ Simple yet profound principles of Small Group success from 20 years in the trenches.
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message. Come learn the secrets and principles that have enabled them to maintain this phenomenal percentage even as they've grown from a small church of 180 to nearly 6,000. Discover the amazing power of Small Groups to keep an entire church moving in the same direction and to disciple a congregation in a natural and spontaneous nature.

### **SPEAKER PREVIEW**

#### **Dr. Larry Osborne**

*Senior Pastor at North Coast Church in Vista, California*

As the visionary senior pastor of North Coast Church, Larry Osborne speaks extensively on the subject of leadership and developing healthy ministry teams. Larry will share the tremendous impact that small groups have made at North Coast. The concepts from the conference can help you become a church of small groups instead of a church with small groups.



### **A LITTLE HISTORY...**

In 1980 Larry Osborne was joined by 128 adults and children for his first Sunday as pastor of North Coast Church. Twenty three years later, attendance has grown to over 5,700 people at our converted warehouse each year with ***80 percent of our adults involved in small groups.***

While many factors contributed to the growth and health of North Coast Church, one thing stands above the rest. It's the simple concept of ***SMALL GROUPS***; a lecture/lab small group model that takes the weekend message and digs deeper into its main points and application.

According to Pastor Osborne, ***"Our small groups are the hub of North Coast's ministry.*** They're the catalyst for individual spiritual growth and the Velcro that keeps thousands of new and long-time Christians connected to the Lord, the church and the weekend message."



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There are many different approaches to excellence in the Sunday worship services and in the small groups. Some churches use church based smaller groups called Adult Bible Fellowships or Sunday schools. Other churches do not have the building space and offer only home based small groups. But, then, the question is, **how do we multiply smaller groups?**

## **Groups of 4: How do you multiply smaller groups?**

### ***Pray for Small Group Shepherds***

Everything in small group ministry rises and falls with leadership. In the first letter of Peter, he addresses the leaders of the local church: *Be shepherds, serving as overseers!* The main thought is: **Be Shepherds!** That's the secret of a healthy group. Strategy is important, but shepherds are the secret.

Jesus said to his learners: **Ask God for laborers!** There are countless sheep that are harassed and helpless who need a good shepherd. Notice that our Lord equates laborers with shepherds; ... *like sheep without a shepherd.* Then he said to his disciples, *"The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers..."*

We are commanded to make disciples and to pray for shepherd laborers. God must call a shepherd. There are disciples and there are disciple makers. There are learners and there are laborers. There are sheep and there are shepherds. The starting point for shepherds is our prayers and God's call. Dr. Erwin Lutzer, pastor of Moody Church in Chicago, summarizes the call of God.

***Though God doesn't call audibly anymore, now that the New Testament is complete we have an adequate basis to test the inner guidance of the Spirit. Let me risk my own definition of a call: God's call is an inner conviction given by the Holy Spirit and confirmed by the Holy Word of God and the Body of Christ.... Feelings and hunches come and go. They may be based on impressions we had as children or when we romanticized the idea of a role we idolized...For some the conviction may be sudden; for others, gradual...Though the details are different in each case, the end result must be the same: A sense of the divine initiative, a commission that leaves a man or woman with a settled assurance that he or she is doing what God desires (Lutzer: Moody Monthly: March 1983). See Addendum A on the Shepherd's Call***

First and foremost, a shepherd needs the inner leading of the Holy Spirit to serve a small group, the lifestyle of a disciple (for only disciples can make disciples), and the approval of the local church to be a shepherd of God's flock. *If you empower dummies, you get dumb decisions faster-* Rich Teerlink-Harley Davidson (Drucker: **Future:** 215). Dummies make dummies. Disciples make disciples. It is dangerous to empower just anyone to lead a small group. The local church has the responsibility to make disciples. Then, we pray that God will call forth shepherd laborers and the church leadership needs to affirm them as disciples of Jesus Christ. The local church needs to develop a profile of a

disciple and a profile of a shepherd laborer so that we can spot them as God sends them to us. See: **Leadership Development** by Rick Thompson

### ***Distribute roles and responsibilities***

Shepherds care so much that they can care too much. Shepherds are willing to take responsibility; but they can take too much responsibility. I have led small groups where our family hosted the group, I was the leader who opened the meeting with crowd breakers and prayer, and then I was the Bible teacher who opened the Scriptures and taught. As a missionary in Russia, we had the largest apartment, so we **hosted** the group. I was pastoral **leader**, so I led in prayer. I knew the most about the Bible, so I was the **teacher** of the Scriptures. I was fulfilled. I was using my gifts and having the joy of ministry. After a few months, the group died. I did not give them any role where their gifts were needed for the group. At Hope Evangelical Free Church in Iowa and as a member of the First Evangelical Free Church of Austin, Texas, we did distribute responsibilities and we avoided burnout in the shepherds and boredom among other servants of God and moved toward multiplication. We were careful to give one and only one role to each couple or person. We identified the shepherd and then let them find a host home and a facilitator.

<b><i>Host/Hostess</i></b>	<b><i>Shepherd Leader</i></b>	<b><i>Teacher/Facilitator</i></b>
Evangelist	pastoral leader	teacher
breaking of bread	fellowship and prayer	apostles' teaching
safe place	crowd breakers/requests	Scripture reading
physical	social/spiritual	spiritual
welcome and coffee	praise and worship	discussion/questions
prepares the place	prepares the community	prepares the text

### ***Apprentice each role with a view to multiplying the group.***

The next step is to assign an apprentice host to every host and an apprentice leader to every leader and an apprentice teacher to every teacher.

<b><i>Host/Hostess</i></b>	<b><i>Shepherd Leader</i></b>	<b><i>Teacher/Facilitator</i></b>
<b><i>Host/Hostess(a)</i></b>	<b><i>Shepherd Leader(a)</i></b>	<b><i>Teacher/Facilitator(a)</i></b>

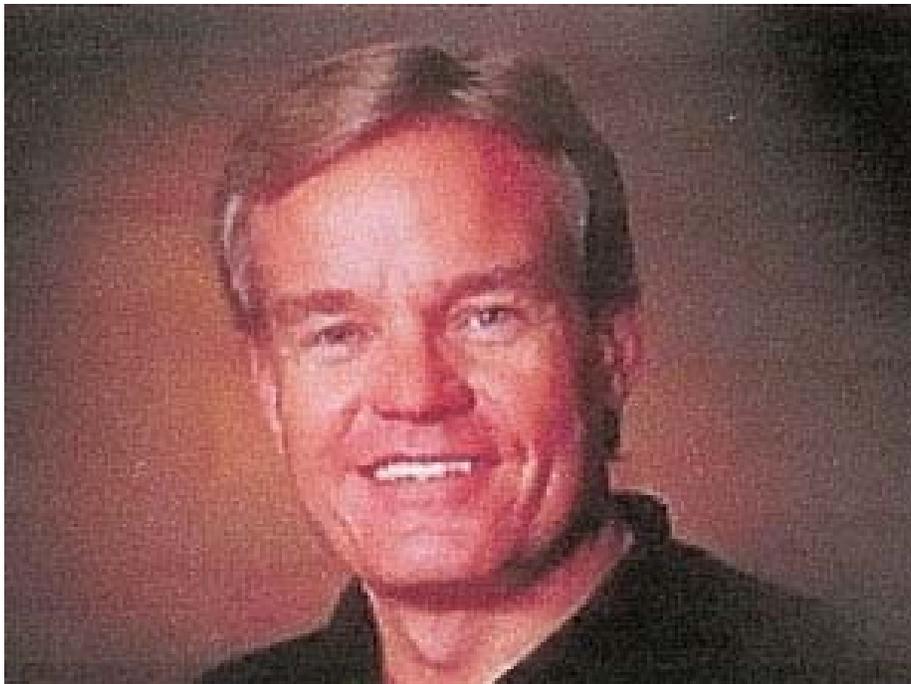
As the group grows, the group must prepare to multiply with apprentices. The apprentices understand that the day will come when the group will need to multiply in order to continue to mature and they are being prepared for the day when they will be called to serve. Once a group reaches 12 people, the group must prepare to multiply or they will lose momentum as the intimacy diminishes.

The new group is born when the apprentice shepherd leader leaves to form a new group. The apprentice leader identifies a host and a teacher. People are free to choose to go with the new group or stay with the mother. Without multiplication, the dynamics that made the group grow will disappear. It is easy for people to get lost in a Sunday school class of over 40 people or a small group of over 12 people. When the group grows to this size, it is time to multiply.

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**Movement  
Maker**

The movement of  
the Spirit is to  
**equipping  
leaders**



*Then Barnabas went to Tarsus to look for Saul, and when he found him, he brought him to Antioch (Acts 11:25-26).*

Every church has leaders. Every healthy church has empowering leaders. Many churches have started with joyful Christians sharing their faith and loving one another only to end up with heavy-handed, authoritarian leaders who lord it over and oppress God's people.

Aesop (EE shapes) fables are a collection of short stories attributed to a Greek slave who died in 565 BC. In 300 BC, an Athenian politician gathered 200 of them into a collection. The frogs who wished for a King is one of my favorites!

*The frogs were tired of governing themselves. They began to do nothing but croak for a government that would entertain them with great pomp and circumstance. No milk and water government for them, so they petitioned Jupiter asking for a King.*

*Jupiter decided to try and keep them quiet and so he threw a huge log into their pond that fell into the water with a great splash. The frogs hid themselves among the reeds and grasses; thinking the new king was a fearsome giant. But, soon they discovered how tame and peaceable King Log really was. Soon, the younger frogs were using him for a diving platform, while the older frogs made him a meeting place, where they complained loudly again to Jupiter about the government.*

*So, Jupiter sent a Giant Crane to be the King. Soon the crane stalked around the pond making great noises and attracting great attention. All the frogs were delighted with their new King until after a while King Crane began to eat all his subordinates.*

Christian leadership is not being a strutting stork or a lifeless log, but a servant of God who equips others. As Ephesians 4 says: *It was he (Christ) who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, **to prepare (equip) God's people for works of service...*** The word "prepare" or "equip" or "empower" is the Greek word "katartizo." One usage of this little word provides great insight.

- **to frame**, again, the idea of right ordering and arrangement (Hebrews 11:3)
- **equipping leaders "frame in" complementary leaders**  
**... Barnabas brought Saul to Antioch**

Barnabas did not arrive in Antioch and take over. Barnabas believed in developing people. Barnabas did not come from Jerusalem to Antioch and say to himself: *This is now my chance to be the king of the castle!* He came to Antioch and encouraged them and saw that they needed a mature teacher and

preacher of the Word of God and so he went all the way to Tarsus to find an old friend who had the gifts that were needed in Antioch. Equipping leaders arrange people in the right place for their unique *work of service*. Empowering leaders arrange and frame God's people to work together to build up the body of Christ. Broken leaders worry about their own fulfillment, while healthy leaders equip others to be fulfilled in the exercise of their giftedness in fruitful ways.

Bill Hybels planted Willow Creek Community Church in the 1970's. He was a student at Trinity College and a youth pastor. As scores of youth came to know Christ, he was burdened that their parents did not connect to the established churches in his area. Like at Antioch, God's hand was upon this church. Like Barnabas, Bill Hybels is an equipping leader not a strutting stork. So, to complement his gifts of leadership and evangelism; through the years Willow Creek has called gifted teachers to join the staff like John Ankerberg, Jim Dethmer, John Ortberg, Lee Strobel and now Mike Breau and Gene Apple. Movement makers like D.L. Moody, Larry Osborne, and Bill Hybels keep in step with the Spirit even as Barnabas did in Acts 11 before and after "framing in" other gifted leaders. As a district superintendent, I have seen fruitful churches diminish because the senior pastor is not willing to bring on a ministry partners who complement their gifting. Are they afraid of the competition? Are they afraid of losing control? Barnabas was an equipping leader who was not afraid to frame in other leaders with complementary gifts. Are you are gifted leader?

- **equipping leaders develop mosaic teams**

***...in the church of Antioch there were prophets and teachers: Barnabas, Simeon called Niger, Lucius of Cyrene, Manaen, and Saul...***

Equipping leaders for "frame in" other gifted leaders. Equipping leaders also are devoted to not only developing leaders, but also developing teams of leaders. Do we see this in Antioch? Notice Acts 13:1 for just a moment.

Barnabas framed Saul and together they framed a team of teachers. Larry Osborne teaches now 60% of the time (31 times) and a team does the rest. Leadership Network ([www.leadnet.org](http://www.leadnet.org)) ... regularly survey senior pastors ...larger churches...average number of Sunday sermons is now 38.

One of our pastors at the National EFCA Leadership Conference taught a seminar on Adult Bible Fellowships. He shared that each week he meets with the ABF teachers to go over the lesson. The Southern Baptist churches for years met every week with their Sunday school teachers to go over the Sunday school lesson. Equipping leaders do not take on all the teaching. Equipping leaders multiply the ministry of the Word by equipping teachers and this leads to a movement.

One effective method of multiplying teacher is called **the Community of Teachers**. In Moscow, as the pastor of Moscow Bible Church, I stumbled into this. Every Friday as I was preaching through a book of the bible, the staff and our interpreters met to discuss the text. We observed, translated, interpreted, applied, and then I gave them a written manuscript of my sermon. Members of this group are now the preachers and teachers of Moscow Bible Church.

Which of the prophets and teachers listed here were from Antioch?

- *Barnabus-a native of Cyprus*
- *Saul-a native of Tarsus*
- *Simeon called Niger ("Black")-a native of Africa?*
- *Lucius of Cyrene*
- *Manaen (who had been brought up with Herod the tetrarch)-Jerusalem*

None of the leadership of the church of Antioch was from Antioch. This church did not exalt one man. This church did not exalt one country. This church did not exalt one economic status or one ethnic group.

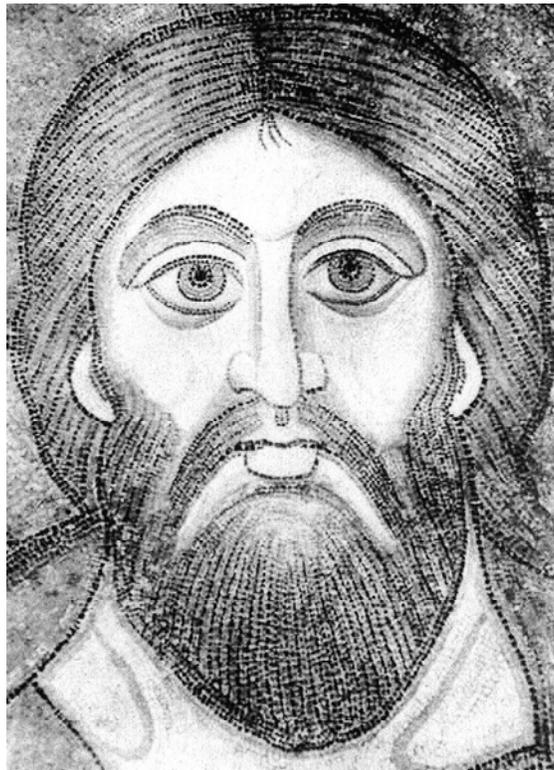
Simeon, the black, was a prophet or a teacher in the church at Antioch. Among others he laid his hands on Barnabas and Paul to send them forth to preach the gospel to white Europe and hence to white America. We are Christians because a black man laid his hands on Paul and Barnabas to preach the Gospel to our white ancestors, hence to us.... You can't shut out any son of man without shutting out the Son of man. (E. Stanley Jones: **The Reconstruction of the Church**: 86).

When we were missionaries to Moscow, Russia, our church was around two-thirds Russians and around one-third business people, students, and business people from around the world. There were missionaries from South Africa, students from Africa, China, and India, immigrants from Ukraine and other countries across Eurasia, Muslims from Central Asia, and a Japanese missionary on staff. One of the new words to describe such a church of Antioch is a mosaic church. A mosaic is a picture that is made up of many different pieces. A mosaic church is a healthy church for all people who seek to become like the image of the invisible God, our Lord Jesus Christ.

# M<sup>2</sup>

## Movement Maker

The movement of the  
Spirit is to **edification**  
(**intentional disciple  
making**)



Head of the Pantocrator, Kiev, Ukraine, Saint Sophia's Cathedral (1043-6)

*So for a whole year Barnabas and Saul met with the church and taught great numbers of people. The disciples were called Christians first at Antioch. During this time some prophets came down from Jerusalem to Antioch. One of them, Agabus, stood up and through the Spirit predicted that a severe famine would spread over the entire Roman world. (This happened during the reign of Claudius.) The disciples, each according to his ability, decided to provide help for the brothers living in Judea. This they did, sending their gift to the elders by Barnabas and Saul (Acts 11:26-30).*

In the movement church of Antioch, there was a contagious evangelism, an atmosphere of encouragement, a culture of equipping, and next a focus on edification or intentional disciple making. Look at what Luke clearly emphasizes next: *So for a whole year Barnabas and Saul met with the church and taught great numbers of people. The disciples were called Christians first at Antioch.*

## **What phrase is used in your community to describe your church?**

One of the Free Churches is an example of this. For 15 years the founding pastor of the church emphasized the Christian school that was part of the church. The elder board was the school board. After 15 years, almost all of the 50 people in the church were somehow connected to the Christian school. After the founding pastor was called north, God called in a new pastor. The church board and the elder board were separated and the pastor sent his children to the public school. The church began to grow because the emphasis became making disciples of Jesus Christ and one ministry was not allowed to be the focus.

How is your church known in the community? If a church is known for only one ministry, or if the church is called Rick's church because he is the pastor, or Ralph's church, because he is the leading layman, then the church has lost their focus and it cannot be a movement maker. Notice, in Antioch, the disciples were not called Paulists, or Barney's kids, or Lutherans, or Wesleyans, or Calvinists, or Armenians, ...the disciple making focus of Antioch was Christ likeness. Call it edification, spiritual formation, intentional disciple making, or something else, the focus in Antioch was clear. The picture that they focused on was **Christ likeness**.

Our calling is not just to make quick decisions; but to make disciples of Jesus Christ. Our goal is not just a big church; our goal must be what Paul says in Colossians 1:28 to strive with all our strength to present everyone *complete in Christ (Colossians 1:28)*. *We labor until Christ is formed in you (Galatians 4:19)*.

One of the ways that we can guard against becoming known for a minor issue or a major idea, or a dominant personality is to develop a three-

dimensional disciple making church. We need one to one, life on life, personal disciple making. We need small group, community based disciple making. We need the church gathered each Lord's day (Hebrews 10:24,25).

<b>One on One</b>	<b>Small Group</b>	<b>The Local Church</b>
1:1	12	20/200/or2000
<i>...iron sharpens iron</i>	<i>...not quickly broken</i>	<i>...spur one another on</i>
Proverbs 27:17	Ecclesiastes 4:12	Hebrews 10:24,25
Intimacy & accountability	Involvement & acceptance	Identity & affiliation
Asking hard questions	Asking good questions	Listening and learning
Sense of satisfaction	Sense of safety	Sense of significance
Sensitivity to one another	Affinity with one another	Diversity of one another
Truth telling	Teaching one another	Pastor/teacher
James 5:16	Romans 15:14	Ephesians 4: 11
Developing Leaders	Tested Leaders	Trusted Leaders
Luke 22:24ff	1 Timothy 3:10	1 Peter 5:1-4
Operation Timothy	Colossians 2:7	Expository Preaching

When I wrote this I met one to one with a young man named Marat. We both read through the Scriptures with a Bible reading program and shared some of our insights life on life. Every other Sunday night, my wife and I were in a small group Bible study where we shared our lives and shared insights from the book of Acts. We belonged to the First Evangelical Free Church of Austin, TX and we participate in Sunday worship, Wednesday night prayer meetings, and served using our spiritual gifts. Our 1:1, small group, and local church ministry are vital to our disciple making process.

One of the issues of discipleship is the use of money. Intentional disciple making must address our use of money as disciples and as a church. If members are not generous like the people of Antioch, there will never be a movement. Some people don't think a church should ever talk about money. It's like one church that was expressive in worship but not in giving. The preacher really got going and said, *"this church has got to be like the crippled man, this church has got to get up and walk!* The people responded, "preach it brother!" The preacher yelled, *this church has got to be like Elijah on Mount Camel, this church has got to run and not faint! This church must run and not grow weary!* The people shouted AMEN! AMEN! The preacher said, "This church must mount up with wings like an eagle and fly!" The people shouted YES LORD! YES LORD! Then the preacher said, *"And if this church is going to mount up with wings like an eagle, it will take money!"* Someone in the back said, *"let it walk, let it walk!"* Healthy churches are generous churches. Generous churches have encouraged, taught, and equipped their people to give generously.

In the history of the evangelical church in Russia, the movement can be traced back to three sources: The German Lutheran students movement, the German Baptists who re-baptized the first Russian believer in 1856, and the British brethren movement of Lord Radstock. One of the key Russians in this

movement was Colonel Pashkoff who became a disciple of Jesus Christ and in the use of his resources in discipleship he became a movement maker.

*Colonel Pashkoff of St. Petersburg (...was part of the revival lead by Lord Radstock of England who came to Russia and taught the Bible in English among the Russian aristocracy) and he served Christ in the later part of the 19th Century. He owned a magnificent palace in St. Petersburg which had several auditoriums. These he made at once available for revival meetings. At first only a few people attended the services, but later on so many people came that sometimes there was no room for all the people and 100s were turned away.*

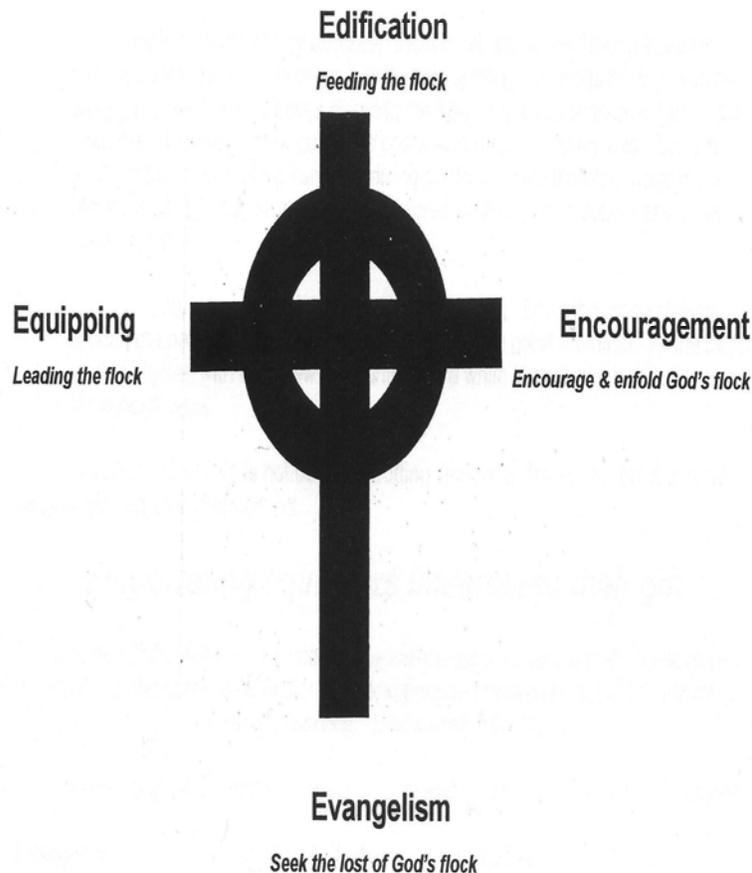
*There were usually 1,300 to 1,400 people at each meeting. They represented all strata of society. There were horse drivers, peasants, army generals, people of the aristocracy, university students, and sometimes even some Orthodox priests. On his estate the message of salvation was preached and many of the people were saved, who in turn carried the gospel to their fellow countrymen...New Testaments, portions of the Scriptures, and spiritual literature were printed in great quantities. Colonel Pashkoff dedicated his large fortune to the cause of Christ and the furtherance of the gospel. People were sent out and tens of thousands of Scriptures, tracts, and leaflets were distributed across Russia.*

*The Colonel opened his house in St. Petersburg for orphans, workshops of various kinds, and restaurants which became favorite eating places for the working people, where they could get abundant and good food for low prices. Thousands of people came to Christ...However, in 1894 the government banished Pashkoff from Russia for his evangelistic activities. He died in Paris in 1902. (Dr. Albert W. Olema: **A History of Evangelical Christianity in Russia**: 70).*

# M<sup>2</sup>

## Movement Maker

# The movement of the Spirit is always **exalting Christ**



*In the church at Antioch there were prophets and teachers: Barnabas, Simeon called Niger, Lucius of Cyrene, Manaen (who had been brought up with Herod the tetrarch) and Saul. While they were worshipping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them. So after they had fasted and prayed they placed their hands on them and sent them off (Acts 13:1-3)*

**The movement of the Spirit is always toward exalting Christ.** Luke emphasizes evangelism, encouragement, equipping leaders, edification, and exalting Christ. Here in Acts 13, Luke shows us the essence of exalting Christ is in the ministry of the Word of God, second in the ministry of worship, and finally in the ministry of multiplication.

### ***Exalting Christ in the ministry of the Word***

Barnabas saw the teaching of the Scriptures as so central to health of the church in Antioch that he went and secured a great Bible teacher in the apostle Paul. By the time of Acts 13, the teachers and prophets of Antioch multiplied to five fine servants of the Lord.

Ray Stedman was the pastor of Peninsula Bible Church in Palo Alto, CA. for much of the later half of the 20th Century. He learned how to teach the Bible from great Bible expositors and then he mentored men like Chuck Swindoll who carry on the tradition of feeding the flock. Ray Stedman describes expository preaching as having these characteristics and goals: (Stedman: **Moody Monthly**-April 1984: 117-119)

- It seeks to impart the whole counsel of God in sections small enough to understand and obey (Acts 20:26,27).
- It permits the preacher's personality to become the channel for imparting the mind of God (1 Corinthians 2:12-13).
- It awakens hearers to seize and possess the promises of God themselves (Romans 10:17).
- It patterns the minds of God's people to view life biblically, and therefore realistically (1 Corinthians 2:6-8).
- It translates the theological words of Scripture into contemporary parallels without destroying or distorting meaning (1 Thessalonians 2:13).
- It exposes today's secular illusions and reveals the destructive ends to which they lead (2 Corinthians 11:3).
- It balances the truth, preventing extremism and distortion (Isaiah 28:9-10).
- It deals with uncomfortable as well as popular concepts of Scripture (Gal. 4:16).
- It opposes the stranglehold of tradition and corrects it with the authority of God (Mark 2:22).
- It discovers in Scripture the timeless principles of life and identifies their expression in modern culture (1 Corinthians 9:9).

- It confronts the paradoxes of revelation without seeking to remove all mystery (Isaiah 55:8), 9; Rom. 9:19-20).
- It unfolds the majesty and mercy of God in terms of His own self-disclosure (Rom. 11:33-36).
- It arouses in its hearers a sense of worship, grounded in the Spirit and in truth (1 Tim. 6:14-16).
- It enables each hearer to feel he has heard the voice of God speaking to his heart and conscience (Jeremiah 15:16).
- It motivates hearers to think and live as Christians (1 Thessalonians 1:9).

### ***Exalting Christ in the ministry of worship***

Bible teaching alone is not great worship. There was great worship in Antioch because of the ministry of the Word of God **and** because they exalted God with obedience to the leading of the Holy Spirit. We know that the Christians in Antioch obeyed Christ because of their obedience to the Holy Spirit when Agabus predicted a coming famine and when Saul and Barnabas were set apart for missionary service. Whether it is giving to the needs of the poor in Jerusalem or sending missionaries to another culture, the key is a sensitivity to the Holy Spirit who sets people apart to serve and opens the door of opportunity to give of our resources and our treasures to serve others.

One of the most vital ministries of the Holy Spirit is the call. The word, "missionary," come from the Latin and has the same meaning as the word "apostle" or "sent one" in the Greek. The single most significant aspect of missionary service is that it is God's idea. God calls! God sends! God says *go*. It is not just my great idea. It is not just my area of interest. It is not some spark of adventure flamed through reading travel magazines. The Holy Spirit calls! Paul Radar, a great pastor in the Chicago area whose church gave birth to AWANA in the middle 1900's says, *You may have plans and methods, ways and means, machinery and committees, lots of information about people, but until the people of God pray and the Holy Spirit writes the vision on the heart, the young men and women will never go (Paul Rader The God Blessed Man).*

### ***Exalting Christ in multiplying healthy churches among all people***

We are back to God's heart. The Holy Spirit set apart Saul and Barnabas to multiply healthy churches among all people. Which of the prophets and teachers listed here were from Antioch?

- *Barnabus-a native of Cyprus*
- *Paul-a native of Tarsus*
- *Simeon called Niger*
- *Lucius of Cyrene*
- *Manaen (who had been brought up with Herod the tetrarch)*

None of the leadership of the church of Antioch was from Antioch. God is impartial; He does not look at the face; He looks at the heart. The Holy Spirit is not sensitive to race. This was a multi-ethnic, international church leadership team that God chose to bless as the sending church of the first missionary movement.

*Simeon, the black, was a prophet or a teacher in the church at Antioch. Among others he laid his hands on Barnabas and Paul to send them forth to preach the gospel to white Europe and hence to white America. We are Christians because a black man laid his hands on Paul and Barnabas to preach the Gospel to our white ancestors, hence to us. For without those black hands on Paul and Barnabas it would not have been a Christian commission-it would have been less than Christian and other than Christian...A woman came to her pastor one day and said, Everything is being integrated but, thank God, we still have our churches left, was wrong. She didn't have our churches left; she had a mausoleum of dead attitudes that she called our churches.... You can't shut out any son of man without shutting out the Son of man. If ...the church... attempts to compromise on the race issue and incorporate white spots in it, they will be white spots of leprosy...(E. Stanley Jones: **The Reconstruction of the Church:** 86).*

I want to give my life to multiplying churches of Antioch among all people. Many churches are simply surviving and they never thrive. Many churches seek to be fruitful mega churches. The vision of the Evangelical Free Church is not just mega churches. We seek mother churches. Healthy couples are born to reproduce and so are healthy churches. One fruit of the love of a Christian couple is a child. One fruit of the love of a local church is a church plant. O' Lord, give us your heart and the fruit of your love. Help us keep in step with the Holy Spirit as the Movement Maker multiplies healthy churches among all people.

# M<sup>2</sup>

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