

# LEADING IN A DIVERSE CHURCH

**Pastor Robin Cloman**  
**Spring 2021**  
**Session 4**  
**Ministry Evaluation**



**A N L I**  
Bridging The Gap Leadership

## Session 4: Ministry Evaluation--Setting the Table in Multicultural Ministry

	"For the Son of Man came to seek and save those who are lost" (Luke 19:10 NLT).	
--	--	--

### Lesson Big Ideas

- "Minister beyond the four-walls by serving in and among your community – go to them, don't wait for them to come to you (Luke 14:23)" (Dan Willis, 2012).
- An overall view of unity in diversity comes through blueprinting (cultural landscape mapping), architecting (MOSAIC competency/Internal and external reconciliation actions determination), and inspecting (four biblical measurements). The blueprint lays out an exterior and interior plan for a house, the architecture accomplishes the actual construction of the blueprint, and inspection continually evaluates the soundness of the architecture.
- A leader must inspect a ministry's architecture according to four biblical measurements: growth in maturity, growth in unity, growth in favor, and growth in numbers.

### Essential Questions

- How does your ministry accomplish the four, biblical measures of growth?

### Lesson Outcomes

- Present and synthesis a devotional for the four marks of unity connected to the MOSAIC competencies writing one to two thoughts
- Create two examples of evaluations for each of the four, biblical growth measurement for the assigned ministry working in pairs
- Evaluate the assigned community for felt needs and strongholds and intercede on them as individuals pinpointing the critical areas.

**Directions:**

- Watch each student's video.
- Write one to two thoughts mentioned from each video you feel holds importance for leaders about unity regarding Apostle's doctrine, fellowship, prayer, and breaking of bread.
- Connect the thought/s to the MOSAIC competencies for unity.
- Teacher will call on select students to share out.

Video 1

Video 2

Video 3

Video 4

Video 5

Video 6

**Break: 7:45-7:55pm**

<sup>42</sup>And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers. <sup>43</sup>And fear came upon every soul: and many wonders and signs were done by the apostles. <sup>44</sup>And all that believed were together, and had all things common; <sup>45</sup>And sold their possessions and goods, and parted them to all men, as every man had need. <sup>46</sup>And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, <sup>47</sup>Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved" (Acts 2:42-47).

How do we measure spiritual growth in your ministry? When you examine Acts 2:42-47, you see four types of church growth in

1. maturity
2. unity
3. favor
4. numbers

The growth areas serve as a biblical guide to evaluating growth in your ministry. Look at all four areas when examining growth to gain a full picture. In all, this gives information you can use strategically in your ministry. The result supports God's mission for salvation for humankind.

### **Growth in Maturation**

"And they continued stedfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers" (Acts 2:42 KJV).

- Increasing maturity and spiritual sensitivity emerging in the believer.
- It shows evidence of church or ministry growing in knowledge, experience, and observance of the spiritual disciplines.
- You evaluate ministries according to how they produce disciples who seek out and participate in the spiritual disciplines of Acts 2:42.

## Examples

- number of small group studies via individual ministries or within a ministry (Apostles' doctrine)
- number of young people disciplined in Chozen (Fellowship)
- number affected by prayer or break down types of prayer requests (Prayer)
- number of 127<sup>th</sup> Street Coalition breakfasts (Breaking of Bread)

## **Growth in Unity**

“And all that believed were together, and had all things common” (Acts 2:44).

- Growth in unity entails fellowship, (Greek: *koinonia*) coming together with shared goals and purposes, and unity present in a ministry and the congregation.
- Harmony and interdependence characterize growth within Christian communities.

### Example:

- Survey about being unified as a body based on unity in worship or prayer

## **Growth in Favor**

“Praising God, and having favor with all the people” (Acts 2:47a).

- Growth in favor indicates whether your ministry or church is meeting the needs of the community or ministry outreach.
- It involves a community's perception about attitudes regarding the ministry or church.
- The goal is to have a relationship of mutual respect, appreciation and communication. Through this flows the message of the Good News.
- Evaluating favor can be as easy as a quick exit poll or detailed like a survey.

### Example:

- Analyze appreciation and respect of the church in the community. It could be an informal exit survey or polling. You want to know the community's attitude based on the activity. So, if your ministry did a prayer walk in the community or an outdoor worship event, you would want to know if it was connected Christ to the neighborhood.

## Growth in Numbers

“And the Lord added to the church daily such as should be saved (Acts 2:47b).

- You use growth in numbers in conjunction with the other three types of growth for a full picture of your ministry. It can be the number of baptisms, members, or participants.

### Examples

- This is the Average Annual Growth Rate of the target population. It can be applied to ministry or the church. ANLI calculates this on a yearly basis. Once calculated, the staff examines the reasons for increase or decrease in membership. Also, ANLI breaks the population figures down in different ways.
- Number of people baptized (by water or in the Holy Ghost); healed

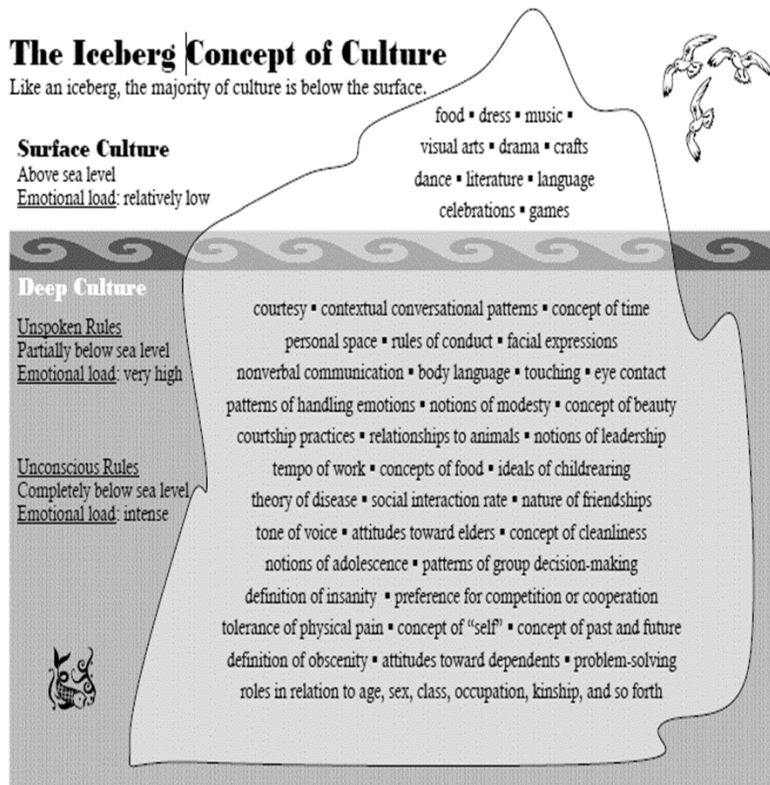
Work in pairs and write two examples of evaluations for each growth measurement for your assigned ministry.

Growth Measurement	Ministry Evaluation
<b>Growth in Maturation</b> “And they continued stedfastly in the apostles’ doctrine and fellowship, and in breaking of bread, and in prayers” (Acts 2:42 KJV).	
<b>Growth in Unity</b> “And all that believed were together, and had all things common” (Acts 2:44).	
<b>Growth in Favor</b> “Praising God, and having favor with all the people” (Acts 2:47a).	
<b>Growth in Numbers</b> “And the Lord added to the church daily such as should be saved (Acts 2:47b).	

**Part A Directions**

- Using the below Cultural Iceberg, think of the assigned community’s felt needs and strongholds based on Deep Culture’s unconscious level in the areas of
  - Beliefs: definitions of sin, time, and conduct rules
  - Values: worldview, purpose, expectancy, courtesy, space, body language, touching, eye contact, modesty, beauty, leadership, childrearing\*
  - Thought Patterns: patterns of handling emotions, work tempo, nonverbal patterns and gestures
  - Myths: passed down stories or heroes, religious beliefs of the supernatural

Remember the unconscious level has an intense emotional load and lies at the deepest level of human hidden culture.





## **Part B Directions**

Based on what you learn, intercede against your community's strongholds. Use Scripture in your prayer. Name the community and strongholds before you pray. Thirty seconds per person.

## Leading in a Diverse Church: Session Four Homework

Due April 29, 2021

### Part A. Reading

- *Who Moved My Cheese* (Entire book).

### Part B. M.O.S.A.I.C. Ministry Evaluation (Up to 125 points—800-1000 words)

You will analyze the ministry of which you participate in at Lighthouse Church of All Nations for evidence of applying the M.O.S.A.I.C. unity of the Church in two parts: 1) M.O.S.A.I.C. competencies and 2) internal and external actions for unity. Write two strengths and two recommendations for growth for each part. Explain why for each.

### Part C. M.O.S.A.I.C. Leadership Self-Evaluation (Up to 75 points—600-800 words)

You will self-evaluate your leadership skills according to the M.O.S.A.I.C. competencies for unity of the Church found in the text keeping in mind the seven pillars of the servant of the Lord. Concentrate on two areas of strength and two areas for growth. Then, you will write a plan for growth based on your self-evaluation.



