



CHURCH OF THE NAZARENE
MULTIPLYNAZ

Fueling the Nazarene Movement **with Love**

With 60+ Nazarene Leaders Participating
From Across the Church

The MULTIPLYNAZ Series—Book One

Small Group Action Guide
Foundations for Spiritual Movements

Small Group Action Guide

Foundations for Spiritual Movements

A 7-Module Training Guide (Ministry Beyond the Coronavirus Crisis)

Summary: Over a short period of time, the church has been tossed into new terrain, one shaped by a **radical disruption of status quo**. Seeking to find solid ground in the coronavirus crisis, Nazarene churches are being forced to rethink their methods, structures, and community impact. We see this as an incredible blessing from God. No longer leaning just on large group gatherings or successful programs, **ALL** churches are being invited by God to innovate and create **new opportunities** to move forward. This Small Group Action Guide is designed to help churches along that journey.

Design: This is a moment for local churches and districts to reflect, assess their **current reality**, and plan for a **great new future**. Written in collaboration with dozens of Nazarene leaders, Dr. Larry McKain has produced the book and Small Group Action Guide, *“Fueling the Nazarene Movement with Love.”* It is designed to help church leaders change from **disruption to movement**. This 7-Module Training Guide enables leaders to “re-think church” and refocus the church’s **movement DNA**. The following is the Introduction, the 7 modules and the Next Steps session in this **MULTIPLYNAZ** resource.

Introduction: MOVEMENT CAN HAPPEN

- 1. A GREAT FUTURE - LEAVING STATUS QUO**
- 2. PASSIONATE HEARTS FILLED WITH HOLY LOVE**
- 3. JESUS HAS A FOCUS ON OUTSIDERS**
- 4. THE CHURCH & AGENDA HARMONY WITH JESUS**
- 5. WHY WE PRACTICE INTERDEPENDENCE**
- 6. HOW CORPORATE SANCTIFICATION HELPS US MULTIPLY**
- 7. BUILDING A CONTAGIOUS CHURCH CULTURE**

Next Steps: WHERE DO WE GO FROM HERE?

Field-Testing & Improving the Small Group Action Guide:

Thank you for your involvement in this **MULTIPLYNAZ** small group project and your willingness to critique and provide feedback. On the www.multipllynaz.org website under the About section, you will find a page called **Feedback**. On that page is a form for you to submit suggestions and improvements to the Small Group Action Guide. You may also use this form to offer an endorsement concerning the small group for encouraging others to participate.

What Happens in the Small Group Gathering?

Small Groups will meet in an online zoom environment using a 9-week schedule.

Every participant is **expected** to read the assigned scriptures, assigned chapter(s) and Action Guide information prior to each session. The group facilitator will ask participants if they have prepared as required. This accountability is essential to gain maximum benefit from the small group.

The Small Group session will last **90 minutes** and will follow this basic format:

5 minutes – Welcome and Prayer

5 minutes – **Short Overview/Review**

Overview of the desired Session Results

Review of this Session's Behavioral Outcomes

65 minutes – This Week's **Group Participation / Questions**

Each participant is encouraged to report on what God is teaching them out from previous week's session, this week's assigned Scriptures and any comments they want to make about the Behavioral Outcomes they are working on

Review of the Words to Understand

Individual and Group Questions

15 minutes – **Wrap-Up:** Brief Sharing and Specific Prayer Requests

Close of the Session by the Facilitator

Behavioral Outcomes: Every module in this Small Group Action Guide has been designed with behavioral outcomes in mind. The “big idea” in this Action Guide is to help facilitate missional renewal and assist pastors and church leaders in creating written “**next steps**” they can take to move the church forward (Manual 129.4) as they build a **Church Development Plan**. Here are the outcomes for each of the 7 modules plus the “next steps.”

Module 1 – Commit to: **1)** sign a copy of the Small Group Covenant, becoming a “non-status quo” leader serving in a “non-status quo” church, **2)** join hundreds of other Nazarene churches who fuel the Nazarene movement with disciple-making, evangelism, leader development, innovation, etc. and **3)** practice and begin the process of building agenda harmony throughout the church.

Module 2 – Commit to: **1)** fast one day a week to spiritually focus on Jesus, **2)** church leaders increasing the personal sacrifice and “spiritual passion level” of the church and **3)** cultivate the practice of love in the church and beyond within your community.

Module 3 – Commit to: **1)** be a church with a focus on outsiders and **2)** embrace greater community connection as a high church priority.

Module 4 – Commit to: **1)** embrace an understanding of the church not just being Sunday morning worship, sermon, a building, programs, an ordained minister leading Sunday church, etc. but the minimums of **worship, community, accountability** and **mission**; and **2)** church leaders trained to embrace new “missionary thinking.”

Module 5 – Commit to: **1)** practice interdependence within our district and beyond, not operating independently from other pastors and leaders, and **2)** establish an intentional, accountability relationship with another minister or leader within our district.

Module 6 – Commit to: **1)** multiplying leaders and ministries by every leader praying for and developing an apprentice leader, **2)** implement a church-wide, prayer focus of Jesus’ request in Luke 10:2, praying daily that God “will send out workers into his harvest field.”

Module 7 – Commit to: **1)** a greater desire for a new church culture by embracing new knowledge, developing vision and building trust, **2)** making a positive change toward an improved church culture by intentionally taking positive steps forward, and **3)** practice believing prayer within the church.

Next Steps – Commit to: **1)** share your vision for the future in response to what you have learned in this group, **2)** identify the key church leaders you will work to make needed changes as you take your next steps, **3)** write down five goals you will implement in the coming twelve months, which should include **4)** completing and presenting a first-draft **Reproduction Plan (RP)** to the other small group members. The Reproduction Plan is part of every church’s **Church Development Plan** and would include **a)** completing a church leadership audit, **b)** putting a regular “leadership community” gathering on the church calendar and **c)** identifying an under-reached community or cultural group where you plan to start a new ministry or church-type mission.

Our Small Group Covenant

Participants in the small group:

- Commit to be transparent and accountable to each other for personal growth.
- Commit to pray regularly for each another in the small group.
- Commit to fast one day each week, spiritually focusing on Jesus and His call for you
- Commit to create a safe atmosphere in the small group that is built on trust and confidentiality.
- Commit to read the assigned scriptures, assigned chapter(s) and study the Small Group Action Guide for that week's module before the session begins
- Commit to make this small group a highest priority and not miss any of the 9 agreed upon sessions.
- Commit to secure approval from your Pastor, Church Board or District Advisory Board that you are participating in this MULTIPLYNAZ small group. If you are a pastor or DS, we ask that in a scheduled board meeting, there be a motion about your participation that informs the Board of your participation in the small group, and empowers you to select your own group of 6-7 leaders who meet to multiply the same process of training you have participated in.
- Commit that as a church leader, if the Lord blesses your ministry with growth, you will recruit and facilitate your own group of church leaders. This is a commitment to freely pass on what you have received (**2 Timothy 2:2**), using the same process of training that we have used together.
- Pray that through our collective efforts we will aid in fueling the Nazarene movement with healthy, multiplying churches here on our District, throughout our Region and around the world.

We covenant together...

Small Group Participant: _____

Small Group Facilitator: _____

Introduction: MOVEMENT CAN HAPPEN

Reading: Ephesians 5:25-27; Matthew 2:19-23; Acts 24:5; Luke 2:41-47; Ezekiel 37:1-10
“Fueling the Nazarene Movement with Love” – Preface and Introduction
Small Group Action Guide – Introduction; Small Group Covenant

Words to Understand: coronavirus, radical disruption, district, field, region, spiritual movements, learning pattern of Jesus, Church of “the Nazarene,” MultiplyNaz, entire sanctification, movement of God through the people of God, the agenda of Jesus

Session Results:

1. Wrestle with the **disruptions** caused by the coronavirus crisis and consider the possible ongoing impact. We are normally creatures who move toward *status quo*. We like what is stable and certain. However, *disruption* can give us an opportunity for creativity and innovation like no other time.
2. Share discoveries you’ve made through this season and how the coronavirus has forced your church to see “differently” within the culture of your community.
3. Discuss this **radical disruption** – the word “radical” comes from the word “root.” In essence, “radical” is a return to our roots! Discuss how this disruption is providing your church the opportunity to reflect on different culturally conditioned forms of church you may consider.
4. Understand the church is a movement. At its best the church has existed as movement throughout some of the most trying and challenging seasons of history. When the church is forced out of status quo and into the unknown and uncertain, the church has thrived. This is because deeply embedded in the church is a Missional DNA (often latent and unexamined), that is activated amid disruption, causing the church to flourish in these seasons of challenge.
5. Go over the small group covenant and make a commitment to fully engage and make these coming weeks a priority.

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** become a non-status quo leader serving in a non-status quo church, **2)** join hundreds of other Nazarene churches who fuel the Nazarene movement with disciple-making, evangelism, leader development, innovation, etc. and **3)** practice and begin the process of building agenda harmony throughout the church.

Introduction – Group Participation / Questions

- Facilitator welcomes everyone to the group and makes sure everyone knows everyone else and where they serve within the church or District. Facilitator goes over the page so everyone understands, “What Happens in the Small Group Gathering?”

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **12** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- **Discuss the following:** What have been the biggest disruptions for you in the coronavirus crisis? What has been hard? What has surprised you?
- What have you learned through the coronavirus crisis that you did not know before? How can this learning fuel the church’s work as it emerges from this crisis?
- Has this forced you to see “differently” in any way within the culture of your community? How?
- “Radical disruption” is a return to our roots. In your reading this week, what raised your interest concerning the biblical and historical roots of the Church of the Nazarene and the life of Jesus?
- Did you learn anything you did not know before? In the assigned reading, what was new to you?
- The coronavirus is a global issue, just as the church is. The church has existed as a movement in some of the most trying and challenging seasons of history. Can you see the church potentially thriving and flourishing through this? If so, how?
- How often do you think about the global movement of God and what Jesus is doing to expand his church around the world? Has this crisis caused you to think more often about the world? As a Christian, should you think about “the world” more often than you do? Why? (John 3:16)
- “God does not have a mission for the **church**. God has a church for **his mission**.” What do you think about this statement? Do you agree with it? Why or why not?
- As you began this small group, what is Jesus saying to you these days? Is there anything Jesus whispered to you that He wants you to think about? To reflect on?
- Take turns with group members reading each part of the Small Group Covenant. We ask each person to commit to fully engage with the group and make these coming weeks a priority. Because there is a greater feeling of accountability when we formally commit to each other,

we ask that each participant sign the Small Group Covenant and send a copy of it to the group facilitator.

- Go over the process of Feedback for suggestions to the Small Group Action Guide and how this is done on the multiplnaz.org website. Encourage every participant to think about the potential hundreds of future small group participants, multiple languages, cultures, settings, etc. **How would you improve the small group experience?**

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience for future participants?**
- Final announcements, go over assigned requirements for **Module 1**, confirm time and meeting place for the next session, closing prayer.

Module 1: A GREAT FUTURE – LEAVING STATUS QUO

Reading: Ezekiel 37:10; Romans 15:20; Acts 11:19-26; 1 Corinthians 10:31-33; John 17:4; Ephesians 2:10, 3:20-21; John 17:21-23; Philippians 2:1-2; Psalm 133:1-3; Acts 2:1
“Fueling the Nazarene Movement with Love” – Chapter 1
Small Group Action Guide – Module 1

Words to Understand: new movement, healthy multiplying church, status quo, “outsiders,” “all kinds of churches in all kinds of places to reach all kinds of people,” agenda harmony, global community of believers, strategies, revitalized church, breakthrough

Session Results:

1. To understand the status quo of the typical church has often had limitations of missional vision and growth because we have operated with an “addition” model. The current crisis has given us an opportunity to shift by considering the limitations of the “addition” model and reimagine the “multiplication model” used by Jesus, Paul and the early church.
2. To become part of a movement where people never stop learning, are mentally growing and changing.
3. To believe every Nazarene church can become healthy and multiplying, regardless of size.
4. To understand the importance of agenda harmony, its relationship to spiritual breakthrough and steps a team of leaders can take to move forward

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** become a non-status quo leader serving in a non-status quo church, **2)** join hundreds of other Nazarene churches who fuel the Nazarene movement with disciple-making, evangelism, leader development, innovation, etc. and **3)** practice and begin the process of building agenda harmony throughout the church.

Module 1 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”

- Facilitator reads the **10** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word our group participants have never heard or find difficult to define.
- Are you the kind of person that likes the “status quo” and “ordinary church routine” or are you the kind of person who would like to see the church change in some ways? Why or why not?
- When we think about a “status quo church,” what comes to your mind? What are the characteristics of a typical, status quo church?
- How does a typical, status-quo church operate with an “addition” mentality?
- Do you feel you are part of the movement the book talks about, leaders who never stop learning and are mentally growing and changing? Do you want to be? Why or why not?
- Do you believe **every** Nazarene church can become a healthy, multiplying church regardless of size? Why or why not? [Here we simply mention “**micro-multiplication** must precede macro-multiplication. It is micro-multiplication that gives small churches **great hope!**]
- Before reading this book, how familiar were you with “the Nazarene movement” that now has 480+ districts around the world and is adding approximately 2,872 new members every week?
- What is the importance of pastors and church leaders being in small accountability groups for growth? How can this help “fuel” spiritual movement?
- Before reading this book, have you ever heard of the term “agenda harmony?” When?
- Have you ever read or thought deeply about the spiritual truth behind Psalm 133:1,3 and Philippians 2:1-2? How does unity and agenda harmony make God’s church unstoppable? Discuss your thoughts with the group.
- How would your church act different if everyone in the church experienced agenda harmony? What would look different? What would be different? What would probably need to change? How would you know when agenda harmony had happened?
- The book states, “It is the **power of scripture**, not just strategy, which shapes the culture of leaders’ hearts and fuels agenda harmony bringing transformation in people’s lives.” Do you believe this statement? Share your thoughts with others in the group.
- Have you ever seen or been part of a “spiritual movement” of God? When? Do you believe it is possible that “**the earth** can be filled with the knowledge of the glory of the Lord, as the waters cover the sea” (Habakkuk 2:14)? What would this look like if it happened **in our lifetime**?

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for **Module 2**, confirm time and meeting place for the next session, closing prayer.

Module 2: PASSIONATE HEARTS FILLED WITH HOLY LOVE

Reading: John 13:34-35; 1 Corinthians 12:31-13:13; 1 Corinthians 1:10; 1 Thessalonians 5:23-24
Christ's Call to **Self-Denial** and **Self-Sacrifice:** Matthew 16:24-27; Luke 14:25-27; Romans
14:20-21; 15:1; 1 Corinthians 10:23-24; Galatians 5:24-25; Philippians 2:1-5
"Fueling the Nazarene Movement with Love" – Chapter 2

Words to Understand: holy love, ecclesiology, "God's love can totally fill our hearts," we lead with love

Session Results:

1. To understand how Saul's heart was transformed as he preached the message of the gospel.
2. To understand how it took time and spiritual maturity for Paul to learn how the practice of love was the central message of Jesus.
3. To understand that the love and sacrifice of Christ compels us to follow Him in a life of self-denial and self-sacrifice (1 Peter 2:21)
4. To discuss how what we say, what we know, how strong our faith is, what we give and what we accomplish is all secondary to the practice of love for each other
5. To understand how "**Christ's love compels us**" to share with others and commit to respond (2 Corinthians 5:14). We must:
 - a. LOVE "others" as the force that drives Christ's mission
 - b. WITNESS because the call of the church is in whatever places we find ourselves
 - c. LOCAL COMMUNITY ENGAGEMENT: It is our love that calls us to reimagine our Neighborhood and Local Community as the focus of where Jesus is sending us.

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session's **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** fast one day a week to spiritually focus on Jesus, **2)** church leaders increasing the personal sacrifice and "spiritual passion level" of the church and **3)** cultivate the practice of love in the church and beyond within your community.

Module 2 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?

- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **4** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- What has been your practice of Christian fasting in the past? What are you learning as you practice this spiritual discipline?
- Why do you think Saul was such a zealous Christian killer? What do you think – was it his background, his personality, his beliefs, his spiritual training or a combination of these that made him so focused?
- Saul was persecuting the church and trying to destroy the church. But the voice from heaven said to him, “I am Jesus whom you are persecuting.” What does this tell us about the link between the imperfect, physical “church” we can see and Jesus? Is this a new thought to you? Share your thoughts with the group.
- Why do you think most people today find it much easier to love Jesus than to love his church? Does Jesus make a distinction between the two? What should our attitude toward the church be?
- Think about the personal sacrifice level of Jesus and how that impacted his disciples. Should personal sacrifice be a high value embraced by local church leaders? Why? How is this value cultivated within the church?
- What characteristics did Barnabas have which made him so influential in the spiritual development of Paul?
- In reading this chapter, was there anything you learned about Paul that you did not know before?
- How did walking and talking with Jesus over time, change the message and attitudes of the apostle Paul? Can you identify in any way with this kind of journey in your own life? How?
- The authors give five reasons why holy love is our main message. Which of these five has made the greatest impact in your life and thinking? How?
- The authors state, “the consistent practice of Christ-like love with the people who know us and live with us is what demonstrates we are a Christ-like disciple. Loving other people like Jesus loves us. There is nothing more important in life than love!” What are your comments or reaction to this statement? Do you agree with it? Why or why not?

- The authors state that “God’s perfect love can be poured into our hearts by the Holy Spirit and that it is this love that fuels our movement.” Do you agree with this statement? Why or why not?
- Is spiritual passion and a high level of commitment something that some people get as a gift from God and other people just don’t get? How is spiritual passion and high commitment cultivated? What grows the spiritual passion level of a church?
- When love fills someone’s heart, share some examples of how that changes their behavior. Parents, brothers and sisters, church leaders, etc.? Can you think of some examples of how “love for others” in someone’s heart impacted a community? Or impacted the world in a powerful way?
- How can you and your church better “practice God’s love?” Is there anything you sense the Holy Spirit is whispering to you that you should change or do differently?

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for **Module 3**, confirm time and meeting place for the next session, closing prayer.

Module 3: JESUS HAD A FOCUS ON OUTSIDERS

Reading: Luke 5:29-32; Acts 16:6-15; 1 Corinthians 9:19-23; John 4:35; Ephesians 6:10-12; Acts 10:38; 2 Corinthians 10:3-5; Revelation 7:9; Mark 12:28-31; Acts 15:19-21
“Fueling the Nazarene Movement with Love” – Chapter 3
Small Group Action Guide – Module 3

Words to Understand: “disciple-making is a journey of grace,” prevenient grace, saving grace, sanctifying grace, growth in grace, favor with God, favor with people, high expectation, spiritual realities, hospitable, guest-friendly, outsider passion

Session Results:

1. To understand how God is at work even when we don't yet see it
2. To understand and pray for “favor with God” and “favor with people”
3. To understand the value of and regularly share personal “testimonies” in church life
4. To discuss the mistaken attitudes, beliefs and behaviors of some churches and Christians
5. To renew and embrace the spiritual realities including spiritual warfare the scripture clearly teaches
6. To discuss how we can welcome people to belong within our church before they believe and behave as a Christian (without changing our beliefs)
7. To encourage the development of diversity within the church
8. To increase the “outsider passion” of every participant and church

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session's **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** be a church with a focus on outsiders and **2)** embrace greater community connection as a high church priority

Module 3 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week's section of the Action Guide?”

- Facilitator reads the **12** words or phrases in this week's "**Words to Understand**" section and makes brief comments on any word small group participants have never heard or find difficult to define.
- The authors state, "Just like the activity of a Christian parent, intentional disciple-making does not begin at conversion, it begins at conception. Before a person comes to faith in Christ, prevenient grace begins drawing them." Do you agree that God begins working in a person's life long before they experience God's saving grace? Why or why not?
- What does the phrase "favor with God" mean to you? What does "favor with people" mean to you? In your opinion, what does this "look like" when it happens in a person's life?
- Do you believe it is possible for a church to experience and enjoy the "favor of God?" Why or why not? If so, what do you think this would look like?
- "Jesus came to earth for outsiders." Any language we use for the people we love and want to reach is inadequate. How would you describe the mission of Jesus to reach those who have not yet come to faith?
- In the Introduction, the book mentions a number of biblical references that indicate the focus of both God in the Old Testament and Jesus in the New Testament is reaching outsiders who are separate from him and his church. Do you agree with this? Why?
- Does the agenda of your church have more of a focus on "insiders" or "outsiders?" Why do you think this is? What do you feel Jesus thinks about this? If needed, discuss ways your focus could change.
- What was your reaction to the testimony of Tammie Selvey? What lessons did you learn? Does your church have anyone who has had a similar spiritual journey to Tammie? Who?
- How does your church celebrate spiritual change in a person's life? Does your church give people the opportunity to share their testimony with the congregation? How is this done?
- How can congregations do a better job of welcoming people like Tammie into the church?
- What barriers exist within the church that discourage God's call to refocus toward outsiders? What steps can be taken to dismantle these barriers?
- Slowly and out loud, read the mistaken attitudes, beliefs and behaviors of some churches and Christians. Which ones stand out to you? Which ones are temptations in your church? In your personal life? Talking only about yourself, not the church, courageously share with the members of your group.
- Reflect on the characteristics of healthy, multiplying churches. What did you learn in reading about these churches? Which of these were new to you? To help your church move forward,

out of the five, which one of them do you feel should begin being developed by your church first?

- What can churches do to overcome the temptation to talk only about membership “privileges?” How can we better develop a culture which embraces self-denial and sacrifice? Do you think the Bible teaches we should teach this?
- The Bible makes clear there are spiritual realities which include spiritual warfare. What did you learn from this part of the chapter? What practical steps can you take to apply them in your church? In your personal life?
- In outsider focused churches, people are welcomed to belong before they believe and behave as a Christian. How does your church do at welcoming non-Christians who are just beginning their spiritual journey? How can you improve?
- Discuss the differences between a philosophy of believe – behave – belong verses a philosophy of belong – believe – behave? How can your church change its way of thinking without changing its theology or beliefs?
- How diverse is your congregation? Ethnicity? Color? Educational backgrounds? Political affiliations? Careers? Ages? Social status? Clothing style? Sports teams? How open are people in your church to listen and learn from people who are very different from them?
- How often does your church explain disciple-making next steps to attenders and guests? How simple and understandable are these steps to take?
- After reading the section on “outsider passion,” on a scale of 1 to 10, 1 being very low outsider passion and 10 incredibly high outsider passion, where would you rate yourself? Your church? Ask the group to pray for you that your passion level would move up at least 1 or 2 points in the days ahead and that the outsider passion of the church would rise.

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for **Module 4**, confirm time and meeting place for the next session, closing prayer.

Module 4: THE CHURCH & AGENDA HARMONY WITH JESUS

Reading: Galatians 6:7; Ephesians 5:25-32; Revelation 19:6-9; Romans 14:5; John 14:26; 15:1-5; Jeremiah 20:9, 23:29; Romans 12:2; Philippians 2:1-2
“Fueling the Nazarene Movement with Love” – Chapter 4
Small Group Action Guide – Module 4

Words to Understand: worship, community, accountability, mission, culturally conditioned form

Session Results:

1. To understand the long-term impact of our thoughts, actions and habits on the character and destiny of both our lives and churches
2. To help participants envision Jesus “in their skin” as He leads the church through us
3. To help participants see how the church operates in “culturally conditioned forms” in different cultures and contexts throughout the world
4. To challenge participants to embrace a biblical view of the church that excludes the requirement for the church to have a building, ordained pastor, be a certain size, worship only on Sunday, etc. (while not rejecting the value of the forms of church we currently have)
5. To challenge participants to begin thinking like missionaries who live on a mission field (because we are “missionaries” in a real sense that live on a mission field!)
6. To help every participant to learn and be able to explain our four church minimums
7. To raise the commitment level of each participant to the imperfect church Jesus died for
8. To cultivate a spirit of repentance that allows Jesus to always keep changing the way we think by His Word and Spirit

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** embrace an understanding of the church not just being Sunday morning worship, sermon, a building, programs, an ordained minister leading Sunday church, etc. but the minimums of **worship, community, accountability** and **mission**; and **2)** church leaders trained to embrace new “missionary thinking.”

Module 4 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?

- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **5** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- Do you agree with the statements that our thoughts impact our actions? That our actions shape our habits? That our habits shape our character? Discuss this in your group. Can you give an example of this in your own life?
- Reflect on this statement: “We must act the way Jesus would act, if he were leading the church in our skin. Because he is.” If Jesus were the leader of your church, is there anything he would probably do different? If so, what?
- “The church is a historical reality that organizes itself in **culturally conditioned forms...**” Can you think of examples of the way churches are different in different parts of the world? How are they different in different cultures? Can churches be very different in the same town? Why?
- Should churches all be the same within a district? Or should they be very diverse? Why or why not? If we have many different kinds of churches within a district, how will that change us?
- Does a church have to have a building? Does it have to have an ordained pastor? Does it need to be a certain size? Does it have to worship on Sunday? Why?
- When a church has people who begin to think like missionaries all the time, how does that change the way a church operates?
- Can the methods, styles and strategies of the church change and the church still be the church? How does continual change help the church penetrate “every sub-culture and micro-context” of our district? What could that look like?
- Discuss the four “church minimums” the church uses around the world. Do you agree with these? Are you tempted to “add” anything to them? Why or why not?
- Discuss the imperfect church that Jesus started with. How does this make you feel about your imperfect church?
- Why was Jesus willing to “give himself up,” to sacrifice his life for such an imperfect group of people? Are you willing to do the same for your church? Discuss how committed Jesus is to us. Pause and pray that the commitment level in your church will rise.
- Do you live with a “spirit of repentance” like the authors describe? How can you gain better agenda harmony with Jesus? How does Jesus want to keep changing the way you think?

Share this with your group. Ask them to pray for you that you would stay open to being changed by Jesus.

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience for future participants?**
- Final announcements, go over assigned requirements for **Module 5**, confirm time and meeting place for the next session, closing prayer.

Module 5: WHY WE PRACTICE INTERDEPENDENCE

Reading: John 17:21-23; Acts 8:5, 14-15, 26-39; 10:27-28, 34-35; 15:28; 16:4-5; Galatians 6:10; 1 Peter 4:10; Ephesians 4:11-16; Acts 20:28-29; Galatians 6:1-2; Matthew 28:18-20; James 5:16-17
“Fueling the Nazarene Movement with Love” – Chapter 5
Small Group Action Guide – Module 5

Words to Understand: independent, interdependence, Christlikeness, spiritual family, spiritual gifts, spiritual protection, spiritual accountability, Great Commission, multi-national church, “international, interdependent movement of God”

Session Results:

1. To encourage participants to understand and practice the “one anothers” described within the New Testament
2. To help participants understand and be able to explain the biblical foundations of “interdependence” among churches in the New Testament
3. As our world shrinks through technology, to help churches discover how they can maintain connectedness with churches from cultures, settings, countries, etc.
4. To help participants understand and be able to explain the seven biblical reasons why we maintain and practice interdependence.
5. To discuss the benefits of accountability and the principles behind the Nazarene movement locally and globally
6. To establish an accountability relationship with another church leader

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** practice interdependence within our district and beyond, not operating independently from other pastors and leaders, and **2)** establish an intentional, accountability relationship with another minister or leader on the district

Module 5 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?

- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **10** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- Discuss the “one anothers” that are listed in the New Testament. How are they currently practiced in your church? Take a moment and thank God for the way your church is becoming more like the early church. What practical steps can you take to keep improving?
- We call maintaining our connectedness with other churches beyond our local church interdependence. Discuss and give examples of how the early church practiced interdependence among churches.
- Even when the early church organized itself into “culturally conditioned forms” of Jewish and Gentile churches, they remained interdependent. How can your church maintain connectedness with other churches from other cultures, settings, countries, etc.
- Discuss the seven biblical reasons why we maintain and practice interdependence. Which one stands out most to you? Which ones were new?
- Discuss how in the Church of the Nazarene, pastors are accountable to their churches and to superintendents and superintendents are accountable to pastors and to each other. Do you feel this accountability is spiritually healthy? Why?
- Have you ever had a personal accountability relationship with another church leader who knows EVERYTHING about you, loves you, accepts you and supports you? [share with participants the 10 Wesley Questions for Accountability, adapted]
- What are the dangers church leaders face when they are not in a family of churches that provides accountability?
- Discuss how the Church of the Nazarene globally is different than Apple, Inc. Does this change the way you think about the church? How?

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for **Module 6**, confirm time and meeting place for the next session, closing prayer.

Module 6: CORPORATE SANCTIFICATION HELPS US MULTIPLY

Reading: John 12:24; 1 Thessalonians 5:23-24; Galatians 2:20; Romans 4:17-21; John 6:5-13; Acts 1:8; Matthew 13:23; Luke 19:11-26; Matthew 25:14-30; Deuteronomy 3:18-20; Mark 1:35-39; Luke 4:42-44; Luke 9:1-2; 10:1-2; 2 Timothy 2:2; Acts 20:35; Romans 10:13-15; Acts 13:1-3
“Fueling the Nazarene Movement with Love” – Chapter 6
Small Group Action Guide – Module 6

Words to Understand: martyrs, corporate sanctification, multiplication miracles, repentance, brokenness, renewal, church revitalizing, missional multiplication, under-reached community, under-reached cultural group, fruitfulness, “next-town” mentality, parent church, sponsor church, church planting momentum, parent church climate, sending service, sub-cultures, multi-cultural melting pot, “exegete” the culture, post-Christian culture, missionary thinking, global Nazarene network, ordained elder, church development

Session Results:

1. To help participants understand way Jesus taught that “death always precedes multiplication” and how this spiritual principle has been lived out in the history of the church
2. To help participants and their churches understand “corporate sanctification,” how churches practice it and why it is so important to the health and multiplication of the church
3. To help participants understand and be able to explain the principles of how sanctification is linked to multiplication.
4. To encourage participants and churches to multiply their ministry through praying and expecting God to raise up new leaders, new ministries and new churches.
5. To help participants see how the history of the Church of the Nazarene has been filled with the practice of sanctification and multiplication principles
6. To help participants see how God has positioned the Church of the Nazarene to make an impact locally and globally in the 21st century

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** multiplying leaders and ministries by every leader praying for and developing an apprentice leader, **2)** implement a church-wide, prayer focus of Jesus’ request in Luke 10:2, praying daily that God “will send out workers into his harvest field.”

Module 6 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **25** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- Discuss this idea that Jesus taught: “death always precedes multiplication.” How does this spiritual principle apply to what happened in the history of the church?
- What do you know about the first three centuries of the Christian faith? Have you ever heard of the term, “the blood of the martyrs?” Pause and take a few moments to pray for persecuted Christians in North Korea, Afghanistan, Somalia, Sudan, Pakistan, Iraq, Iran, India, China, Yemen and other places.
- Every Christian in the world believes in individual “sanctification” because the Bible teaches it. However, many churches are yet to discover and practice the biblical principle of corporate sanctification. What are some examples of corporate sanctification the authors discuss? Does your church practice any of these? How might your church begin doing so?
- The authors give ten principles of both sanctification and multiplication. Which ones impacted you the most? What did you learn? Were there any principles you had never heard of or did not know?
- As you reflect on this chapter, how can your church not just add to your own ministry but begin to give away so you can multiply?
- What changes within structures and churches would need to change for a church to shift from an addition model to a multiplication model?
- Does this chapter help you understand how spiritual movements grow from a small beginning to tens of thousands? Discuss how the Church of the Nazarene has practiced these principles and grown from a handful of churches to 30,000+ churches in 160+ countries. How should this shape our thinking and actions within the church?
- Discuss the following statement: “**There is no higher office in the church than that of an ordained elder.** We have no popes or bishops among us. We simply have different roles and responsibilities.” How can we do a better job of every person in every church feeling like they are a vital part of the team, working together for the good of the church?

- Understanding these multiplication principles and the global network of the church, do you agree with the authors that the Church of the Nazarene has been positioned to make a great spiritual impact in the 21st century? Why?
- How will the spiritual principles discussed in this session make a difference in the way you personally think and act in the future? In the way your church could think and act?

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for **Module 7**, confirm time and meeting place for the next session, closing prayer.

Module 7: BUILDING A CONTAGIOUS CHURCH CULTURE

Reading: Habakkuk 2:2-4; Hosea 4:6; 2 Timothy 3:16; 1 Corinthians 13:11; Proverbs 1:23; 9:8,9; 10:17; 12:1,15; 13:18; 15:12,32; Jeremiah 20:9; John 14:26; Ephesians 3:20; Luke 17:5; John 10:11; Luke 8:3; Mark 9:22-24; Romans 10:17; Acts 4:13; Jeremiah 33:3; Luke 18:1-8; 1 John 5:14-15; Acts 1:4,8; 2:42-47; 4:20
“Fueling the Nazarene Movement with Love” – Chapter 7, pp 119-131
Small Group Action Guide – Module 7

Words to Understand: church culture, culture change, spiritual health, contagious culture, desire, resources, climate, knowledge, vision, trust, life-long learning, private habits, stewardship, mentors, believing prayer, church climate, divine presence, divine power, spiritual momentum

Session Results:

1. One of the most vital roles church leaders have is creating and shaping the culture of the church. Culture is much more important than strategy. Church leaders must create a culture within the church that can sustain the shift necessary to move forward. During this module, leaders will explore the components of creating and shaping the culture of the church to ensure long-term health such as:
 - a. **PRAYER** – We will explore the vital role believing prayer plays in shaping the culture of the church. Prayer is the lifeline of the church and is so necessary for corporate sanctification, humility in leadership, and following God’s plan and purposes.
 - b. **VALUES** – Every church must consider and name the values associated with the kind of missional, multiplying culture we have described in these modules.
 - c. **PLANNING** – Culture doesn’t happen by accident. It is an intentional process that looks beyond the moment and builds practices that reinforce values in alignment with vision.
2. To help participants understand what creates and impacts the culture of a church
3. To help participants understand the key factors that are involved in creating a contagious culture within a church
4. To discuss how spiritual desire is fueled with knowledge, vision and trust within a church
5. To motivate participants to develop a deep desire for life-long learning and reject status quo as a lifestyle
6. To increase participant’s desire to participate in a healthy, multiplying church
7. To discuss personal examples of the participants where “desire, resources and climate” all came together in a church, creating a contagious church culture
8. To cultivate a hunger in participants to receive the knowledge they do not yet have and ask people within the small group to pray for them and with them
9. To increase believing prayer and the “faith level” of all participants

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session's **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** a greater desire for a new church culture by embracing new knowledge, developing vision and building trust, **2)** making a positive change toward an improved church culture by intentionally taking positive steps forward, and **3)** practice believing prayer within the church.

Module 7 – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **19** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- Is this the first time you have read about or discussed the “culture” of your church? What are the things we do or ways we behave that affect our culture?
- Discuss the “three circles” of desire, resource and climate. Why do the authors contend it is the integration of all three that produce a contagious culture? What happens when only two of the three are present?
- The authors contend that the desire to develop God’s church is fueled with three things: knowledge, vision and trust. Do you agree with this? Why or why not?
- The authors state that people who gain knowledge have a deep desire for life-long learning. They have teachable spirits and are hungry to be taught, corrected and trained. What do you think are the factors that cause some people to be hungry to never stop learning, and others to just want the status quo and remain the same?
- Discuss these questions using the following scale: on a scale of 1 to 10, (1 being very low desire and 10 incredibly high desire) how much desire do you have to seek the knowledge you need for participating in a healthy, multiplying church? How great is your desire to be corrected and changed by Jesus? How much desire do you have to learn, to grow and to receive the knowledge you do not now have? Share your thoughts with someone else and ask them to pray for you and with you.

- What are the things that sabotage a healthy church culture? What is it within the church that can keep the church from fulfilling its missional/multiplying call?
- Where do you see some movement already happening in our local churches? Our district? Our region? What is necessary to multiply this?
- What steps need to be taken to begin creating a culture that will sustain and expand the missional/multiplying call?
- The development of vision for a church follows our exposure to knowledge. If God had his full way and the church experienced incredible health, what would look different? What would be different? How would people think and act?
- If God moved in a great way and did “immeasurably more than we could ask or imagine” (Ephesians 3:20), how would we know it happened? If God supernaturally worked within our church and the culture was transformed, what would look different? What would be different?
- Read the section of the book on believing prayer. What are your thoughts? What did you read about, that was new? What stood out to you?
- How would you describe your current “faith level?” Like the disciples, do you need Jesus to increase your faith? What needs to change so that in your spirit you begin to believe and practice that with God, all things are possible?
- Have you ever attended or been part of a church where desire, resources and climate all came together in the church, which created a contagious church culture? If so, describe this church to the others in your group.

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience for future participants?**
- Final announcements, go over assigned requirements for “**Next Steps**,” confirm time and meeting place for the next session, closing prayer.

NEXT STEPS: WHERE DO WE GO FROM HERE?

Reading: Colossians 1:29; 2 Timothy 1:6; Philippians 2:13; 1 Thessalonians 5:24; 2 Kings 20:12-19; James 1:22
“Fueling the Nazarene Movement with Love” – Chapter 7, pp 132-137
Small Group Action Guide – Next Steps

Words to Understand: church systems & training, (i.e. evangelism system, leader development system), shared vision, vision description, church development systems, Church Development Plan, passion, spiritual planning, Reproduction Plan

Session Results:

1. To encourage participants to write down “next steps” they will take in response to what the Holy Spirit has revealed to them during this study
2. To introduce participants to the HIGH importance of every church creating a church development plan that they continue to adjust as they move forward
3. To cultivate the belief that EVERY congregation can become a healthy, multiplying church (even though the forms the church may take will be different)
4. **All great learning sometimes dies for lack of execution.** These modules will not make an impact unless we establish clear “next steps” and have a plan to act on them. In this module we will explore tools that will help leaders put into practice the ideas we have talked about
5. To cultivate the belief that with God’s power, He can achieve through each participant the spiritual desires He is placing in their hearts
6. To cultivate the belief that there is someone, somewhere who will help you fulfill God’s vision and get your prayers answered and that everything can change in one day!
7. To cultivate in participants that “something within” that recognizes no such word as impossible and spiritual power that accepts no such reality as failure

Short Overview/Review

- It is important to have a clear understanding of each session (1 Corinthians 14:8)
- Facilitator reads and does a short overview the desired **Session Results**
- Facilitator reads and does a short review of this session’s **Behavioral Outcomes**

Behavioral Outcomes – Commit to: **1)** share your vision for the future in response to what you have learned in this group, **2)** identify the key church leaders you will work to make needed changes as you take your next steps, **3)** write down five goals you will implement in the coming twelve months, which should include **4)** completing and presenting a first-draft **Reproduction Plan (RP)** to the other small group members. The Reproduction Plan is part of every church’s **Church Development Plan** and would include **a)** completing a church leadership audit, **b)** putting a regular “leadership community” gathering on the church calendar and **c)** identifying an under-reached community or cultural group where you plan to start a new ministry or church-type mission.

Next Steps – Group Participation / Questions:

- What did the Holy Spirit teach you or remind you of (**John 14:26**) in your reading this week? Specific things from the Scriptures? Anything related to church development? Anything related to the Behavioral Outcomes you are thinking about or acting on?
- Facilitator asks, “Have each of you prepared by completing all of the assigned readings and going through this week’s section of the Action Guide?”
- Facilitator reads the **10** words or phrases in this week’s “**Words to Understand**” section and makes brief comments on any word small group participants have never heard or find difficult to define.
- Read through the section entitled, “Linking Passion with Planning.” What stood out to you? What was new to you, that you had never heard before? What did you learn about the importance of writing out a plan?
- Have you ever participated in developing a vision description for the future of a church? If so, share your experience.
- What spiritual desires has God begun placing in your heart for the future of His church?
- We believe every congregation can become healthy and multiplying (even in different forms and life stages of a church). What do you think about this belief? Do you think this is possible? Why?
- In your past, share an experience where God sent someone (or multiple people) across your path as an answer to prayer, who helped you do what you couldn’t do by yourself.
- Why should leaders always think and act long-term? What is your understanding of a “church development plan?” Have you ever created or been part of writing one? What do you think a church development plan should have in it?
- Have each participant share their “next steps”: **1)** their vision for the future in response to what they have learned in this group, **2)** identify the key church leaders they will work to make needed changes as they take their next steps and **3)** their written five goals they will implement in the coming twelve months.
- Ask each participant to also present their first-draft **Reproduction Plan (RP)** to the other small group members. The Reproduction Plan is part of every church’s **Church Development Plan** and includes **a)** completing a church leadership audit, **b)** putting a regular “leadership community” gathering on the church calendar and **c)** identifying an under-reached community or cultural group where you plan to start a new ministry or church-type mission.

- As you conclude this small group, is there anything Jesus whispered to you that he wants you to think about? To reflect on? What future group or members of your next small group could you be in to share your spiritual learning with?
- Reflect on the next steps Jesus wants you to take. Now that you have a beginning understanding of the issues involved in building a contagious church culture, what is Jesus saying to you? What practical steps can you take to make the church where you serve a place that becomes “contagious”? Pray about this. Our prayers are with you as well. We are thankful for your love for the church. Wonderful days are ahead!

Wrap Up:

- Facilitator leads the time of sharing requests and prayer.
- Pause for a moment to think about future small group participants, multiple languages, cultures, settings, etc. **How would you improve this session of the small group experience** for future participants?
- Final announcements, go over assigned requirements for the days ahead. Confirm any follow-up times, meeting places for any future accountability to one another, closing prayer.