



MEN'S MINISTRY 101

The goal:
Planning & creating a unique environment for men
to become more like Christ together

Follow me and I will make you fishers of men.
Matthew 4:19

FOCUSING MEN'S MINISTRY IN THE LOCAL CHURCH

Name _____

Date Completed: _____

AN INTRODUCTION:

These training manuals have been created to give you material that we have used in training over 2500 pastors and key men's leaders. They are comprehensive and include much more information than you will be able to use in developing your own men's discipleship plan. Choose some of the ideas and add your own.

One misconception about starting a men's ministry is that only mega churches can have effective men's discipleship ministries because of their abundant resources. The average American church is made up of around 100 people. Obviously, the average church does not have the same resources as the mega churches. But, many of them have better men's discipleship going on than churches of 5000 people. That's because they have learned to be good stewards of what God has given them. A good steward takes what God has given him and does the best he can. It's not about results, it's about faithfulness (See Matthew 25:14-31).

You are about to venture into materials that will tempt you to think that you have to do it all in order to have an effective men's ministry. You will want to have a comprehensive men's ministry with retreats, sports teams, work projects, breakfasts, and all the rest; all with two or three leaders. We're here to tell you, that's not going to happen. In fact, that's not what we want you to come away with from working through these materials.

Instead, know right up front that the size of your leadership team determines the size of your ministry. God has placed certain men in your church with the desire to reach other men. The most important thing you can do is to pay attention to those men...your leaders. Invite them, call them, nurture them, and develop them, and you will one day wake up to discover that your men's ministry is changing the lives of the men of your church.

Some of the material is designed primarily for individual leaders while other sections are best done as teams. You make the choice. Your judgment about your unique situation is certainly more accurate than ours. Feel the freedom to use these manuals however they fit the circumstances.

So, be encouraged, even though we are going to walk you through a lot of material in these manuals, try to draw back and consider that the picture we are trying to paint is the big picture. It represents something unachievable in the macro. But, every church, no matter the size can benefit from putting these principles and concepts into practice. And, God is rejoicing at your efforts!

In His service together,



Chris Van Brocklin
Men With a Purpose

THREE PRESUPPOSITIONS

There are three general presuppositions that you may not have considered before, related to men's discipleship. These presuppositions are foundational to understanding the difference between traditional men's ministry and men's discipleship ministry.

Presupposition 1: Your church's men's ministry is made up of *all* of the men who attend (or could attend) your church. If 100 men attend your church, then that's your church's men's ministry.

Think of the elements of men's discipleship on your list from the previous exercise. Perhaps you listed men's Bible studies, men's retreats, and men's monthly breakfasts. Each of these activities are important, but if you think about it, none of these are sufficient to disciple all of the men that God has entrusted you with. Invariably, some men slip through the cracks and are not involved. So, you need to consider all of the men and begin to develop disciple-making entry points that will engage each man where he is in his level of spiritual development.

This is not to discount the fact that all men's ministries suffer attrition. Well meaning men who begin the semester with you will not finish with you. That's because of the principle of the sower in Matthew 13:18-23. We must expect high levels of attrition if the Bible is correct. We must also work to preserve the fruit we harvest.

How many men attend your church? _____ How many men could your men's discipleship ministry reach outside your church? _____ How big is your church's men's ministry? _____ What is a reasonable numerical goal to finish the first year of ministry with? _____

Presupposition 2: Men's ministry is *everything* your church does to disciple men. It is an integral part of your church's disciple-making strategy.

So often, men's ministry is positioned as an add-on or an independent "nitch" ministry of the church. Men's discipleship is an all-encompassing opportunity for men to engage in the discipleship process. For example, if men make up a part of your church's worship team, then that men's ministry and worship ministry are integrated so far as the disciple-making strategies of your church are concerned.

List some other opportunities men have in your church that may not have occurred to you as you listed the men's ministry opportunities in the beginning.

Presupposition 3: If you get the man, you get the family. Churches that recognize the value of reaching men are some of the fastest growing and healthiest churches today. Intentionally targeting men and providing them with relevant discipleship opportunities virtually guarantees that their wives and children will participate in the church as well.

Does your church target men to reach families? _____

What's missing? _____

THREE STEPS TO DEVELOP YOUR PLAN

This manual will move through three basic steps for developing an intentional men's discipleship plan.

Step One: Principles

There are several basic principles that are foundational to developing your intentional men's discipleship plan. Work through these individually.

Step Two: Evaluation

You will use these principles to evaluate your men's ministry. Work through this section as a leadership team (if you have one).

Step Three: Workshop

Using these principles and the evaluation of your men's ministry, you will walk through a workshop to help you to develop your unique plan. This section is designed for you, your pastor, your leaders, and your workers to all work through together.

When you are satisfied that you have a workable plan; implement it. You will discover new things along the way. Don't be afraid to make adjustments as you go. And, if your teams of leaders and workers seem incomplete, pray that as you get rolling others will join you. Remember, the size of your leadership team determines the size of your ministry. Focus on them. Jesus did!

STEP 1: PRINCIPLES

There are 106 million American men above the age of fifteen. 60 million of them profess to be “Christians.” But only six million are actively involved in the process of spiritual growth known as discipleship. In other words, one out of every 18 American men is being disciplined. Can you imagine fielding two baseball teams where only one player has been grounded in the fundamentals of the game: throwing, catching and hitting a baseball? That would be similar to expecting American men to live godly lives when few have been grounded in the fundamentals of following Jesus Christ.

Jesus used three fundamental “benchmarks” to define a disciple as His Spirit works in a man’s life.

The First Mark of a Disciple: Abide in His Word

“To the Jews who had believed him, Jesus said, *“If you hold to my teaching, you are really my disciples. Then you will know the truth, and the truth will set you free.”* (John 8:31-32)

The Second Mark of a Disciple: Love One Another

“A new commandment I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another” (John 13:34-35)

The Third Mark of a Disciple: Bear Much Fruit

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples” (John 15:8)

Notice a progression in the teaching of Jesus: continue in His Word which empowers us to love one another, which allows us to minister to others and bear much fruit.

In the local church we must ask ourselves a crucial question, “Are we making disciples?” As part of that vital question, we must also ask, “Does our church have an intentional disciple-making plan for men?”

There are a number of principles to consider when developing an intentional discipling ministry for men. They fall into two main categories: Foundation and Strategy.

Let’s take a closer look.

- STEP ONE: PRINCIPLES is made up of two sections
 - FOUNDATION
 - and STRATEGY.
- FOUNDATION includes
 - PRAYER
 - PEOPLE
 - and PURPOSE
- STRATEGY includes
 - MINISTRY TO MEN
 - and MINISTRY THROUGH MEN



FOUNDATION

Establishing Your Men's Ministry

PRAYER, PEOPLE, AND PURPOSE

A. Prayer

 **Key Principle:** Prayer honors God and helps you gain His _____ on your men's ministry.

1. Men's ministry begins with prayer.

Almost every effective men's ministry started when two or more men began to pray for the men of their church. *Prayer = Power with God.*
List some of the specific things you will pray for:

2. Men's ministry depends on a sustained prayer effort.

One of the foundational steps to strengthen your men's ministry is to form an ongoing prayer team. Keep them updated on your progress and share praises often. Be sure to invite the women in your church to be part of the prayer team. List some of the specific things they will pray for:

B. People



Key Principle: Your men's ministry requires _____ in _____
_____ with one another.

1. Pastor support and involvement

Men must honor and respect their pastor by seeking his counsel and release on any men's ministry activities. Your pastor's prayers, presence and promotion are essential to a successful men's ministry in your church - he "sets the pace" as a leader.

To develop an effective men's disciple-making ministry, requires both the support and involvement of the senior pastor. There is a difference between support and involvement. The first can be done at a distance, the second cannot. Howard Hendricks said, "*You can impress from a distance, but you can only impact up close.*" With men, that is crucial. Jesus was with His disciples and your senior pastor must learn to be with his men. Biblically, discipling men means being with men, not merely supporting an effort to disciple them.

Perhaps you have never discussed men's discipleship with your pastor. Ask your pastor to consider three basic questions that will help you to reach men together. First, ask him to describe his vision for the church. What has God called your church to do in this place and at this time. Second, ask him how the men can uniquely help to reach that vision. Then, ask him what part he wants you to play in the work to mobilize men and what part he will play. That discussion will lead you to know how to work together in the process.

Record your pastor's responses to the three critical questions:

How will you work together to disciple men?

2. Ministry led by a team of men.

Most men’s ministries began with a small group of laymen who had a mutual desire to help the men in their church with issues of conviction, integrity and service. Their pastor’s support and investment of himself into these “leading men” greatly aided them. So a men’s leadership team is at the “heart” of an effective men’s ministry in your church: to pray, direct and serve the entire men’s ministry.

Some men’s ministry experts like to say, “Your men’s ministry leadership team needs to become to each other what they want the men to become to each other”.

It is important here to differentiate between directional leaders and operational leaders. There is no hierarchy. Both are necessary. But, there are significant differences between the two types of leaders. Directional leaders set the pace for ministry. They write the purpose statement and develop activities that accomplish the purpose. Operational leaders implement the activities. They roll up their sleeves and get things done.

One more key leadership idea; it is important to have men on the leadership team that others will follow. Usually that means that they are someone the men can emulate. Leaders connote followers.

List the men who make up (or could make up) your men’s leadership teams:

Directional Leaders _____

Operational Leaders _____

3. Focus on partnerships, not programs.

Generally, men don’t easily talk about spiritual and emotional issues. So it’s critical that your men’s ministry provides a “male friendly” environment focused on encouraging partnerships, not just another event to push. This means structuring your men’s ministry activities so that guys will talk as they eat, play and work together.

Each event should have elements that draw men into partnerships. Organizing men into discussion groups or work groups for further processing breaks down their reluctance to enter relational bonds. Always consider what you are trying to accomplish through each event and plan follow-up group activities before the events. Men require even more time for processing information than receiving information. Be sure to give them lots of time to discuss new concepts.

What are some examples of follow up for one of your men’s events (Ex: A men’s breakfast)?

C. Purpose

 **Key Principle: Your men's ministry must have a mission-driven _____.**

1. Men's ministry must communicate clear goals.

Men need to know where they are going and how to get there (The reason: "Men are goal or challenge oriented" – this is principle #3 from our male context principles in the *Men's Ministry 301 Manual*)

Your men's ministry needs to develop a "mission driven" purpose statement. "Mission driven", because it helps accomplish the mission of your church, with measurable goals for achieving it.

Write your men's ministry purpose statement:

Does it reflect the overall mission of your church? _____

2. Avoid implementing too much too soon.

Inspired men's leaders often try to "make a men's program happen", without taking enough time to build relations and communicate purpose to their men. Most effective men's ministries take 3 to 5 years to develop, so make strategic plans for your men's ministry and don't give up: even Jesus took three years with His men. The key point is to stay in the game!

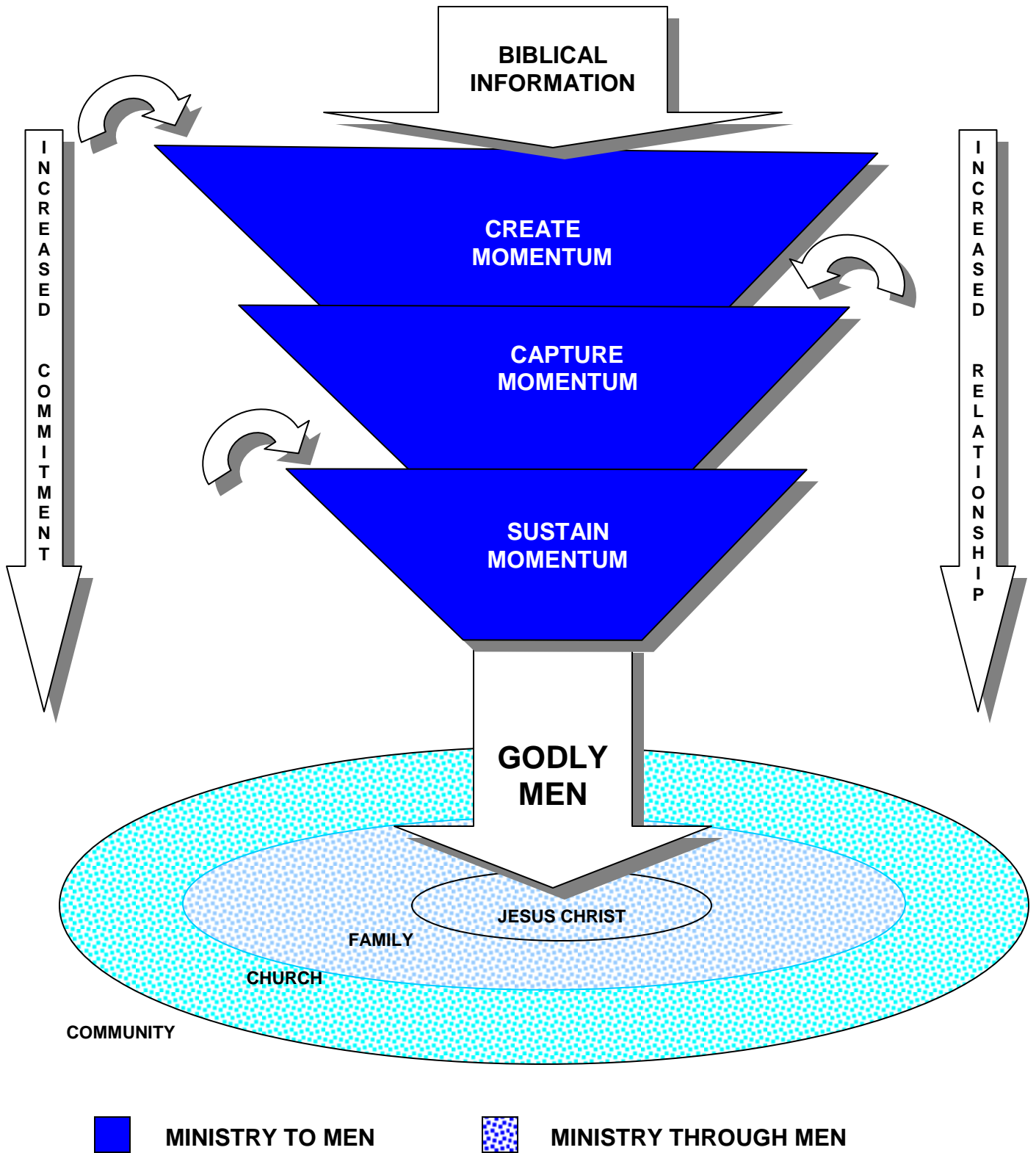
Challenge the men of your men's leadership team by asking them, "What might God do through us if we commit to work together for 3 to 5 years?"

What do you think God could do if you commit to working on an intentional men's discipleship plan?

What men's opportunities, from your list at the beginning, will be a part of that plan?

What men's opportunities, from your list at the beginning, will not be a part of that plan?

A great resource to develop a men's leadership team and a purpose statement is *The Men's Ministry Action Plan* available at www.maninthemirror.org.



THE MEN WITH A PURPOSE FUNNEL

BIG IDEAS FROM THE “MEN WITH A PURPOSE FUNNEL”

The top portion of the funnel represents ministry TO men. The goal or result of ministry to men is *godly men*. Each level (arrow) represents an entry point for men’s discipleship.

The *Venturi Effect* (from high school physics) says that as a liquid passes down through a funnel, it gains momentum. The greater the momentum of your men’s disciple-making ministry, the greater godly influence men will have.

The friction points (represented by arrows along the side) are increased commitment and increased relationship. They can slow the process down (stifle momentum). You will have to deal with those distractions, not compete with them.

The bottom portion represents ministry THROUGH men. Godly men develop *influence* in their spheres of relationships with Jesus Christ, their family, their church, and with their community.

This is a 2000 year old strategy! The Bible records the way Jesus’ ministry followed a strategy similar to the funnel strategy. Look up each Scripture passage and record how Jesus:

Created momentum: John 6:1-15

Captured momentum: Luke 10:1-20

Sustained momentum: Matthew 28:16-20 and John 21:15-25

STRATEGY

MINISTRY TO MEN

CREATING MOMENTUM

 **Key Principle:** Men’s conferences and special events act as a catalyst to _____ men and “ignite” local men’s ministry.

(Examples: Large “multi-church” men’s conferences, local men’s outreach events such as: barbecues, sports teams, fishing trips, golf outings, special speakers, etc.)


Implications for your church: Momentum creating events are promoted by a local church to provide an entry point or “first step” for men who are outside, or on the periphery of the church. These events motivate men to identify the things they *need to do* to be more godly. As men return from these catalytic events, they will often be inspired to do something for God. Some of them will have made commitments to Jesus Christ and to the people in their lives. Many will expect your church to help them and will want to become involved in the men’s ministry.

These events are also a great way to publicize your church’s men’s ministry. Guys will enjoy these activities, and they are a good place for your men to bring their unchurched friends. *Remember: One man comes because another man asks him.* When your men are inviting their friends, you know that the momentum has begun.

What is an example of a “catalytic” event from your list at the beginning?

How does it create momentum for men?

CAPTURING MOMENTUM

 **Key Principle:** Men's congregational gatherings, seminars and training opportunities offer men time to come together for _____, biblical teaching and leadership development.


(Examples: Men's breakfasts and retreats, fathering seminars, financial workshops, evangelism training, marriage seminars, etc.)

Implications for your church: Your men need a place where they are encouraged in their walk with God and can develop friendships with other Christian brothers. A gathering at your church or a retreat site will begin to do that, as well as giving your men a "taste" of what can happen in a men's small group. These gatherings are another good entry point for men on the periphery of the church.

Most of the men in your church know what they "should" do. Men's seminars and training opportunities help show them *how* to do it. They challenge your men to apply biblical principles to their lives as they pursue godliness. Men, their families, and your church will all benefit. *Remember: Your men's ministry will grow as fast as its leadership.*

What are some examples of gatherings, from your list at the beginning, that train men to live godly lives?

SUSTAINING MOMENTUM

 **Key Principle:** Men's small groups and personal mentoring take men from isolation to _____ which provide the greatest potential for long-term _____.

Implications for your church: Men's small groups and personal mentoring offer a man the greatest potential for spiritual growth because they answer the question, "*Who can help me*" to become a godly man?

Men's small groups usually involve 4 to 7 men meeting on a weekly or regular basis. Men's mentoring normally involves two men meeting on a weekly or monthly basis to accomplish personal growth and ministry goals. Men's small groups and personal mentoring are vital to the spiritual health of the men in your church. Effective small groups will: 1) help your men overcome isolation, 2) give them mutual encouragement to resolve daily problems through biblical principles, and 3) provide them a "team environment" to grow and minister to their family, church and community.

What are some small group examples from your list at the beginning?

What indications are there that men are growing?

Finally, as godly mentors and motivated mentorees establish mentoring relationships within your church, the potential for developing multipliers in the church increases (II Timothy 2:2). Your men will grow to become leaders – everyone benefits!

Are men mentoring men in your church? _____

How can you develop systems to connect men together in mentoring relationships?

What will these one-on-one partnerships do together, once they connect?

Remember: All churches, from new “church plants” to “megachurches”, should utilize this part of the strategy.

MINISTRY THROUGH MEN

A. A Man's Relationship with Jesus Christ

 **Key Principle:** Men express their God-given calling when they _____ Him through prayer, reading His Word and glorifying Jesus Christ.

Implications for your church: Inspiring worship that glorifies God and engages the heart, mind and souls of men must be a hallmark of the men's gatherings in your church. Healthy men's ministries are characterized by a spirit of joy expressed in authentic worship (Psalm 100).

Are the men inspired to worship God in your church? _____

What could you do to increase the participation of men during the worship services of your church?

Is worship a part of your men's ministry events? _____

What could you do to incorporate worship at your men's events?

"No Higher Calling" worship CD was intentionally produced by Integrity Music to help lead men into authentic worship. You can find it at www.nsresources.com

See **Why Men Hate Going to Church**, by David Murrow, for ideas to help men participate in worship. You can find it at www.nsresources.com

B. A Man's Relationship with His Family



Key Principle: A man's _____ is carried on through his family.

Implications for your church: A man's relationship with his family reflects his true dependence on God and long-term spiritual influence. Can you imagine a church without healthy families? Can you imagine healthy families without healthy marriages (Ephesians 5:25)? Can you imagine healthy marriages without healthy men? Can you imagine healthy men without the fundamentals of the Christian faith? Having an intentional disciple making strategy for the men of your church is the key to a truly healthy church.

The future of your church is dependent on the next generation. Trained, godly children who are spiritually maturing will lead your church someday. (*Train up a child in the way he should go, even when he is old he will not depart from it.* Proverbs 22:6). Fathers have a vital role in this process.

What are some activities, from your list at the beginning, that give men opportunities to disciple their wives?

What are some activities, from your list at the beginning, that give men opportunities to disciple their children?

The Dougdale Report (See Appendix at the end of this section)

C. A Man's Relationship with His Church



Key Principle: A man has a _____ to serve his church through his time, talents, and treasure.

All that a man has is given to him by God. Men should be willing, in turn, to give to their church through their attendance, prayers, service, and financial contributions. Intentional spiritual development of your men and the exercise of their spiritual gifts are essential to the health of your church (1 Peter 5:2).

What opportunities, from your list at the beginning, does your church give men to serve?

D. A Man's Relationship with His Community



Key Principle: A man's relationship with Christ will _____ his world.

Implications for your church: The budgets, programs and the leaders of men's ministries who reflect a high commitment to outreach and evangelism, both locally and worldwide, set the pace for your church. Significant numerical growth through evangelism is an expected outcome of this commitment. As the men in your church reach out to friends, neighbors, co-workers, and others in the community, your church's ministry is multiplied (Luke 19:10).

What opportunities, from your list at the beginning, does your church give men to serve your community?

An excellent resource for outward looking churches is The Church of Irresistible Influence by Robert Lewis (available at www.nsresources.com)

Two excellent curricula for men's discipleship programs are *Men's Fraternity* written by Robert Lewis (www.mensfraternity.com), and *Top Gun* written by Steve Sonderman (www.nsresources.com)

APPENDIX

DOUGDALE REPORT

Your Life and example and the training you will give to your children will affect them and many future generations. That truth is illustrated by the findings of researchers who studied two families who lived in New York State in the 18th and 19th centuries. The different lifestyles of these two families dramatically affected their children for five or six generations. In 1874 R. A. Dougdale, a researcher for the New York State Penal Association, studied the long term record of a family called “Jukes”. In his report Dougdale found:

“Max Jukes and his brother married sisters. They did not believe in Christian training. They had 1,020 descendants. Three hundred of them died when very young. Many others had poor health. At least 140 of them served time in the penitentiary for an average of 18 years each, 190 were public prostitutes, and there were 100 drunkards in the group.”

Over a hundred year period, Dougdale estimated that the family cost New York State \$1,200,000. With inflation and more liberal welfare program today, these two families and their descendants could easily cost taxpayers hundreds of millions of dollars.

Contrast the misery experienced and caused by the Jukes family with another record:

“Jonathan Edwards became a Christian and married a girl of like belief. After graduating from Yale in 1720, he became a preacher. From their union, he and his wife had 729 descendants. Among them were 300 preachers, 65 college professors, 13 university presidents, 60 authors, 3 congressmen, and a vice president of the United States. Except for Aaron Burr, a grandson of Edwards who married a girl of questionable character, the family did not cost the state a single dollar.”

The marked difference between the two families is the result of true heart conversions and the home life and training of the children. Five or six generations were affected. The contrast illustrates the teaching of the Word of God which says:

“How blessed is the man who fears the Lord, who greatly delights in His commandments. His descendants (children and grandchildren) will be mighty on the earth: The generation of the upright will be blessed.”
Psalm 112:1-2

From *Growing Up God's Way*, Chapter 14, “Don't Stop” – Liberty Bell Press, pp. 208-210

STEP 2: EVALUATION

How can you get to where you want to go, if you don't know where you are? Well, of course today, you might take advantage of technology and use a GPS unit or Mapquest.com to help you. But, the question, "Where are you today in your men's discipleship ministries?" requires a period of evaluation so that you can go on and discover how to get to the next level.

This section is designed for your men's ministry leadership team to complete as a group together. Whether the men's ministry in your church is just beginning or has been active for several years, your men's leadership team should go through the following questions at least once a year. Be sure to use this evaluation in conjunction with Steps One and Three of the *Men's Ministry 101 manual*.

I. FOUNDATION: Establishing Your Men's Ministry



A. Prayer:

Are you praying regularly for the men of your church? _____

How can you help others to become a part of a prayer team for men?

B. Pastor Support:

Have you sought your pastor's council and blessing on men's ministry? _____

How can you encourage and support him?

C. Leadership Team:

Identify 3 to 5 godly laymen with a heart for men's ministry who can serve (or currently serve) on the men's leadership team of your church:

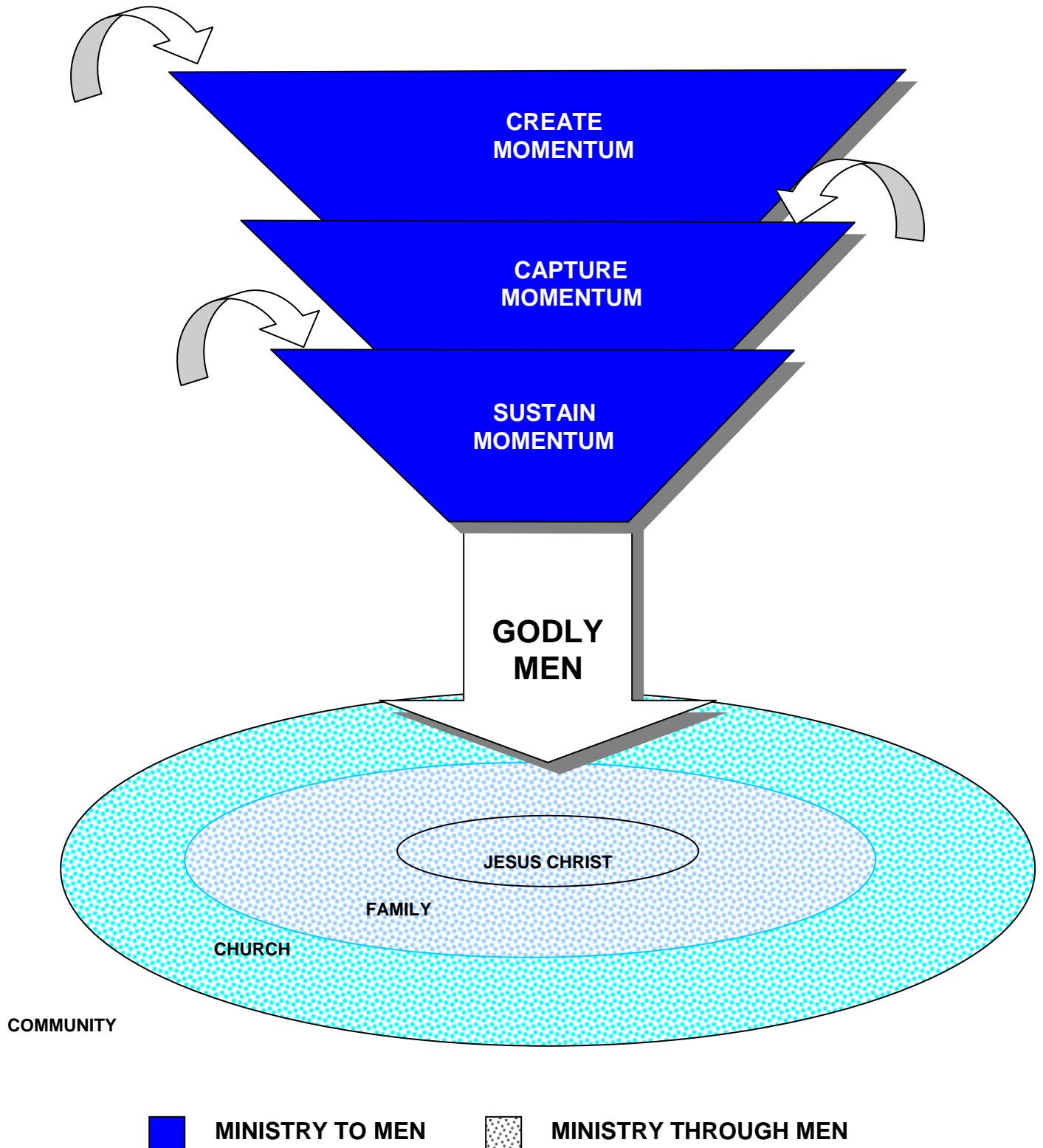
D. Mission-Driven Purpose Statement:

Does your men's ministry have a purpose statement with specific goals? _____

Does it reflect the overall mission of your church? _____

Write it out below:

MEN WITH A PURPOSE FUNNEL STRATEGY



The Men With a Purpose Funnel Strategy illustrates that effective men's ministry has multiple entry points. The goal is for every man to enter the process of becoming a godly man...ministry **to** men. God's power extends through a godly man to his sphere of influence...ministry **through** men.

II. **MINISTRY TO YOUR MEN**

A. **Create Momentum**

Which multi-church men's conferences would inspire the men of your church?

B. **Capture Momentum**

What regularly scheduled opportunities could you have for men in your church to gather together for fellowship, prayer and biblical teaching?

Have you surveyed your men to discover what topics will address their needs? _____

Which seminars and training opportunities would the men of your church benefit from?

C. **Sustain Momentum**

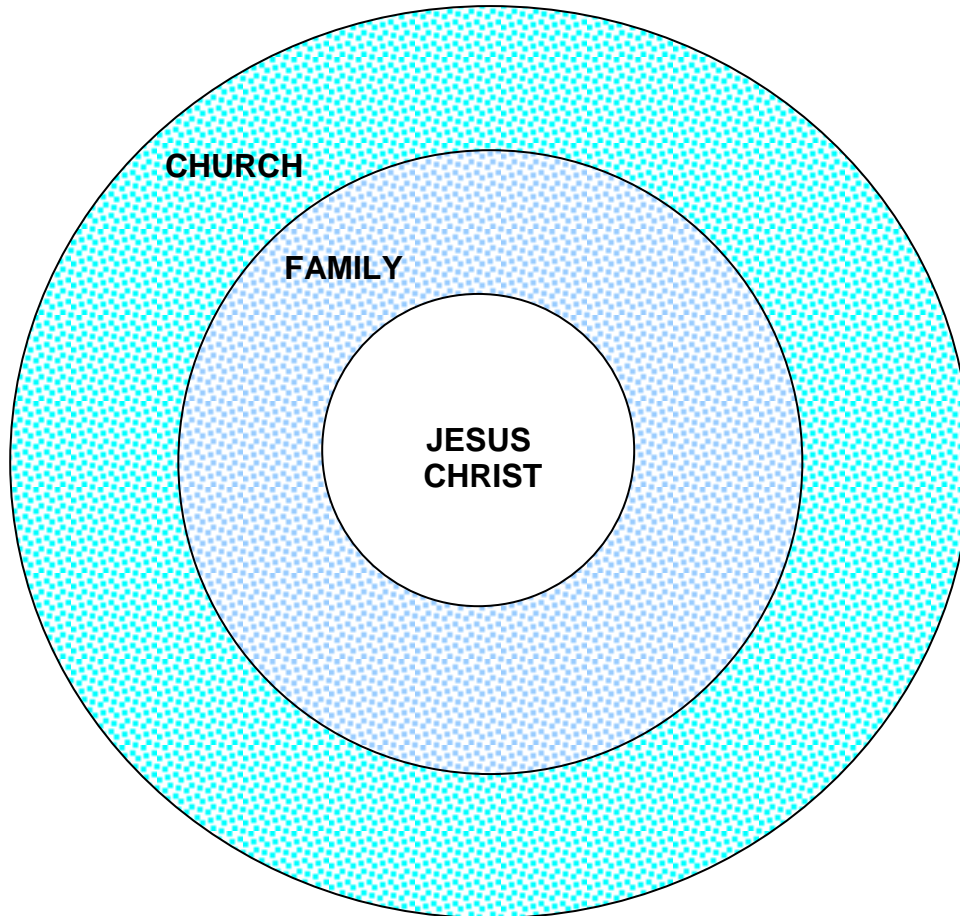
Who are some godly men in your church that have a heart to disciple other men through personal mentoring and/or small groups?

Do you have an **intentional discipleship plan** that is helping your men grow to become more like Christ and serve others? _____ If so, describe your discipleship plan:

III. MINISTRY THROUGH YOUR MEN

A MAN'S SPHERE OF INFLUENCE

COMMUNITY



A. Jesus Christ

What are some ways that you could help your men to worship and glorify Jesus Christ?

B. Family

What events could you offer men to disciple their wives?

What events could you offer your men to disciple their children?

What events could you offer help your men minister to their extended families (parents, brothers, sisters, etc.)?

C. Church

Do the men in your church understand what their calling from God and spiritual gifts are? ____

How can you encourage the men in your church to practice stewardship of their time, talents and treasure?

D. Community

What are some ways that you can help your men to reach out to their friends, neighbors and co-workers for Christ?

Congratulations, you have now evaluated the men's ministry in your church! Your men's leadership team has helped to identify **where your men are**, as well as some potential **ways to help them**. But it's essential that you take the ideas which your men's leadership team have just shared and put them into **action**. You can begin to do this by taking five steps:

Step One - Review your answers to **I. FOUNDATION: Establishing Your Men's Ministry**. Choose one way that you would like to strengthen the foundation of your men's ministry over the next twelve months, and write it down.

Step Two - Review your answers to **II. MINISTRY TO YOUR MEN**. Choose one way that you would like to minister to the men in your church over the next twelve months, and write it down:

Step Three - Then review your answers to **III. MINISTRY THROUGH YOUR MEN**, and choose one way that you'd like to minister through the men in your church over the next twelve months. Write it down as well:

Step Four - Next, put the plans you have determined from Steps One through Three on the Men's Ministry One Year Calendar on the next page. Be sure to plan men's ministry so that your activities do not conflict with your general church calendar or community events.

MEN'S MINISTRY ONE YEAR CALENDAR

SEPTEMBER	OCTOBER	NOVEMBER
DECEMBER	JANUARY	FEBRUARY
MARCH	APRIL	MAY
JUNE	JULY	AUGUST

Step Five - Finally, be sure to continue in **prayer** for the men in your church.

Psalm 127:1 says, *Unless the LORD builds the house, its builders labor in vain...*

May God bless and encourage you as you seek to glorify Jesus Christ through serving His men.

STEP 3: WORKSHOP

Once you have mastered the principles involved in men's discipleship, and you have evaluated your men's ministry, it's time to develop an intentional plan. The third step involves a process that leads to your unique plan. We suggest that you involve your pastor and leaders in brainstorming and helping you answer the many questions necessary to ending up with a workable plan.

This section has been designed for all of your leaders and workers to participate in together. Proverbs 11:14 says, "Where there is no guidance the people fall, but in abundance of counselors there is victory." Utilize all of the people resources you have as you put together your men's disciple-making plan.

As you implement men's ministry in your church, there are four steps that are essential to this process: 1) **Prayer**, 2) **People**, 3) **Purpose**, and 4) **Plan**. Your pastor and men's leadership team should go through these steps together.

I. PRAYER



Key Principle: Praying together in your leadership team honors God and helps you to gain His perspective on your men's ministry.



What are some things related to the men's ministry in your church that you'd like to pray for?



Who are some people that will pray regularly for your men? Write their names below and invite them to serve on the prayer team (be sure to include women as well as men).

II. PEOPLE



Key Principle: Your men's ministry requires faithful men in vital relationships with one another. (II Timothy 2:2)

A. Pastor(s)



What are some ways that you can encourage and support your pastor?



What do the men need from your pastor to help motivate them for involvement in the men's ministry? (Teaching, pastoral testimony, personal encouragement, promotion from pulpit, sermons, etc.)

How much is he able to help? (Show consideration for his many responsibilities.)

B. Men's Leadership Team



Can you identify three to five key men with the following qualities:


- a. The blessing of your pastor to step into leadership
- b. A heart and passion for ministry to men and a commitment to pray for the men
- c. A vision to disciple men in issues of integrity, conviction and action
- d. Someone men will follow
- e. The time to become involved

If so, write their names below, and ask them to consider serving with you.

Directional leaders _____

Operational leaders _____

C. Men's Small Group Leaders and Mentors

-  Who are some key men that are motivated to disciple other men through men's small groups or personal mentoring?

Write their names below and ask them to consider serving as men's small group leaders or mentors.

III. PURPOSE

 **Key Principle: Your men's ministry must have a mission-driven purpose.**

Proverbs 29:18 says, *Where there is no vision, the people perish...*

A Purpose Statement defines where your ministry is going, and becomes the "measuring stick" that helps to direct it. Your men's ministry Purpose Statement should be:

Qualitative (example: "New Hope EFC is dedicated to build men into Christlike leaders to serve their family, friends, church, and community.") and;

Quantitative (example: "Grace EFC is committed to having 30 men in men's small groups, so they will become godly men who impact others for Jesus Christ.")

Finally, your men's ministry Purpose Statement must help to accomplish the mission of your church.

On Your Own: Spend some time answering the questions on **page 32** to help develop your Purpose Statement for the men's ministry in your church.

-  Write your one or two sentence Purpose Statement here:

MEN'S MINISTRY PURPOSE STATEMENT

Take enough time to pray with your men's leadership team about God's direction for the men's ministry in your church. Then work together to develop your men's ministry Purpose Statement by answering the following questions:

1. What is the mission of our church?

2. What do we want to trust God to have happen in men's lives?

3. How will we accomplish this?

4. How will we know when it is done? (quality and quantity)

5. Using the answers from the above questions, create a one or two sentence Purpose Statement for your men's ministry. Your Purpose Statement will help to evaluate and direct all your men's ministry activities, as well as to provide a standard to measure how you are doing.

IV. PLAN

God has a plan for His Church (Matthew 16:18) and His people (Jeremiah 29:11). As your leadership team begins to plan the men's ministry in your church, there are three elements that will help you in the planning process: a **Survey**, a **Strategy**, and a **Schedule**.

A. Survey

It's vital to have insight into the needs and interests of your men. The **A.S.K.** survey below can help you to better understand the needs of the men in your church.

A.S.K. - THE ASSESSMENT SURVEY KIT

The Assessment Survey Kit – A.S.K. for short – is a kit designed especially for a local church's ministry to men. Assessment defines your starting point, helps you understand the needs of your men, and unifies the leadership. Without taking an anonymous survey of all your men, you put yourself in a position of having to guess what the men want and need. Furthermore, many men will not share openly or clearly what their needs are. Leaders often miss the mark of clearly identifying men's needs and therefore launch a ministry based on false assumptions. This has been the cause of many men's ministry failures.

A.S.K. is made up of two *professionally written* surveys:

LOOK at Your Ministry is a survey for your Men's Leadership Team. It should also be taken by other leaders who influence or have responsibility for the overall mission of the church. It is a simple, self-tabulated survey that serves as an excellent assessment piece for ongoing ministries and a checklist for ministries in the start up phase.

The LISTEN to Your Men survey is designed to gather a wide range of information about the men in your church and to do so in a very concise manner.

- LISTEN builds a physical and a spiritual demographic profile of your men.
- LISTEN identifies their personal spiritual discipline habits.
- LISTEN prioritizes the personal challenges they face on a daily basis.

About the LISTEN to Your Men Survey:

- LISTEN contains 35 questions plus room for 5 questions of your own design.
- LISTEN can be either self-tabulated or scanner tabulated and scored.
- LISTEN has two levels of reports when scanner tabulated.
 - ◊ Level 1 is simply a summary of all survey participants.
 - ◊ Level 2 provides detail on over 20 focus categories per question.
- LISTEN focus categories allow you to differentiate needs by each category.
- LISTEN only takes 10-15 minutes to complete.
- LISTEN is broad in its range of questions, yet concise in its length.
- LISTEN results are essential for completing your men's ministry purpose statement.
- LISTEN is cost effective, only about \$1 per person.
- LISTEN scan forms eliminate time consuming tabulation, math errors, and provides you with the availability of the level 2 report with its focus categories.

For more information about the A.S.K. packet or to order one, contact:

NextStep Resources

1-800-444-BOOK

www.nsresources.com

On Your Own: Administer the A.S.K. "Listen" Survey to the men of your church.

B. Strategy

In light of the Purpose Statement and A.S.K. "Listen" Survey you have completed, your men's leadership team can begin to plan those activities that will help fulfill the purpose and needs of the men in your church.

 Using the strategy of ministry **to** and **through** your men, be sure to incorporate *each key principle* into your plan by answering the following questions:

1. Which multi-church men's conferences and special outreach events would inspire your men?

2. What men's gatherings and seminars would the men in your church benefit from?

3. Which strategy will you use to get your men involved in men's small groups and personal mentoring?

4. What are some ways that you can help the men in your church to worship and glorify Christ?

5. How can you encourage the men in your church to disciple their families?


6. What steps can you take to help your men to serve in the church?


7. Which opportunities will you offer your men to minister in the community?


C. Schedule

After your leadership team has determined the activities that your men's ministry will do, you can then place those activities into a calendar. It is recommended that the frequency of your activities fall within the following guidelines:

ACTIVITY OR EVENT	NUMBER OF TIMES DURING CHURCH YEAR
Men's Conferences	1-2
Men's Special Events	1-2
Men's Seminars & Training	1-2
Men's Congregational Gatherings	4-12
Men's Small Groups	Weekly
Men's Mentoring	Weekly or Monthly
Men's Worship & Family Ministry	Daily
Men's Church & Community Service	Weekly or Monthly
Leadership Team Meetings	4-12

 Now turn to the Ministry Calendar Overview on **page 36** and begin to fill in those segments which correspond to: 1) the **kind** of men's ministry activity you plan to do, and 2) the **frequency** that your men's ministry will do it. Using different colored markers will help you to distinguish between the different activities. When specifically that you schedule each men's ministry activity depends on your *church calendar*. Be sure to plan your men's activities so that events do not conflict or draw men away from the general church activities.

 Next, take out the Men's Ministry One-Year Calendar on **page 37**. Enter your Purpose Statement at the top of it. Then briefly write the *primary* men's ministry activity that your leadership team has planned in the square for each month. By completing the Men's Ministry One-Year Calendar, your leadership team and the men of your church can see the main thrust of your men's ministry for the entire year. Be sure to place the Men's Ministry One-Year Calendar where everyone in your church can see it, so that your men and the congregation will be informed of what the men's ministry is doing.

 Finally, your men's leadership team should use the Two-Month Calendar Planner on **page 38** to determine those practical steps which are necessary to accomplish each month's primary men's ministry activity.

On Your Own: Complete the Ministry Calendar Overview, One-Year Calendar, and Two-Month Calendar Planner.

MEN'S MINISTRY ONE-YEAR CALENDAR

Purpose Statement:

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The pastor and men's leadership team meet and pray. They develop a Purpose Statement, and plan and evaluate a yearly men's ministry calendar.

SEPTEMBER	OCTOBER	NOVEMBER
DECEMBER	JANUARY	FEBRUARY
MARCH	APRIL	MAY
JUNE	JULY	AUGUST

TWO-MONTH CALENDAR PLANNER

Month:

Month:

Activity:	Time Date	Activity:	Time Date
Describe Activity:		Describe Activity:	
Number of Workers Needed:		Number of Workers Needed:	
Advance steps to be taken:		Advance steps to be taken:	
Week		Week	
Week		Week	
Week		Week	

**Focusing
Key**

Page	7	perspective
	8	faithful men, vital relationships
	10	purpose
	14	motivate
	15	fellowship; relationships; spiritual development
	17	worship
	18	legacy; responsibility
	19	influence