



Calimesa

Spiritual Growth Based Ministry

Loving God,
Loving People

3 Priorities

- Sticking with (abiding in) Jesus
John 15:1-8
- Loving each other
John 15:9-17
- Serving the World
John 15:18-27

I am the Way,
the Truth & the
Life John 14:6

General Assumptions

for a Ministry in which Spiritual Growth is foundational and central

Spiritual Growth is the process by which we, through remaining focused on Jesus, are transformed into the kind of people who are growing in maturity and reflecting His image to the world around us.

Scripture illustrates this as an organic process (vine and branches) in contrast to a corporate manufacturing process, reminding us that metaphors like family and community come closer to capturing what we are about than do organization or corporation. The significance of this is much more than simply a matter of semantics.

But we all, with unveiled face, beholding as in a mirror the glory of the Lord, are being transformed into the same image from glory to glory . . . 2 Cor 3:18 (NASB)

8Love never fails; but if there are gifts of prophecy, they will be done away; if there are tongues, they will cease; if there is knowledge, it will be done away. 9For we know in part and we prophesy in part; but when the perfect comes, the partial will be done away. 11When I was a child, I used to speak like a child, think like a child, reason like a child; when I became a man, I did away with childish things. 12For now we see in a mirror dimly, but then face to face; now I know in part, but then I will know fully just as I also have been fully known.

13But now faith, hope, love, abide these three; but the greatest of these is love. 1 Cor 13:8-13 (NASB)

Implications of this Jesus Focused Model for Ministry and Leadership

Jesus: "I am the Way, the Truth, and the Life"

Way = the process/method

Truth = the content of what is communicated

Life = the pattern of living that emerges as a result

(All of this is said in the context of a request to "see the Father," reminding us that revealing what God is like was the mission of Jesus, and reflecting that same thing to others is ours).

**Come
Follow
Me
& I Will Make**

Matthew 4:19

*We are to be
the people of God
before we do
the work of God*
—Chuck Miller

As we are saved by grace, so we live, serve, follow and lead by grace.

In response to God's gracious invitation to come and enter into His

Sabbath rest, we extend to others that same invitation—to come to Him,

know and abide in Him, be equipped to serve Him, and grow to full maturity

in Him—as we look forward with joyful anticipation to His soon return.

Ministry is Relational before it is Task Oriented

Jesus said, “Come, follow, Me, and I will make you . . .”

Come - Invitational and Responsive

Follow - Intentional and Focused

Me - Jesus Centered

Fruit

We are invited into a relationship of intentionality in which we take our cues from a person, not a program or task. What Jesus makes us is not the central focus, but the guaranteed result.

Gifts

The gifts of the Spirit (the unique things we do and contribute) cannot be safely or healthily exercised without first making the fruit of the Spirit (the kind of people we are) primary - both in theory and in actual practice.

(Read John 15 and 1 Corinthians 12- 14 together for a graphic example).

Shaping Formational Leadership and Ministry

- **We decide to do it.** We become intentional about making the principles of spiritual formation primary to what we are doing.
- **We discover where our current priorities actually are** by considering:
 - How we are actually investing our time and energy
 - The questions we ask when evaluating what we are doing, both formally and informally
 - How we respond when people ask us about our ministry and/or our church.
- **We allow God to tamper with us and our ministry.** In the context of an organic Spiritual Growth process, focused on graceful relationships with Jesus and those around us (not a corporate management by objectives model), we prayerfully make adjustments to those areas where the Spirit shows us that our practice is not in harmony with our chosen priorities.

What This Looks Like:

Asking the right questions:

As we look at the various ministries we are involved in, we might begin by asking these kinds of questions (based on the 3 ministry priorities):

1. Is this ministry facilitating unrushed time with Jesus, both in terms of how it is done and what results from it? How is the rhythm or lifestyle of the Kingdom of God modeled here?
2. Is this ministry helping people to connect with each other in more than superficial ways? Are people invested /investing in each others lives and finding ways to share their stories with each other?
3. To what extent do the actual “tasks” of this ministry grow out a sense of connection with Jesus and care for each other? To what extent are the methods / policies / ways of doing things in

harmony or in tension with the first two priorities? If places of “disconnect” are noted, how does this get resolved? (change / eliminate / re-format / etc.)?

Notes / Reflections

Get Personal

It is much easier to think of ministry as a task that we manage than to think of it in terms of people we care for. When the scripture refers to the church it is never talking about Sabbath School divisions, building maintenance, or well organized programs (as nice as those things are). It is always talking about people who have responded to God, who are bound together in a community where, together, they are caring

for their world.

When I see one of my mentors, Chuck Miller, he often asks me how my church is doing. When I respond by telling him about some event, project or ministry we are developing, he politely stops me and asks the question again saying, “No, I wanted to hear about your church. Give me the names of two or three people and tell me about how

their lives are changing as they connect with Jesus, love each other, and out of that are caring for others.”

Learning to “re-think” what I mean by “church” - to **peopleize** my thinking rather than **program-ize** it, is one of the most important things I can do. In the business community, we may say “it’s not personal.” In the church community, it always is.

We need to be the
people of God
before we do the
work of God

Start With Leaders

There is a lot of truth in the saying that the Christian life is more caught than taught. At the heart of Spiritual formation is the conviction that what we pass on effectively is less a matter of what we articulate well, (even though that matters), and more about what we model. As most parents eventually discover, for better or for worse, what our children learn best from us is not what we say to them, but who

we are in our interactions with them.

This has tremendous implications for developing leaders. Among those are:

1. The criteria for selecting leaders pays more attention to the patterns of life that you want to nurture in others than in specific skills or personality qualities. What is primary here will change
2. Time Leaders spend in planning and in doing “ministry” needs to reflect the 3 priorities, in that order. You have to model what you pass on.
3. Leaders need to evaluate effectiveness in terms of the 3 priorities, not corporate or production principles (what happened in peoples lives, not how many or how much).

the ultimate outcome.

Great Passages for Groups and Small Meetings

(when you need one
in a hurry)

Psalm 1

Psalm 23

Psalm 84

Luke 10:38-42

Isaiah 58

Ephesians 3:16-21

Mark 10:46-52

Luke 5:1-11

Luke 17:11-19

John 8:1-11

John 12:1-8

John 13:1-17

John 14:1-9

John 15

John 20:24-30

John 21:1-14

1 Corinthians 13

Romans 12:9-21

What is best grows out of
your own time of listening
to God in scripture

Administrative / Planning Meetings

Often times we gather together with the assumption that the reason we are gathering is to “get something done.” “Quickly” and “efficiently” are important descriptors. So, we have a devotional (giving an appropriate nod to God), pray for a few people, then get down to the task at hand. The first two steps are viewed as preliminaries that lead up to what we are really there for.

A Spiritual growth based process assumes the reverse of this—that the primary reason we meet is to listen carefully to God (yes, we have been listening before then too, but we all know the difference when someone gives you their undivided attention), think about how what God says touches the lives of others, and then, from that consider what it is we should be doing, and how we should go about any tasks that may lie before us. This not only has a huge impact on the nature of what gets planned, but it also helps to more fully embed a pattern of life in both the leaders, and those they will influence through their leadership.

Once people become accustomed to living this pattern, it will begin to spill over into other areas of church life as well.

*Note: this is sometimes difficult for task oriented people, but once “caught” (and sometimes it takes awhile) it has a way of taking root. It’s worth doing even when people tend to resist or find this “inefficient.”

Tools and Resources

Reflective Scripture Study

A way of engaging scripture individually or as a group that simply invites people to reflect on a passage of scripture considering three basic questions:

- 1 What part of this passage (a word, phrase, picture or idea) seems to draw me.
- 2 What feeling or emotion(s) do I notice this passage stirring in me? What is that about?
- 3 What do I sense God nudging me toward or calling me to in this passage? What else surfaces here for me?

- This can be modified in various ways, but the idea is to encourage people to listen carefully to God in the text.

Paying Attention Exercise

Taking a few moments to reflect back on a day or an event with two questions in mind:

1. Where did I notice God’s grace or things that reflected the nature of God’s Kingdom showing up? What was that like? How did I respond?
2. Where did I notice God’s grace of the things that reflected the nature of God’s Kingdom being blocked? What was that like? How did I respond?

Reflecting on those basic questions gives fruitful material for conversation, prayer, and an awareness of what we can celebrate and what we can work to change.

Resources:

Chuck Miller, *“The Spiritual Formation of Leaders.”* Xulon Press, 2007.

Eugene Peterson, *“Under the Unpredictable Plant.”* Eerdmans, 1992.

——— *“The Contemplative Pastor.”* Eerdmans, 1989.

——— *“Working the Angles”* Eerdmans, 1987.

——— *“Five Smooth Stones for Pastoral Work.”* Eerdmans, 1980.

Howard Rice, *“The Pastor as Spiritual Guide,”* Upper Room Books, 1998.

Jan Johnson, *“Savoring God’s Word.”* Navpress, 2004. (lots of examples of ways to be in scripture)



Pathfinders

Our Pathfinder Ministry is an expression of the overall ministry of the Calimesa Church that provides an opportunity for young people from the 5th grade through their high school years to learn, grow in many areas, and to develop spiritually focused leadership. This takes place within the framework of the larger organization of Pathfinders which is world-wide in scope, but which, in Calimesa is shaped by the overall ministry focus of our church, which is expressed as Loving God, Loving People, and through the ministry priorities of staying focused on Jesus, caring for each other, and serving those around us.

Pledge

By the grace of God
I will be pure, kind
and true
I will keep
the Pathfinder Law
I will be
a servant of God
and a friend to mankind

Law

Keep the
morning watch
Do by honest part
Keep a level eye
Be courteous
and obedient
Walk softly
in the sanctuary
Keep a song
in my heart
Go on God's errands

Basic Elements of Pathfinders

Progressive Class Work - Over the course of each Pathfinder year, young people work on age based class work that includes Scripture reading, completing honors and various activities that are designed to give them exposure and skills in a variety of areas. Most of the course work, with the exception of Master Guide, is typically completed over the course of a Pathfinder year.

Honors- Activities or courses of study that cover a wide variety of subjects and/or skills, that give Pathfinders exposure to and a certain level of skill in that particular area. Pathfinders who complete the requirements are recognized as having done this by being awarded the honor.

Activities & Events- These range from local events sponsored by the club to participation in National and/or International Pathfinder Camporees. These include Club Campouts, Camporees, Bike Rides, Kite Day, Teen Institute, Teen River Trips, Outreach activities, Pathfinder Sabbath and more.

Drill & Marching- This provides a fun and unique opportunity (which is actually much more fun than the title sounds) to learn how to work together with others as a unit in an orderly in both simple and complex ways. Attentiveness, focus, timing, coordination and working together are among the skills learned.

Context- One of the great things about Pathfinders is that while the skills learned are valuable and some of the subject matter challenging, the atmosphere in which it all takes place is one that is fun and enjoyable, reflecting the heart of the Creator in the aspects of creation we get to explore. While there are more serious and focused moments, the overall experience is one that is fun and alive with possibilities.

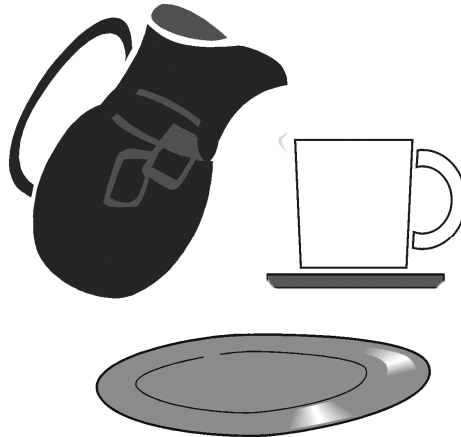
A Structured Experience

While young people may join Pathfinders at any point between their 5th and 12th grade years, those who stay with it from beginning to end, learning and participating along the way, continue to grow in leadership. In the earliest years, they have the opportunities to help lead out in worship, club events, Pathfinder Sabbath and learn various skills. As time goes on, they are given opportunities to participate in more complex presentations and to increase their involvement. As they become part of the Teen Program, they are given additional responsibilities and leadership opportunities, often involving teaching and mentoring younger Pathfinders. They are also invited to special training institutes for teen leaders, and unique events designed specifically for them. By the time they finish high school, if they have stayed with Pathfinders, they leave with the skills and understanding to serve effectively as adult leaders.



Maintaining Spiritual Focus

Focused Leadership - As noted earlier, mentoring people in personal and spiritual growth is something that is as much “caught” as it is “taught.” As such, what we pass on to growing leaders will be as much about the kind of people we are when we are with them as any skill set we may have to bring to the task. One of the ways we have illustrated this is through the **Pitcher / Cup / Saucer / Plate Model**.



The Pitcher representing God (the source of our spiritual life) is poured into the cup (representing us). As our own lives are filled as we nurture our own relationship with God, our lives (the cup) overflow into the saucer (representing the people around us that our lives touch). As those lives are impacted by the kinds of people that we are becoming as the cup overflows into the saucer, eventually the saucer itself overflows into the activities and events that we plan in order to serve each other.

It is important to note the order and sequence. We do not start with activities and events, hoping that somehow those will overflow and touch lives, and in return fill us, but rather as we are filled, we touch the lives of others which results in the activities and events that we plan and participate in. Ultimately, people’s lives are touched and changed not so much by the things we do, but by the people we are when we are doing them. Keeping the order straight helps us ensure that we are actually growing people, rather than simply producing a product. This is just one more way of illustrating the process we noted earlier that is reflected in John 15.

However we illustrate it, Pathfinder leadership works on an organic gardening model in which our task is to help people grow into the fullness of who God has called them to be, rather than a manufacturing model in which we are trying to take raw materials and shape them into a predetermined uniform product. It is a process of nurturing relationships in a supportive community and discovering together who it is that God is shaping us to become. Like the process of growth, it takes time and patience, and sometimes seems slow and inefficient (at least when comparing to manufacturing a product), but the outcome is well worth it!

Progression of Leadership Development

1. Pathfinders when they first join
2. Pathfinder when they first become Teens
3. Pathfinders as they grow as Teens
4. Pathfinder Staff

I Lead You Support and Back Me Up 3	You Lead I Watch 2
4 I Lead, (Begin to develop other leaders)	1 You Lead I follow

Welcome to the Garden!



VS.

