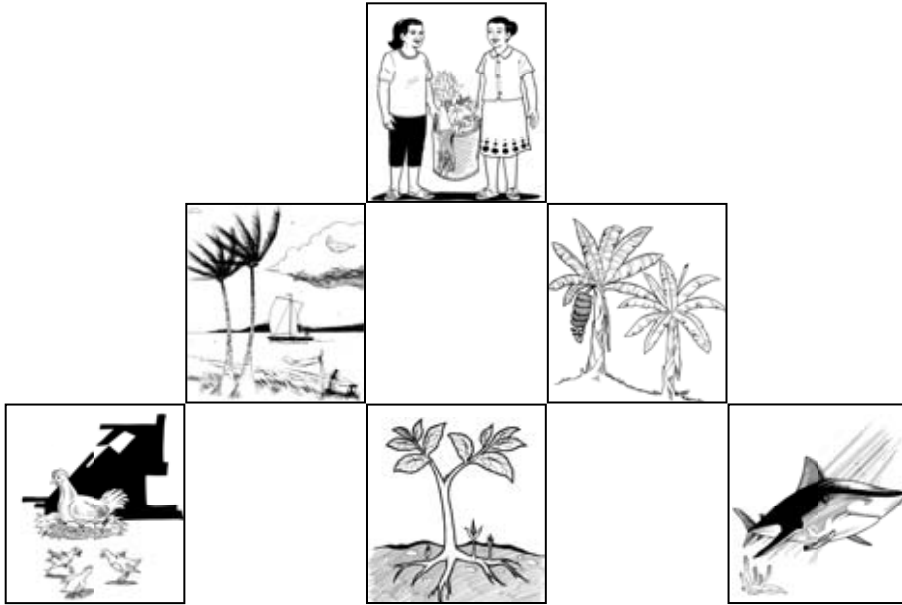


NETWORK MEETING #5

Growth Forces



icebreaker



Complete the following statement: The most exciting thing that I have experienced since the last time we were together is ...

Tulong-tulong tayo

Talk with someone from a church that is strong in your church's Weakest Quality. Ano ang mapupulot mo?

Learning | from One Another

1) SMART goals

Papaano nakakatulong ang **SMART** goals sa inyong iglesya?

2) Encouragement

Anu-ano ang encouraging developments sa inyong iglesya nitong buwang nakalipas?

3) Progress on accomplishing SMART goals

What percent of your goals has your church accomplished?

CHURCH	PERCENT OF GOALS COMPLETED [last report]	PERCENT OF GOALS COMPLETED [to date]

At upcoming network meetings, we will continue to share about progress on our goals.

4) Problems

Have you experienced any problems in implementing NCD that you would like to discuss with the whole group?

5) Pray for one another

6) Feedback

Kindly submit your Implementation Checklist for last month and **SMART** Goals Accomplishment Worksheet to your Network Facilitator at this time.

Work on Accomplishing Your SMART Goals

Last month we improved our **SMART** goals. For the next few months we will focus on accomplishing these goals. Here are some things you might find helpful as you do this:

1) **Have an official launch**

Church members should be familiar with NCD by now. You might want to use one of your worship services as an official launch. Even though you have already been working on accomplishing your goals, the whole church may not know about this yet. The church will only be strengthened as each member is strengthened. They need to know about the improvements you hope to see as this includes them.

You might want to include a dedication of your Implementation Team. Be sure to include lots of prayer. This will be a great opportunity for vision casting. Describe what you hope your church will be like in the near future. If you have a member with the gift of faith, you might want to use them. Make this a positive occasion, full of hope and expectation for what God will do.

2) **Communicate prayer needs**

Keep intercessors and church members informed about things they can be praying for.

3) **Keep learning**

Get some of the resources listed in the *Guidelines for Strengthening Your Weakest Quality*. This can be found in the book *Resources for Church Health*, available from Philippine Challenge and at PCBS book stores. You can also download this for free at www.philchal.org. (Click on “NCD/How to Strengthen the 8 Qualities.”) As you learn, apply what you are learning to your church.

4) **Celebrate progress**

Rejoice together for all progress and victories. Report all progress to the congregation so they can rejoice with you. Also, this will help keep them more involved in the development of your church towards greater health.



www.philchal.org

5) **Make adjustments**

As you work on completing your **SMART** goals, expect the Lord to continue to speak to you and give you new ideas. Circumstances will probably arise that no one could have predicted. As this happens, make the necessary adjustments in your action plan. All good plans include mid-course adjustments.

6) **Set additional goals (optional)**

Once you have achieved your 4-6 **SMART** goals, you may want to set some more goals to further strengthen your Weakest Quality. Even after you have accomplished your goals, there will always be room for more improvement. Go back to your Possible Actions Worksheet on pg. 65 for more ideas. And you can always add new ideas to this list.

7) **Plant a daughter church**

As your church strengthens its health it will be better prepared para manganak. And as you do, this will also strengthen your church's health! If your church is not yet planting a daughter church, make plans to start working on this as soon as possible.

We've covered seven suggestions to help you as you complete your goals. They are:

- 1) Have an official launch
- 2) Communicate prayer needs
- 3) Keep learning
- 4) Celebrate progress
- 5) Make adjustments
- 6) Set additional goals (optional)
- 7) Plant a daughter church

Interaction

Which of these suggestions might be easy to neglect? If neglected, what might be the result?

Pray

Ask the Lord for His power as you continue to work on completing your goals.



The Growth Forces

Mark 4:11-28 tells us that

*“The secret of the kingdom of God
has been given to you.*

*... A man scatters seed... the seed
sprouts and grows... **All by itself**
the soil...produces grain...”*

Ayon kay Christian Schwarz, author of *Natural Church Development*, use of the Growth Forces is “The ‘secret of success’ for churches with a high quality index” (*Natural Church Development*, pgs. 78-79). Kaya, napakahalaga. Kapag ginagamit ang Growth Forces, ito ang makakasagot sa tanong: Papaano gagawin?

These forces should be used as you work on your Weakest Quality. The whole process of NCD can be summarized in one short sentence: Use Growth Forces to strengthen your Weakest Quality.

Ano’ng gagawin? Palakasin ang Weakest Quality.
Papaano gagawin? Sa pamamagitan ng Growth Forces.

Different churches will have different qualities they will be working on. But all churches, regardless of which of the 8 qualities they are focusing on, must use the Growth Forces to see their church begin to grow “all by itself.”

Mamaya, we will get an overview of all 6 Growth Forces. Tapos, sa susunod na network meetings, we will focus on one Growth Force each month. This should help you to use these principles in additional ways in your church, leading to even greater health!

Interdependence

Ang ginagawa sa isang bahagi ng church ay nakaka-apekto sa kabuuan nito. Maaaring ito ay sa ikabubuti o ikasisira. Sa bawat action na gagawin, mag-isip nang mabuti kung ano ang magiging epekto sa buong church, hindi lang sa short-term, pero sa long-term din.



Pastor Kasalukuyan



Nagcelebrate ang church ni Pastor Kasalukuyan ng kanilang anniversary. Mahilig sila sa church anniversary talaga. Karaniwan mga 50 ang umaattend sa ordinaryong worship service. Pero inanyayahan nila ang lahat ng mga dating miyembro. Pati kapitbahay, inanyayahan din. Marami yatang darating dahil may dalawang baboy, maraming inihaw na bangus at leche flan. Kaya, bumili sila ng 100 mono block chairs para sa mga bisitang inaasahan.

Iniskedule nila ang Papuri Singers. Pininturahan nila ang buong church. Naghanda sila ng apat na pabitin. Marami silang dekorasyon, pati mga lobo. Nagblow-out talaga sila! Para bayaran nila, nangutang sila sa maraming miyembro.

"Pastor Kasalukuyan, hindi po ba masyadong malaki ang gastos sa ating anniversary?" tinanong ni Kuya Ed.

"Di na bale. Minsang lang, e" sumagot si Pastor.

Nang dumating ang anniversary, tuwang-tuwa talaga ang lahat. Maraming dumating. Overflowing pa. Kulang pala ang bagong mono block chairs.





Kinabukasan, pagod na pagod na ang lahat. Sa buong susunod na linggo, pagod pa rin talaga. Dahil sa pagod, hindi dumating ang marami sa cell group nila. Nagalit ang mga cell group leaders. Sa susunod na worship service, kaunti lang ang dumating. Malungkot talaga. Maraming bagong upuan. Kulang ang mga umuupo.

Napakalaki ng deficit sa church finances. Dahil dito, tinigil ang support sa kanilang church planting. Binawasan nila ang allowance ni Pastor Kasalukuyan by 50%. Dahil dito, hindi na nakapasok ang kanilang mga anak dahil wala silang pamasaha.

Nakalipas ang dalawang buwan. Hindi binayaran ang mga nagpautang sa church, kahit singko. Dahil dito, maraming umalis sa church.

Interaction

- 1) Anu-ano ang naapektuhan dahil sa church anniversary?
- 2) Ano ang short-term and long-term result ng church anniversary?

Pastor Matanawin

Nagcelebrate din ang church ni Pastor Matanawin ng kanilang anniversary. Matipid ang anniversary nila. Sa kanilang celebration nagbahagi ang lider ng bawat ministry kung paano nakita nila ang pagkilos ng Dios sa taong nakalipas. Nagbahagi rin sila kung anu-ano ang kanilang natutunan. Nagbigay din sila ng kanilang vision tungkol sa isang taong darating. Sama-samang nanalangin ang buong congregation para sa katuparan ng mga vision na ito.

Magaling! Malaking encouragement ito sa lahat ng kapatiran! Nagdiriwang talaga ang lahat dahil sa ginawa ng Dios. Sa Kanya ang lahat ng kaluwalhatian! Natuto rin ang lahat, at nakinabang dahil sa mga reports. Lahat ay may panibagong sigla at vision para lalong magpatuloy pa sa ministry. Nakaka-inspire talaga!

Pagkatapos ng reporting and prayer, may salu-salong merienda, KKB. Masaya ang lahat!



Bago dumating ang susunod na araw ng Linggo, nakita nila ang pagsisimula ng katuparan ng mga bagong vision. Sa mga susunod na buwan may patuloy na bunga. Matanawin talaga ang nagplano ng church anniversary na ito.

the
GROWTH
FORCES
cause
your
church
to
grow
"ALL
BY
ITSELF"

Interaction

- 1) Anu-ano ang short-term and long-term results ng anniversary sa church ni Pastor Matanawin?
- 2) Meron ba kayong nakitang halimbawa ng isang church kung saan maganda ang short-term result, pero hindi maganda ang long term-result?
- 3) Maiisip mo ba ang halimbawa kung saan OK ang resulta sa isang bahagi ng church pero negatibo ang resulta sa ibang bahagi ng church?

ACTION PLAN

- 1) Tingnan ulit ang **SMART** goals ninyo sa pg. 132. Anu-anong bahagi ng church ang magkakaroon ng magandang epekto kapag matupad ang mga goals? (Halimbawa: sa ministries, programs, people, finances, etc.)
- 2) Papaano puwedeng magkaroon ng higit pang magagandang epekto sa iba pang bahagi ng church ninyo sa pamamagitan ng pagtupad ng mga goals?
- 3) Ano ang puwedeng gawin para magkaroon ng magagandang resulta, hindi lang sa short-term, pati na rin sa long-term?
- 4) Anu-ano ang puwedeng gawin para lalong gamitin itong Growth Force ng "Interdependence?"

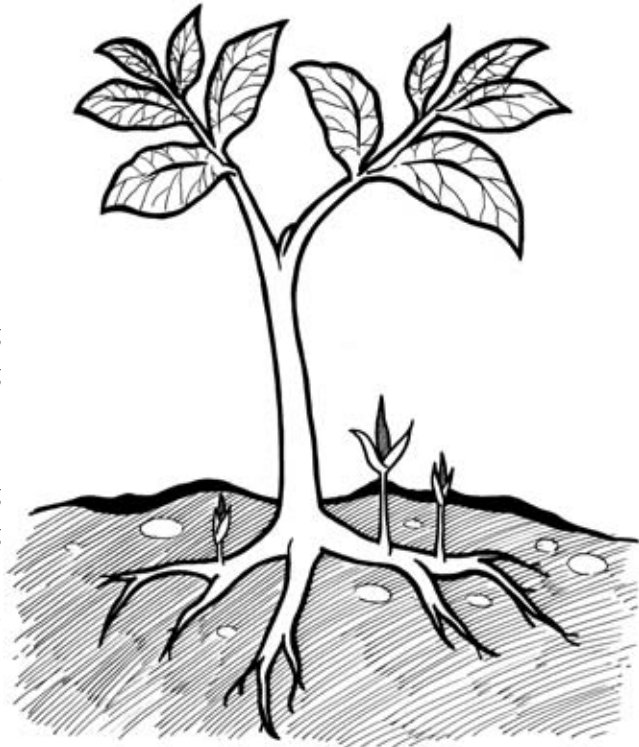
Reports

Ano ang isang action na gagawin sa church ninyo para isagawa ang prinsipyong "Interdependence?" 1 min. lang.

Multiplication (Pagpaparami)

Ang malulusog na organismo ay hindi palaki nang palaki na walang hangganan, 'di ba? Limitado ang paglago sa pagpalaki. Mas malakas ang paglago kung magpaparami o magreproduce. Hindi limitado ang ganitong klaseng paglago. (Halimbawa: punong mangga, manok, etc.).

Ganoon din naman sa church. Sa isang healthy church meron ding multiplication ng iba't-ibang bahagi. (Halimbawa: members, leaders, workers, teachers, pastors, church planters, cell groups, prayer groups, ministries, activities, gifts, skills, atbp.)



Lalong malakas ang growth ng church sa pamamagitan ng multiplication kaysa sa addition lang. Isang paraan para gawin ito ay may double purpose sa bawat miyembro na may ministry. Habang ginagawa nila ang kanilang ministry, sabay nagsasanay sila ng apprentice. Puwedeng gamitin ang On-the-Job-Training.

Pastor Matiyaga

Dalawin natin si Pastor Matiyaga. Para palaguin ang kanilang church, ginagamit ni Pastor Matiyaga ang evangelistic prayer visitation. Nagbabahay-bahay si Pastor Matiyaga. Nagtatanong siya kung ano ang puwede niyang ipanalangin para sa pamilyang dinadalaw. Sa mga responsive, binubuksan niya ang Outreach Bible Study. Meron din siyang simpleng discipleship course na itinuturo niya sa mga tumatanggap sa Panginoon.

Ang layunin ni Pastor Matiyaga ay dadalawin niya ang 20 bahay bawat buwan. Sa pamamagitan nito nadadagdagan sila ng 2 miyembro bawat buwan. Patuloy na nagbunga sa ganitong paraan buwan-buwan.

Minsan, nagtanong ang isang miyembro kay Pastor Matiyaga. "Pastor, ano kaya ang puwede natin gawin para madagdagan tayo ng higit pa sa 2 bagong miyembro bawat buwan?"

Nag-isip si Pastor Matiyaga nang mabuti. "Alam ko na," sabi niya. "Imbes na dalawin ko ang 20 bahay bawat buwan, dadalawin ko ang 40!"

Pastor Maalok

Ginamit din ni Pastor Maalok ang evangelistic prayer visitation. Nakita rin niya na very effective ito. Kaya, para lalong magbunga, nagrecruit siya ng dalawang apprentice. Sa pamamagitan ng On-the-Job-Training, tinuruan silang mag-evangelistic prayer visitation din. Natuto sila. Kaya nila, kahit wala si Pastor Maalok. Tapos, tiniyak ni Pastor Maalok na nagtrain ang dalawang ito ng tigdadalawa rin. Ginaya lang nila ang training ni Pastor Maalok sa kanila. Naging 6 silang nag-eevangelistic prayer visitation, hindi kasama rito si Pastor Maalok.

Dahil dito, nagkaroon sila ng 12 bagong miyembro bawat buwan! Nagiging overflowing ang worship service ni Pastor Maalok, kaya, nagkaroon sila ng pangalawang service. Lumago tuloy-tuloy.

Interaction

- 1) Papaano pinalago ni Pastor Matiyaga ang kanilang church by addition?
- 2) Papaano pinalago ni Pastor Maalok ang kanilang church by multiplication?

ACTION PLAN

- 1) Tingnan ulit ang inyong **SMART** goals sa pg. 132. Anu-anong bahagi ng church ninyo ang pupuwedeng i-multiply habang tinutupad ang mga goals? (Halimbawa: members, leaders, workers, teachers, pastors, church planters, cell groups, prayer groups, ministries, gifts, skills, atbp.)
- 2) Anu-ano ang kailangang gawin para tiyakin na magkakaroon ng growth by multiplication imbes na growth by addition lang, habang tinutupad ang goals ninyo?
- 3) Papaano maaaring lalong gamitin itong Growth Force ng “Multiplication?”

Reports

Ano ang isang action na gagawin sa church ninyo para isagawa ang prinsipyong “Multiplication?” 1 min. lang.



Samantalahin ang Bawat Pagkakataon

In most churches there are lots of things always happening in addition to the regularly scheduled activities. There are usually new developments continually. Some developments are positive. Some, at first, seem like they are negative.

Members get new ideas. They experiment with these new ideas. They talk about things. They minister to one another. They experience disappointments and problems. They have conflicts. All of these things could be used in either a positive or negative way in the church. They could be used to either strengthen or weaken the church's health. Effective leaders take advantage of all types of things that are happening in the church. They maximize positive developments for the benefit of the church's health. They also make wise adjustments so that even negative developments are turned in the right direction to also strengthen the church's health.

Any resistance is given special attention. Rather than fight against negative developments, wisdom is used to redirect this resistance in a productive way. Whenever you experience resistance, this could be a sign that the principle "Samantalahin ang Bawat Pagkakataon" isn't yet being applied.

Maaaring iba't-iba ang mga developments sa church ninyo. Ano ang mararamdaman mo kung magagamit ang lahat ng mga developments para sa ikabubuti ng church?

Papaano maipapaliwanag ang frustration mo kapag may conflicts and negative developments na nakakasira sa church, imbes na makatulong?

■ Case study

Nagdedevelop ng Extended Family Evangelism ang God is Good Christian Fellowship. (This is praying for and sharing the gospel with family, relatives, neighbors, co-workers and friends. It's also sometimes called Friendship Evangelism, Oikos Evangelism or Webs of Relationships.) Ito ang idea ni Pastor. Kasisimula lang. Pero nagbubunga unti-unti.

Nagbakasyon si Charles Chairman (chairman of the church board) sa kanila sa Marinduque. Habang nandoon, nag-Jesus Film showing ang Campus Crusade. Ang daming umatend. Ang dami rin tumanggap sa Panginoon. Na-impress si Charles!

Umuwi sina Charles. Excited na excited na siya. Pinuntahan niya kaagad si Pastor.

"Alam ko na kung ano ang dapat natin gawin," sabi ni Charles kay Pastor. "Mag-Jesus Film tayo! Magaling 'yon! Maraming maliligtas. At mabilis pa. Mabagal itong Extended Family Evangelism. Pastor, Jesus Film na lang! Sagot ko ang lahat ng gastos. Ito ang kailangan natin!"

Ano'ng dapat gawin?

Kung ikaw ang pastor, at bilib ka sa Extended Family Evangelism, ano'ng gagawin mo?

Response ni Pastor Magmando

Talagang ayaw gamitin ang Jesus Film ni Pastor Magmando. Bilib na bilib siya sa Extended Family Evangelism. Kaya, 'yan lang talaga ang ginagawa niya. Ang nasaisip niya tungkol sa Jesus Film ay hindi ito bagay sa kanilang kalagayan. Sa palagay niya, puwedeng gamitin siguro sa baryo sa Marinduque, pero nasa middle class subdivision sila. Sa palagay niya, hindi maglalabasan ang mga tao sa gate nila para manood. At saka, sa palagay niya, maraming "tumatanggap" daw, pero hindi sila magpapatuloy. Pero ayaw niyang sabihin ang mga ito kay Charles. Ito lang ang sinabi niya:

"Salamat sa idea mo, Charles," sabi ni Pastor Magmando. "Pag-iisipan at pag-aaralan natin." Pinaasa siya.

"O sige po, pastor," tumugon si Charles.



Hintay nang hintay si Charles. Pero hindi kumilos si Pastor Magmando. Talagang pinabayaan niya ang idea ni Charles tungkol sa Jesus Film. Nabigo si Charles. Pero ayaw niyang kulitin si Pastor Magmando.

Hindi ginamit ni Pastor Magmando ang idea, enthusiasm, energy at resources ni Charles. Sayang. Samantala, nabigo tuloy si Charles. Medyo sumama ang loob niya kay Pastor Magmando.

The Growth Forces are just as important as the 8 qualities.

Response ni Pastor Magengganyo

"Magaling! Salamat sa Panginoon! Napakaganda ng idea mo, Charles! Buti't nakita mo 'yan."

"Maganda ang nangyari sa baryo sa Marinduque. Pero nandito tayo sa middle class subdivision sa city. Ano kaya ang puwede natin gawin para lumabas ang mga tagarito ng kanilang gate para manood?" tanong ni Pastor Magengganyo.

"Oo, nga, ano?" sumagot si Charles. "Paano kaya? Wala akong idea."

"Puwede ba kaya gamitin natin ang Jesus Film sa VCD?" minungkahi ni Pastor Magengganyo. "Ipapalabas natin sa loob ng mga bahay."

"Yooooo! Maganda 'yan!" tumugon si Charles. "Bahala ako, Pastor. Ako ang sasagot sa mga VCDs. Mga originals pa. Pati VCD players."

"Maraming salamat, Charles!" sabi ni Pastor Magengganyo.

"Alam mo, Charles, gumagawa tayo ng Extended Family Evangelism. Ano kaya kung iaalok natin sa ating mga Extended Family na ipapalabas ang Jesus Film VCD sa bahay nila?" sabi ni Pastor Magengganyo.

"Lalong maganda," tugon si Charles. "Napakagandang idea!"

Talagang maparaan si Pastor Magengganyo.

Interaction

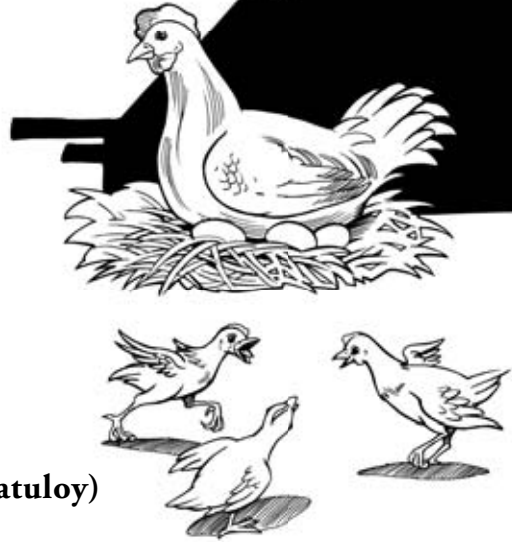
- 1) How did Pastor Magengganyo use the Growth Force “Samantalahin ang Bawat Pagkakataon?”
- 2) How did Pastor Magmando ignore this principle?

ACTION PLAN

- 1) Tingnan ulit ang **SMART** goals ninyo sa pg. 132. Anu-ano ang posibleng hadlang sa inyong goals?
- 2) Posible bang ibaliktaad itong mga hadlang at gamitin para makatulong sa katuparan ng goals ninyo?
- 3) Anu-ano ang iba’t-ibang positibong resources, ideas or people na puwedeng i-tap sa church para tuparin ang goals ninyo?
- 4) Anu-ano pa ang maaaring gawin upang lalong gamitin itong Growth Force na “Samantalahin ang Bawat Pagkakataon?”

Reports

Ano ang isang action na gagawin sa church ninyo para isagawa ang prinsipyong “Samantalahin ang Bawat Pagkakataon?” 1 min. lang.



Sustainability (Makakapagpatuloy)

To make the most of all we do, while working in the present, at the same time, prepare for the future. When doing a ministry, do it in such a way that you are preparing to repeat the ministry, or expand the ministry. Halimbawa: When you hold a seminar on spiritual gifts:

- Write down everything you do to prepare. Keep this as a checklist for the next time you hold this seminar.
- As you teach, train an apprentice leader who can teach this in the future.
- Tape the teaching, for future use.

When doing a ministry, do it in such a way that the ministry moves toward becoming self-sufficient. This is in contrast to ministries that are always dependent on outside resources. These outside resources could be financial, manpower or materials. Halimbawa: When calling in an outside expert to do evangelism training, ask him or her to also leave all teaching materials that are easy to use (reproducible). Have them train one of your members to handle this training in the future.

■ Case study

Malapit na ang Valentine's Day. Magkakaroon ng Sweethearts' Banquet. Gusto nila sanang magkaroon ng magaling na speaker. Inanyayahan si Jim Gillerma. Available pala siya! Pumayag! Tuwang-tuwa sila dahil sikat na sikat si Jim Gillerma.

Plano ni Pastor Mabongga

Nakita ni Pastor Mabongga na magandang pagkakataon ito. Ginamit niya ang malaking bahagi ng budget nila sa promotion. Alam niya, kapag malaman ang mga ibang churches na darating si Jim Gillerma sa church nila, maraming aatend.

Maraming umatend talaga. At blessed na blessed sila. Maraming nagsabi, "Pastor Mabongga, talagang magaling kang pumili ng speaker. Tumpak ang mensahe niya. Kailangan natin ang mensahe na 'yan taon taon, bilang paalaala. Dapat imbitahan natin siya ulit next year."

The following year, inanyayahan nila si Jim Gillerma ulit. Pero hindi siya available. Fully loaded ang schedule niya.

Plano ni Pastor Mapaghanda

Alam ni Pastor Mapaghanda na sikat si Jim Gillerma mahirap anyayahan. Dahil limitado ang kanilang budget, hindi inubos ni Pastor Mapaghanda ang pera nila sa promotion. Una sa lahat, naghire siya ng video camera. Pag dumating si Jim Gillerma, vinideo nila ang mensahe niya.

The following year, inanyayahan nila ulit si Jim Gillerma. Pero hindi siya available. Nabigo ang mga miyembro. Gustong-gusto nilang pakinggan muli ang mensahe niya, bilang mahalagang paalaala tungkol sa kanilang buhay may asawa. Ngayon, magbubunga ang plano ni Pastor Mapaghanda. Ginamit nila ang video tape sa banquet. Blessed na blessed ang lahat. Tapos, ginamit nila ang video tape para gawing VCD. Ginamit nila ito bilang isang mabungang evangelism tool.

Many leaders do not appreciate the Growth Forces very much, at first.

Interaction

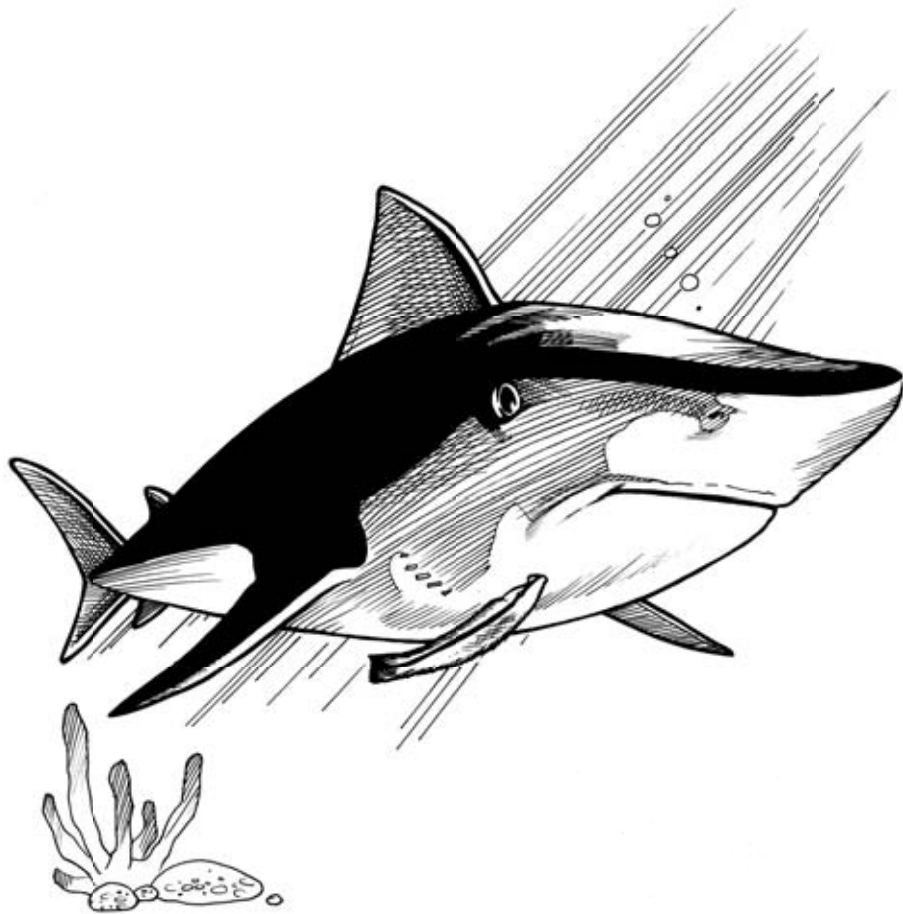
- 1) How did Pastor Mapaghanda use "Sustainability?"
- 2) How did Pastor Mabongga ignore this principle?

ACTION PLAN

- 1) Tingnan ulit ang **SMART** goals ninyo sa pg. 132. How can you work on these goals so that the fruit produced eventually becomes self-sustaining (no longer needing outside assistance from leadership, finances or other resources)?
- 2) Anu-ano ang maaring gawin upang lalong gamitin itong Growth Force ng "Sustainability?"

Reports

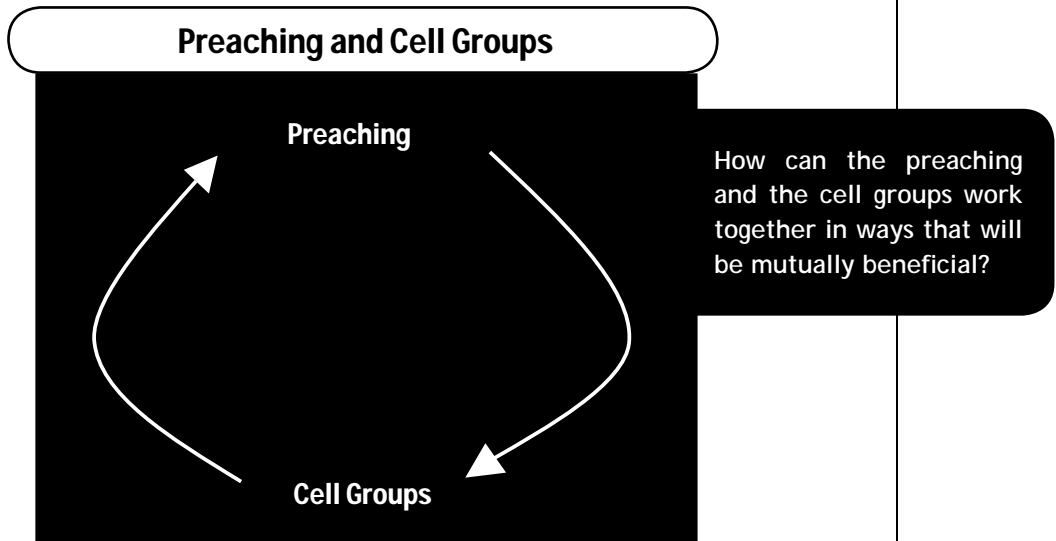
Ano ang isang insight na ibinigay ng Panginoon sa inyo sa pamamagitan ng inyong interaction tungkol sa prinsipyong "Sustainability?"



Mutual Benefit (Kapwa Nakikinabang)

To create mutual benefit, steps can be taken so that different ministries intentionally cooperate with one another. As a result, the fruit of both ministries becomes greater than if these ministries operated separately. This can be done with ministries where there may not be an obvious connection, in the minds of some. By thinking creatively, ways to work together can be found. Win-win relationships can be created and maximized. This can be done with both new and existing ministries.

Halimbawa:



Cell group leaders could be trained to effectively discuss application of the sermon during cell group meetings. In this way, the preaching can strengthen the cell group meetings. As cell group leaders spot members who are growing spiritually by applying the sermons to their lives, they can ask these members to give a testimony as part of the sermons. In this way, the cell groups will also strengthen the impact of the preaching.

ACTION PLAN

- 1) Muling tingnan ang **SMART** goals ninyo sa pg. 132. As you work on these goals, where can you create cooperation between specific people, groups and ministries? Try to think creatively of connections that you would not normally make.
- 2) How can this be done so that it is mutually beneficial for all involved?
- 3) Papaano pa mas lalong magagamit itong Growth Force ng “Mutual Benefit?”

Reports

Ano ang isang insight na ibinigay ng Panginoon sa inyo sa pamamagitan ng inyong interaction tungkol sa prinsipyong “Mutual Benefit?”

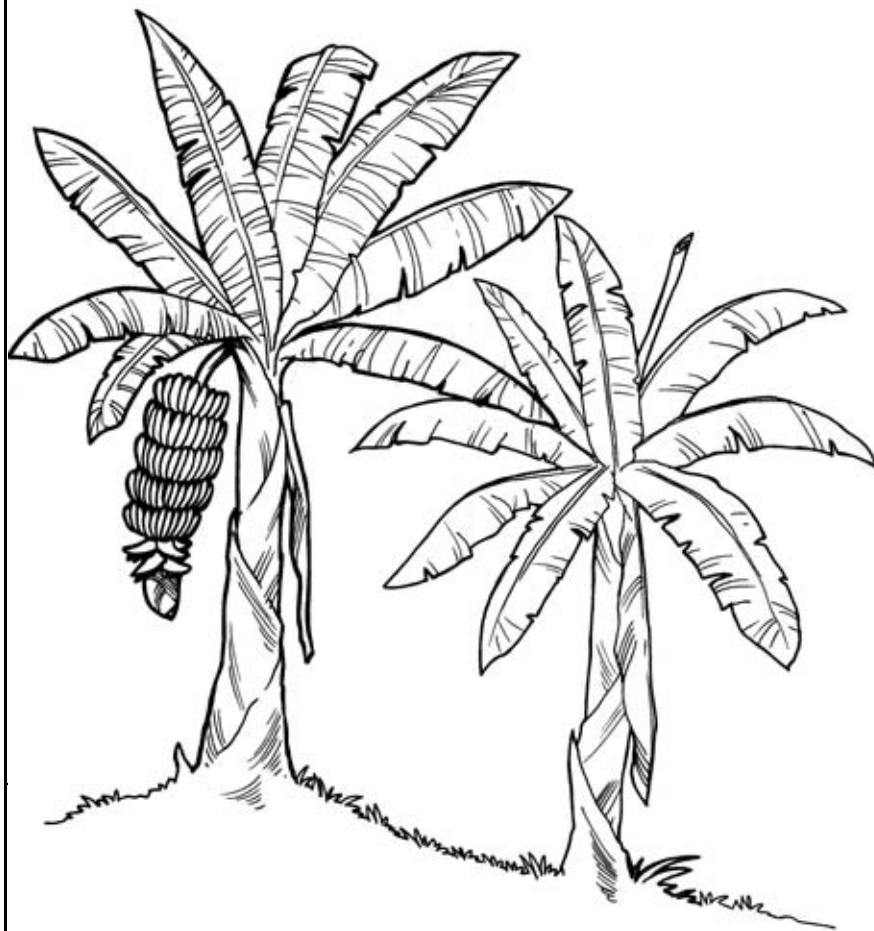
Fruitfulness (Mabunga)

Every part of God's creation accomplishes something. All living things bear fruit. "Every good tree bears good fruit. You will know them by their fruits" (Mt. 7:17 and 16). This applies to our lives and to the ministries in our churches.

Fruit, in nature, is something you can actually see. Puwedeng tingnan ang isang punong prutas para makita kung may bunga o wala. Ganoon din sa ating mga goals sa church. Kailangan alamin kung may bunga o wala. Kung meron talagang bunga bilang resulta ng isang goal, naging Fruitful ang goal na 'yan. Kung walang bunga sa isang goal, ang goal na 'yan ay hindi Fruitful.

Puwede tayong magkaroon ng maraming iba't-ibang gawain. Pero kung hindi Fruitful, useless ang lahat. Kaya, napakahalaga nitong Growth Force.

Pinag-aralan din natin ito tungkol sa Result-oriented goals. Ang ibang salita ng Result-oriented ay Fruitfulness.



Pastor Mangyari

Sa church ni Pastor Mangyari, magkakaroon sila ng seminar tungkol sa spiritual gifts. Ang goal nila ay: By June 30 we will train 60 of our members to use their spiritual gifts.

Maraming umatend. Masaya ang lahat. 62 ang nakatuklas kung ano ang kanilang spiritual gift. Natupad ang kanilang goal. Excited sila.

Dalawang linggo makalipas ang seminar, "Kailan natin gagamitin ang ating mga spiritual gift?" tanong ni Benjie.

"Saka na lang," sagot ni Kuya Ding, tagapagturo ng seminar.

Hindi sila nagkaroon ng aktuwal na implementation. Sayang ang spiritual gifts seminar nila. Hanggang training lang.

Habang tumatagal
your appreciation for
the Growth Forces will
grow.

Pastor Maytuon

Sa church ni Pastor Maytuon ay magkakaroon din sila ng seminar tungkol sa spiritual gifts. Ang goal nila ay: By June 30 we will mobilize 40 of our members to use their spiritual gifts.

Maraming umatend. Masaya rin ang lahat. Marami ring nakatuklas kung ano ang kanilang spiritual gift. Excited din sila.

Pagkatapos ng seminar, natulungan ang mga umatend para malaman kung ano ang ministry na bagay sa kanilang spiritual gifts. Inalok ang mga ministry sa mga miyembrong ito. Maraming tumanggap sa hamon.

Nagkaroon din sila ng kaunting training kung papaano maaaring magsimula sa bawat ministry. Nagkaroon din sila ng kaunting commissioning, at nagsimula sila sa kani-kanilang ministry. 42 miyembro ang namobilize sa isang ministry sang-ayon sa kanilang spiritual gifts! Iba ang galak sa kanila at nakinabang ang buong church! Talagang mabunga si Pastor Maytuon.

Sa church ni Pastor Maytuon, nagkaroon sila ng mobilization. Ibig sabihin, talagang nagsasagawa ang mga miyembro ng kanilang natututunan tungkol sa spiritual gifts. Naging Fruitful talaga. Pero sa church ni Pastor Mangyari, nagkaroon sila ng training lang. Ibig sabihin, umatend sa seminar at natuto. Kaya lang, walang nagsagawa. Hindi naging Fruitful.

Interaction

- 1) Ano ang kaibahan ng goal ni Pastor Mangyari at goal ni Pastor Maytuon?
- 2) Paano maiiaayos ang goal ni Pastor Mangyari para maging Fruitful?

ACTION PLAN

Go back and review each of your **SMART** goals to strengthen your Weakest Quality on pg. 132. When each goal is accomplished, what is the actual fruit that will be seen? If necessary, adjust your goals so that they will be more Fruitful.

Today we have gained an overview and first exposure to the Growth Forces. Because these are so important, we will come back and look at each of these principles again, in more depth. This will provide additional help so that these principles can become a part of the life of your church.

What should you do to strengthen your church's health? Develop the 8 qualities, especially your Weakest Quality. How should you do this? By using the Growth Forces!

Source: *Natural Church Development*, pgs. 68-82, *Color Your World with NCD* pgs. 81-103.

Assignment

Review the six Growth Forces. Identify ways you can use these principles in your church to produce greater health. Continue to work on accomplishing your **SMART** goals to strengthen your Weakest Quality. The Growth Forces will help you do this!

Implementation Team meeting

Your Implementation Team needs to meet within one week from today to work on implementing the Growth Forces. Set the details for your meeting now:

Date: _____

Time: _____

Venue: _____

Accountability for Personal Development

Kindly meet with your Three Colors Group.

Personal SMART goal

Last month we studied that “we make it our goal to please Him” (2 Cor. 5:9). We all made a **SMART** goal of how we would do this. Share with your Three Colors Group:



- 1) What was your goal?
- 2) What progress have you made?
- 3) What further progress would you like to make?

Prayer

Pray sunod-sunod, sa halip na sabay-sabay.

Personal Development in Leadership Enabling Others More Effectively



Bilang isang lider sa inyong iglesya ang tungkulin mo ay magdevelop ng mga miyembro upang magbunga sila sa kani-kanilang gawain. You can empower, equip, train, coach and mentor members so they become all God wants them to be.

The triune God is empowering you to do three things as you enable others: **explain**, **motivate** and **liberate**.

EXPLAIN

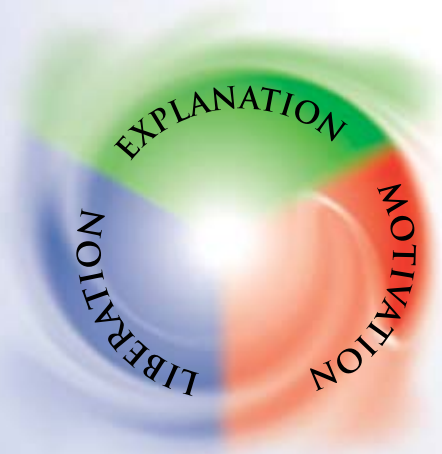
Una sa lahat, teach the Word of God. Help emerging and existing leaders to understand how they can apply God's truths to their daily lives and ministries. Magpaliwanag sa simpleng paraan ng malalalim na katotohanan. Explain principles and helpful methods of ministry. You can do this through sermons, Bible studies, seminars, mentoring and in other ways. Through explanation you build the knowledge of those you are equipping.

MOTIVATE

Hindi sapat ang paliwanag lang. We also need to motivate members to action. We need to continually inspire those around us to move on to higher levels. We can do this through our example, through stories and through the Word of God. As we motivate we touch the emotions of those we are equipping.

LIBERATE

Beyond explaining and motivating, we also need to liberate our members. Do you see members as your helpers in fulfilling your vision? Or do you invest in them so that they discover and fulfill God's unique vision for them? To liberate others, allow their full potential to be released rather than seeking to control. Help them to develop so that they are free from any dependence on you.



Your strength

As a leader, how do you experience the triune God at work through you the most as you enable others for ministry? **Explain**, **motivate** or **liberate**?

Form groups of three

Each member in your group must have a different strength: **explain**, **motivate** or **liberate**. Try to group with those who are not from your church.

You will probably not be strong in the same color in all of the 8 qualities. Your strength in Enabling Leadership may not correspond to your strong color in the Color Your Life survey that we did in meeting #2. Your group of three now may be different now than your regular Three Colors Group.

Share about your strength

Magbahagi ang bawat isa sa inyong grupo tungkol sa aspeto ng kanyang Enabling Leadership kung saan lalong nararanasan niya ang pagkilos ng ating triune God: explain, motivate or liberate. Bakit 'yan ang kalakasan mo?

Weakness mo

Saan mo hindi pa masyadong nararanasan ang pagkilos ng triune God sa buhay mo as you enable others for ministry? Explain, motivate or liberate?

Pinakamahalagang bahagi

Alin ang pinakamahalagang bahagi ng Enabling Leadership na dapat palakasin? Explain, motivate or liberate?

ACTION PLAN FOR PERSONAL DEVELOPMENT

What is one specific step you could take this month upang palakasin ang weakness mo sa Enabling Leadership upang lalong maranasan ang triune God? Kindly be very specific. You might want to ask for suggestions from the person in your group that is strong where you are weak.

Prayer

Pray for the one on your right. Manalangin ng sunod-sunod sa halip na sabay-sabay.

Maghanda

Makakatulong ba kung magbahagi tayo sa grupo, sa susunod na network miting, tungkol sa ating progress?

Use the tool

You may want to use this simple tool to help others to also experience the triune God working more fully through them as they enable others for ministry.


Adapted from *Color Your World with Natural Church Development* by Christian A. Schwarz, pgs. 106-107.

SMART GOALS ACCOMPLISHMENT WORKSHEET

Church: _____

Weakest Quality: _____

Date: _____

 CHECK WHEN ACCOMPLISHED	GOAL	PROGRESS MADE THIS PAST MONTH	% COMPLETE
1.			
2.			
3.			
4.			
5.			
6.			

Overall percent of goals completed: _____



IMPLEMENTATION CHECKLIST FOR MEETING #5

Use the checklist below to monitor your progress this month. ✓ Check the box when the corresponding item is completed. We hope to complete all of the items below by: _____

- 1. Our Implementation Team has met.
- 2. We have continued to build our spiritual momentum.
- 3. We have reviewed the Growth Forces and have made plans to put these into action.
- 4. We have made progress on our goals to strengthen our Weakest Quality. We have recorded this progress on the “**SMART** Goals Accomplishment Worksheet”.
- 5. Our team members have completed their action step to become more effective in enabling others in their ministries.
- 6. We have photocopied this checklist and our **SMART** Goals Accomplishment Worksheet. We are prepared to submit this to our Network Facilitator at our next network meeting.

How could your Network Facilitator help you?

How can your Network Facilitator pray for you?

Church: _____

Name of Implementation Team Leader: _____

Date: _____