

Affirmations from Nazarene Leaders



“Some of our best ‘men’ are women!”

Dr. Phineas Bresee, first general superintendent,
Church of the Nazarene



***“Now is the time for us . . . to give women . . .
the privilege of serving in whatever capacity
and position God opens up to them.”***

Dr. Jerry Porter, General Superintendent,
Church of the Nazarene



***“We have to help women find a place to serve.
This is our heritage. This is our future responsibility.”***

Dr. Jim Bond, General Superintendent,
Church of the Nazarene

A NEED AND OPPORTUNITY FOR WOMEN TO START NEW CHURCHES

When Paul sent Phoebe to the church in Rome he “commended” her to them, and told them to, “Receive her in the Lord in a way worthy of the saints and to give her any help she may need from you, for she has been a great help to many people, including me” (Romans 16:2). NewStart is “commending” (which according to the dictionary means “v. to recommend as worthy of confidence”) women to the Church of the Nazarene for the most significant assignment the denomination has—the starting of new churches.

The Church of the Nazarene needs women to start new churches. This calling is not a new challenge to women in the Church of the Nazarene; rather, it is a renewal of the historic importance women played in starting new churches when the denomination was still young. Between 1920 and 1935 women made up 10 to 12 percent of the pastoral workforce, and 20 percent of all ministry roles in the Church of the Nazarene. Many of these women were entrepreneurial in that they started their own churches or evangelistic ministries. In the U.S.A and Canada today, women represent 3 percent of pastors and 9 percent of all ministers. The Church of the Nazarene cannot fulfill its glorious calling without more women serving in NewStart pastoral positions.

In 1997, when the general superintendents recognized the U.S.A. and Canada as a mission field, the role of women in the U.S.A. and Canada changed. That’s because women have always been near the heart and soul of missions. The late Charles Morrow, a Nazarene missionary in Haiti, used to say, “The Church of the Nazarene in Haiti was built on the backs of women.” Women’s involvement with global missions go back to the early part of the 19th century with the formation of nondenominational organizations called Female Foreign Missionary Societies. By 1929, 67 percent of missionaries in six different protestant denominations were female. In the Church of the Nazarene, women have had strong leadership roles in Nazarene Missions International since day one. With the U.S.A. and Canada recognized as a mission field, and with the missional mind-set that is now sweeping across our denomination, there is no question that women are needed to play a major role in starting new churches.

This workbook is designed to encourage women, local churches, and district superintendents to discover and develop the gifts God has given women for starting new churches. The USA/Canada Mission/Evangelism Department firmly believes that God is calling women into His service as pastors, and that NewStart is a tool He will use to accomplish His purposes. Proverbs 11:30 says “[the one] who wins souls is wise.” Let us be wise and encourage women to win souls through the starting of new churches.

NEWSTART LEADER CHECKLIST

According to research conducted by Charles Ridley, the ideal new church leader is one who possesses the 13 qualities listed below. Use the checklist as a way of evaluating your gifts and abilities for starting a new church, and answer the questions that follow.

My gifts and abilities in this area are:

High Avg. Low

Visionary Capacity: Ability to project a vision into the future, persuasively motivate people toward that vision, and bring it into reality.

Intrinsically Motivated: Approaches ministry as a self-starter and commits to excellence through long and hard work.

Creates Ownership of Ministry: Instills in people a sense of personal responsibility for the growth and success of ministry and trains leaders to reproduce leaders.

Relates to the Unchurched: Ability to develop rapport, break through barriers, and encourage unchurched people to examine themselves and commit to a walk with God, and lead people to a saving knowledge of Jesus Christ.

Spousal Cooperation: Creating a workable partnership that agrees on ministry priorities, each partner's role and involvement in ministry, and the integration of ministry with family life.

Effectively Builds Relationships: Takes the initiative in getting to know people and deepening relationships as a basis for more effective ministry.

Committed to Church Growth: Values church growth as a method for building more and better disciples; strives to achieve numerical growth within the context of spiritual and relational growth.

Responsive to the Community: Adapts the ministry to the culture and needs of local residents while seeking to engage community issues and concerns.

Utilizes Giftedness of Others: Equips and releases people to do ministry according to their spiritual gifts.

- Flexible and Adaptable:* Ability to adjust to change and ambiguity, shift priorities when necessary, and handle multiple tasks at once.
- Builds Group Cohesiveness:* Enables the group to work collaboratively toward a common goal and skillfully handles divisiveness and disunifying elements to positive resolutions.
- Demonstrates Resilience:* Ability to sustain oneself emotionally and physically through setbacks, losses, disappointments, and failures.
- Exercises Faith:* Demonstrates how one's convictions are translated into personal and ministry decisions and possesses a vital spirituality.

Which of these qualities do you feel is your strongest? How has God used this quality in you to minister to others?

Which of these qualities do you feel is your weakest? How will you go about developing/strengthening this quality?

GET READY SPIRITUALLY

- ▷ Pray—ask God to give you the guidance and abilities for starting a new church.
- ▷ Read—especially scriptures about the Early Church and women who were involved in them, as well as other books about new churches and women in ministry.
- ▷ Fellowship—with Christians who affirm your gifts and will help you grow spiritually.
- ▷ Minister—among those in your current church body and among those you meet who are not part of a church body.

WAYS WOMEN MIGHT START A NEW CHURCH

1. *Start a Bible study with the purpose that it will become a New-Start.*

- ▷ A new Bible study group will be enthusiastically supported and completely nonthreatening to an existing church.
- ▷ Focus on a target group. Examples are:
 - ▶ Unchurched friends and relatives who currently aren't interested in "church."
 - ▶ New families moving into the area.
 - ▶ Immigrants that could use a Bible study to learn English.
 - ▶ Single parents whose family life would benefit from a Bible study with their children and the support of others in their situation.
- ▷ Secure an appropriate place to meet. The time and place needs to remain consistent.
 - ▶ For unchurched friends and relatives this could be a home or business.
 - ▶ For new families this could be a home or community center.
 - ▶ For immigrants this could be a community center, a school, or the church.
 - ▶ For single parents this could be a community center, a school, or the church.
- ▷ Select relevant Bible study resources. Although there are a lot of possibilities, look first at the Sunday School Ministries Dialog series and Adult Sunday School Curriculum (www.nazarene.org/ssm/).
- ▷ As the group develops:
 - ▶ Pray daily for those in the group.
 - ▶ Call and visit group members in their homes.
 - ▶ Give opportunities for attendees to accept Jesus as their Savior.
 - ▶ Give opportunities for attendees to be sanctified.
 - ▶ Reinforce other spiritual disciplines—prayer, devotions, tithing, the fellowship of believers, and so on.
- ▷ Transition the Bible study group to a NewStart core group by securing a sponsor church.

2. *Become an associate pastor at a sponsor church that encourages you to gather a core group for a NewStart.*

- ▷ Attend an Assessment Center and/or College of New Church Knowledge (information about these programs are available at the NewStart web site www.nazarenenewchurches.org).
 - ▶ These programs will help you network with pastors and district superintendents looking for new church leaders.
- ▷ Work in an associate position for the sponsor church for an agreed upon period of time (usually one or two years).
 - ▶ The sponsor church and new church leader must be committed to the same goals and expectations for the starting of the new church.
 - ▶ Staff positions are a great way to be mentored.
 - ▶ Build a network of prayer support for the new church.
- ▷ Gather a core group of at least 40 people (more is better) who are called to the mission of starting a new church.
 - ▶ Begin to meet with these people for prayer, and to identify spiritual gifts and ministry roles.
- ▷ Use the resources found at the NewStart web site to plan for the new church.
- ▷ Work with the sponsor church to launch the NewStart.
 - ▶ Have a “Sending Service.”
 - ▶ Provide progress reports.

3. *Start a compassionate ministry center with the goal that it will provide people for a NewStart.*

- ▷ Learn how to start a compassionate ministries center by ordering a copy of the booklet, *The 12-Step Program*, available from Nazarene Compassionate Ministries, USA/Canada.
 - ▶ NCM, USA/Canada, 6401 The Paseo, Kansas City, MO 64131-1213; toll free at 1-800-306-9950; fax at 816-523-1872.
- ▷ Browse the NCM, USA/Canada web site at www.nazarenecompassion.org for a host of other information.
 - ▶ Attend an NCM conference; details are on their web site.
 - ▶ Network with other compassionate ministry centers (CMCs) listed at the web site.
- ▷ As people begin to use the compassionate ministry center’s services:
 - ▶ Pray daily for the volunteers and users of the CMC’s services.
 - ▶ Ask about the spiritual needs of volunteers and users in addition to their physical needs.
 - ▶ Give opportunities for volunteers and users to accept Jesus as their Savior.

- ▶ Give opportunities for volunteers and users to be sanctified.
- ▶ Reinforce other spiritual disciplines—prayer, devotions, tithing, the fellowship of believers, and so on.
- ▷ Transform the volunteers and users of the CMC’s services into a NewStart by gathering a core group of at least 40 people whose lives have been changed by the ministry of the CMC.
 - ▶ Begin to meet with these people for prayer, and to identify spiritual gifts and ministry roles.
- ▷ Sponsor churches (those willing to give money or members for the new church) can be found among those that have already supported the CMC or heard about its ministry.
- ▷ Use the resources found at the NewStart web site (www.nazarenenewchurches.org) to plan for the new church.

4. *Share a church building with an existing congregation.*

- ▷ Obtain a free copy of *Starting Strong New Churches* by Dr. Bill M. Sullivan (call 1-888-687-8278), and follow steps 1 through 5 in chapter 4, “How, When, and Where to Start a New Church.”
 - ▶ Step 1: Pray
 - ▶ Step 2: Plant the Seed and Discuss the Possibilities
 - ▶ Step 3: Identify and Study a Target Audience
 - ▶ Step 4: Develop a Mission Statement, Goals, and a Plan
 - ▶ Step 5: Select an Outreach Method
- ▷ Find an existing church willing to help sponsor a new church through the shared use of their facilities. Some important questions are:
 - ▶ Will the new church reach a different cultural group than the existing one?
 - ▶ Do worship times need to be staggered with the existing congregation?
 - ▶ Will the existing congregation also provide office and fellowship space?
- ▷ Make sure the new congregation is different enough in worship style or cultural group so that the existing congregation does not feel like they are competing with the new congregation for the same members.

EXERCISES TO STRENGTHEN OUR SUPPORT FOR WOMEN STARTING NEW CHURCHES

Exercise 1—Scriptural Support

Read the following scriptures about women and their ministries, and answer the questions below:

- ▷ Miriam (Exodus 15:20-21)
- ▷ Deborah (Judges 4:4-14)
- ▷ Ruth (the Book of Ruth)
- ▷ Huldah (2 Kings 22:14-20)
- ▷ Esther (the Book of Esther)
- ▷ Anna (Luke 2:36-38)
- ▷ The woman at the well (John 4:7-29)
- ▷ Priscilla (Acts 18:18-19, 26; Romans 16:3; 1 Corinthians 16:19; 2 Timothy 4:19)
- ▷ Lydia (Acts 16:14-15, 40)
- ▷ Phoebe (Romans 16:1-2)
- ▷ Junia (Romans 16:7)
- ▷ Tryphena, Tryphosa, Persis (Romans 16:12)

What types of ministries do they perform?

To whom do they minister?

Where did their authority for ministry come from?



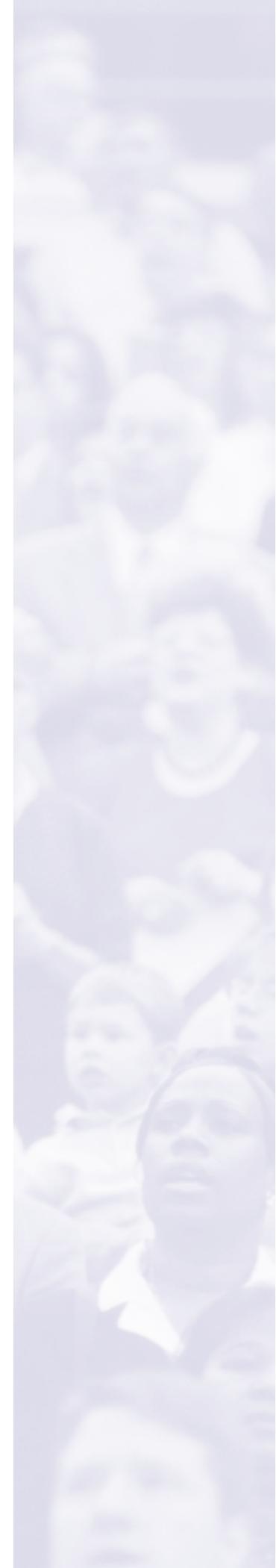
Exercise 2—Nazarene Models

List women who have impacted your life spiritually. Write down the qualities you admired in them, and how they helped your spiritual growth.

Exercise 3—Future Leaders

View Janine Tartaglia-Metcalf's video, "Ablaze with Love: The Living Legacy of Our Nazarene Foremothers" (NPH 1-800-877-0700, VA-2400).

What inspired you most?



In the video what scriptural and historical support is given for women in ministry?

What are one or two things you learned about Nazarene women in ministry that you did not know before?

Exercise 4—Potential Workforce

List women you know who are soul winners or women that you believe have the gifts and graces for pastoring. Pray that God will lead them to the mission of starting a new church.