

# Calling Out the Called

## *NAMB Supplemental Resource*

### **Mentoring Topics:**

**Looking in the Mirror (Character/Values)** – evaluating their own character and identifying strengths, weaknesses, and spiritual gifts

**Watering the Soul/Weeding the Garden (Spiritual Growth)** – teaching them the spiritual disciplines (praying with them, reading Scripture); establishing accountability, identifying areas of struggle, teaching them to overcome temptation/sin

**Take Off the Bib/Put On an Apron (Ministry Service)** – practical opportunities to shadow/serve (ministry skills, practices, meetings, visits, etc.); role of leadership in the church

**The Sword and Scalpel (Teaching the Scriptures)** – helping them learn how to prepare lessons/messages (the basics), disciple others, etc.

**Mission Accomplished (Missions/Evangelism)** – Their place in the bigger picture of God's Kingdom; giving them a global perspective of lostness and the mission; teaching them how to share their faith; sharing the gospel together, identifying/praying for lost people.

**Rhythms and Routines (Administration/Life management)** – understanding the importance of your personal calendar/schedule, finances, etc.; the church/ministry calendar/schedule, finances, etc., priorities and finding balance

**Avoiding Landmines (Developing People Skills)** – tact/diplomacy, navigating conflict, communication skills,

### **Mentoring Template for Each Topic**

***Talking Points – Questions to consider*** – These questions are meant to facilitate conversations that help to shape a healthy perspective of the topic, consider related aspects for their calling, and evaluate their own suitability in this particular area.

***Teaching Points – Scriptures to consider*** – These are some related Scriptures that establish a Biblical understanding of the topic, cultivate spiritual growth in this area, and provide practical instruction for their response.

***Thinking Points – Resources to consider*** – These are some suggested resources for further growth and a deeper understanding on this particular topic.

***Training Points – Opportunities to consider*** – These are ministry suggestions that can provide a guided learning opportunity and practical experience.

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**Looking in the Mirror** – Self-assessment requires truth and transparency. The most effective leaders invite others to speak into their lives and are self-aware. They recognize their strengths, their weaknesses, their gifts, and their limitations. It's important to take inventory and determine how to leverage your strengths and how to strengthen your weaknesses.

#### **Talking Points – Questions to consider**

- *What would you consider your best leadership qualities/strengths? What opportunities have you had to exercise them? Reflect on those experiences.*
- *What would you consider your biggest leadership struggles/weaknesses? In what ways have these been difficult for you? How have you dealt with them?*
- *What aspects of ministry are you most passionate about? What are some of the roles that you aspire to? What would God have to do in your life to make those possible for you? What would that require from you?*

#### **Teaching Points – Scriptures to consider**

- Ephesians 4:11-16 – *Equipping the Saints for the Work of Ministry*
- 1 Corinthians 12:12-20; Romans 12:3-8 – *Spiritual Gifts in the Body of Christ*
- 1 Peter 4:10-11 – *Our Gifts, His Glory*
- 2 Corinthians 12:7-10 – *Our Struggles, His Strength*

#### **Thinking Points – Resources to consider**

- Spiritual Gifts Inventory
- Leadership Style/Personality Profiles
- *Spiritual Leadership* – Oswald Sanders
- *The Character of Leadership* – Jeff Iorg

#### **Training Points – Opportunities to consider**

- Identify some ministry opportunities within your church that can provide an opportunity to explore and exercises your spiritual gifts. Be willing to consider potential roles or places of service that may be new or unfamiliar.
- Establish relationships with various ministry leaders to discuss their calling, their journey, and their ministry responsibilities. Request opportunities to shadow them in their daily responsibilities to discern and confirm your calling.
- Invite others to observe and assess your ministry gifts that can help in the affirmation process.

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**Watering the Soul/Weeding the Garden** – Apart from an intimate and growing relationship with Jesus, ministry will be empty and impossible. Everyone intends to cultivate a healthy relationship with Christ, but it requires ongoing discipline and daily devotion that will be essential for your personal walk and ministry service.

#### **Talking Points – Questions to consider**

- *How essential do you view prayer and Scripture to your spiritual health and daily life? Why are they vital and how do they transform us to become more like Christ?*
- *What does your current devotional life look like? How consistent are you in spending time with the Lord? What are the most challenging aspects of maintaining your personal intimacy with Christ?*
- *What are the greatest areas of temptation and struggle for you? How are you currently combatting/overcoming these areas?*

#### **Teaching Points – Scriptures to consider**

- John 15:1-11 – *Abiding in Christ and Bearing Fruit*
- Psalm 139:23-24; Psalm 51:1-12 – *Reflection and Repentance*
- 1 John 1:9; Isaiah 1:18 – *Confession and Cleansing*
- 1 Timothy 4:7b-8; 1 Peter 2:2; Hebrews 4:16 – *Spiritual Disciplines*
- Ephesians 4:22-24; Colossians 3:5-17 – *How to Dress for Success*

#### **Thinking Points – Resources to consider**

- *Spiritual Disciplines for the Christian Life* – Donald Whitney
- *Praying the Bible* – Donald Whitney
- *The Pursuit of Holiness* – Jerry Bridges
- *Respectable Sins* – Jerry Bridges

#### **Training Points – Opportunities to consider**

- Develop a practical prayer plan for personal devotion and spend time praying together with various types of prayers (intercessions, petitions, praises, thanksgiving, confession, etc.).
- Develop a Bible reading plan for personal devotion and spend time discussing and memorizing foundational verses and passages together.
- Develop a plan for regular accountability that includes strategies to overcome temptations, avenues for confession, pathways for counsel and guidance, and steps for restoration.

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**Take Off the Bib/Put On an Apron** – Many times people approach church with a ‘feed me’ mentality that nurses on spiritual milk and expects others to meet their needs. But as we grow in our relationship with Christ, God calls us to serve others instead of being served. This requires a foundational shift in our mentality that ultimately reflects the heart of our Savior and follows his example.

#### **Talking Points – Questions to consider**

- *What is the relationship in ministry between leadership and service? How is this different from the world’s mentality and model of leadership?*
- *If you’re honest, what are some examples in your life where you may be tempted to lean into making ministry more about stardom, than servanthood?*
- *When you think of a ‘servant leader,’ what qualities or attributes come to mind? Which of these characteristics are most natural for you? Which ones are most difficult for you?*
- *Do you have an honest desire and love for serving the people of God? If not, are you truly called? If you’re called, what changes need to be made in your life to cultivate this love and desire?*
- *When is the last time that you truly served someone when it wasn’t convenient for you? How are you currently serving the Church, right now?*

#### **Teaching Points – Scriptures to consider**

- *Matthew 20:25-28 – Living with a Servant’s Mentality*
- *Philippians 2:3-11 – Learning from the Son’s Mentality*
- *1 Peter 5:1-5 – Leading with a Shepherd’s Mentality*
- *John 13:1-17 – Loving with our Savior’s Mentality*

#### **Thinking Points – Resources to consider**

- *Jesus on Leadership* – Gene Wilkes and Calvin Miller
- *Lead: 12 Gospel Principles for Leadership in the Church* – Paul David Tripp
- *Lead Like Christ* – A.W. Tozer

#### **Training Points – Opportunities to consider**

- Provide opportunities to shadow ministry leaders in a variety of serving capacities (hospital visits, visitor follow up, member care, etc.).
- Provide opportunities to serve in ongoing ministry roles (nursery, usher, greeter, cleanup) or special events (registration, setup, food server, etc.) and reflect on observations and lessons learned

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**The Sword and Scalpel** – The success of our ministries is predicated on Scripture. It is a powerful sword that cuts with the spiritual precision of a scalpel. God’s word should inform and infuse everything we do in life and ministry. This begins by allowing Scripture to shape your heart before you can use it to shape others. It also requires you learn how to wield the sword of the Spirit accurately and effectively.

#### **Talking Points – Questions to consider**

- *Why is our view of the Bible so critical for our ministry? How should our view of Scripture determine our approach to ministry?*
- *Why is it important for us to make sure that we interpret Scripture accurately?*
- *How should our personal study of Scripture prepare us to teach God’s word? What’s the difference between ‘studying to teach’ and ‘teaching because you studied’? How do we guard our hearts from reading Scripture just to prepare a message or Bible study?*
- *What are some practical ways that saturating yourself with Scripture helps you minister according to the Word?*

#### **Teaching Points – Scriptures to consider**

- 2 Timothy 3:16-4:5; 2 Peter 1:20-21; Hebrews 4:12 – *The Inspiration, Inerrancy, Infallibility, and Supernatural Power of Scripture*
- Ezra 7:10 – *Devoting Your Heart to Study, to Do, and to Teach God’s Word*
- 2 Timothy 2:15 – *Faithful Interpretation and Instruction*
- James 3:1 – *Greater Responsibility and Accountability for Teachers*
- Colossians 1:28-29 – *Our Passion for Proclaiming Him*

#### **Thinking Points – Resources to consider**

- *Living by the Book* – Howard Hendricks
- *How to Read the Bible for All Its Worth* – Gordon Fee and Douglas Stuart
- *Preaching by the Book* – Scott Pace

#### **Training Points – Opportunities to consider**

- Study a passage of Scripture together and learn how to accurately interpret and apply God’s word to your own life.
- Walk through the process of developing a message/lesson on a passage of Scripture and discuss some principles of teaching/delivery.
- Provide an opportunity to teach a Bible study, deliver a message, or share a devotion on a particular passage of Scripture that you’ve studied together. Evaluate their teaching and provide constructive feedback.

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**Mission Accomplished** – Serving in ministry can sometimes isolate us from the prevailing lostness in our world and dominate our focus with the immediate context of our ministry. It's important for God to capture your heart with his love for lost people and give you a passion to reach your neighbors and the nations with the gospel. You must also learn to maintain a healthy perspective that recognizes the significance of your ministry in the global Kingdom mission.

### **Talking Points – Questions to consider**

- *When was the last time we shared the Gospel with someone? What are some intentional ways that you're making sure to be around unbelievers? If you're not already, what are some next steps that you need to take to change this?*
- *What evangelism tool are you currently using to share the Gospel with, and training others in? What is the evangelism strategy of your current ministry context?*
- *Who is at least one spiritually lost person in your life that you can pray for by name every day, invest in, and share the gospel with?*
- *How are you currently participating in global missions (pray, give, go)? How can you begin to cultivate a heart to reach the nations with the gospel?*

### **Teaching Points – Scriptures to consider**

- Matthew 28:16-20 – *The Great Commission*
- Acts 1:8 – *The Global Mission*
- Matthew 5:14-16 – *Living as Salt and Light*
- Colossians 4:2-6 – *Praying for Open Doors; Wisdom and Winsome*
- 1 Peter 3:15 – *Always Prepared to Give an Answer*

### **Thinking Points – Resources to consider**

- *Let the Nations Be Glad* – John Piper
- *Radical* – David Platt
- *Sharing Jesus without Freaking Out* – Scott Hildreth and Steve McKinion

### **Training Points – Opportunities to consider**

- Schedule times to share the gospel in a variety of contexts (servant evangelism, door-to-door, conversations with strangers in public places, etc.)
- Identify national/international missions opportunities to support/participate in.
- Establish a list of lost family members, friends, and neighbors to intentionally pray for together. Pray for open doors and open hearts and follow through with intentional efforts to share the gospel.

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**Rhythms and Routines** – Often times ministry leaders rely on their spiritual gifts and abilities to be effective. But being unequipped in the administrative aspects of their personal and ministry responsibilities often limit their ability to ultimately succeed. Even if it's not a natural strength, it's essential for you to develop the ability to manage the administrative aspects of your life and ministry.

#### **Talking Points – Questions to consider**

- *Do you struggle with organizing your time and responsibilities? Is procrastination a challenge for you? How can you overcome it?*
- *How do you spend your free time? How much time do you spend on social media or other forms of entertainment?*
- *How do you establish priorities? Why do you think it's important to distinguish between good and best? How can you discern the difference?*
- *How do you manage your finances? Do you consider yourself a 'spender' or a 'saver'? Do you give consistently and sacrificially? What is the proper motivation for giving?*

#### **Teaching Points – Scriptures to consider**

- Matthew 25:14-30 – *God's Definition of Success is Faithfulness*
- 1 Thessalonians 4:11-12 – *Pursuing Anonymity*
- Colossians 3:17,23; 1 Corinthians 10:31 – *Effort and Excellence for Christ*
- 2 Corinthians 8:1-15, 9:6-15 – *Grace Giving*

#### **Thinking Points – Resources to consider**

- *Liberating Ministry from the Success Syndrome* – Kent and Barbara Hughes
- *The Trellis and the Vine* – Colin Marshall and Tony Payne
- *The Treasure Principle* – Randy Alcorn

#### **Training Points – Opportunities to consider**

- Walk through the principles and practices of scheduling and calendar, both personal and church.
- Walk through the principles and practices of budgeting and stewardship, both personal and church.
- Attend administrative meetings related to budget and finance, church calendar and schedule, and organization management.

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**Avoiding Landmines** – Some of the most common reasons for ministry failure are not moral or doctrinal, they're relational. Our greatest struggles can stem from a lack of our ability to navigate relationships and church dynamics with practical wisdom. To effectively lead others, you must learn how to: communicate with tact and diplomacy, navigate and resolve conflict, and avoid common ministry pitfalls.

#### **Talking Points – Questions to consider**

- *Describe a time when you unintentionally miscommunicated, offended someone and 'put your foot in your mouth,' or said something you didn't mean?*
- *How much do you typically consider your words conversations and communication? How important is timing in communication? What are some important ministry dynamics of communication that we must consider?*
- *Do you typically avoid difficult conversations? What are some ways to navigate hard conversations with people we love? people we don't know? others in leadership?*
- *How would you describe your typical approach to conflict, 'fight or flight'? How important is it for leaders to admit when they're wrong? Why is conflict sometimes necessary and how can it be 'healthy'?*

#### **Teaching Points – Scriptures to consider**

- Romans 12:9-21 – *God's Handbook for Healthy Relationships*
- 1 Thessalonians 5:14 – *How to Deal with Difficult People*
- 1 John 4:7-12; 1 Corinthians 13:4-7 – *All We Need is Love*
- James 2:1-12 – *The Sin of Partiality*

#### **Thinking Points – Resources to consider**

- *War of Words* – Paul David Tripp
- *21 Irrefutable Laws of Leadership* – John C. Maxwell

#### **Training Points – Opportunities to consider**

- Discuss practical aspects of communication, including: the importance of in-person conversations, suitable etiquette for electronic interaction (text/email), timely responses, and maintaining appropriate levels of confidence.
- Walk through some ministry scenarios that require practical wisdom, sound judgment, church dynamics, and relational sensitivity.
- Discuss how to handle various levels of conflict, the importance of safeguarding conversations, when to include other people, and how to guard your heart from bitterness.