



MADE FOR MORE

VISUAL GUIDE

by Todd Wilson and Larry Walkemeyer

with Rob Wegner

A Made for More Resource

Made for More Visual Guide

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Exponential is a growing movement of activists committed to the multiplication of healthy new churches. Exponential Resources spotlights actionable principles, ideas and solutions for the accelerated multiplication of healthy, reproducing faith communities. For more information, visit www.exponential.org

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**THE CHURCH
IS THE
MOST EFFECTIVE
VOLUNTEER
MOBILIZER
ON THE
PLANET!**



**Assign a minimum
hourly wage rate
to these hours,
and the church
becomes one of the
largest economies
in the world.**

**BUT, TO WHAT END
AND FOR WHAT PURPOSE?**

**THERE'S
SOMETHING
ABOUT THIS
WHOLE
VOLUNTEER
SYSTEM THAT
FEELS OFF**

FILLING SLOTS

**SOUND
FAMILIAR?**

NEED... TO FILL

"I need to fill this slot before Sunday!"

N.A.G.

ACCOST... A MEMBER

"I need you to do this for Jesus!"

GUILT... USED LIBERALLY

"If you don't, lost people will go to hell!"

Deep down, you know there's a better way, but your current paradigm is holding you captive. Your approach is not optimized to mobilize God's people, God's way!



**THE PEOPLE
OF GOD
WERE MADE
FOR MORE!**

**SO MUCH
MORE!**

Your discontent and the unease of those you lead, screams out that the church and its people are designed and Made for More. The pent-up, latent capacity of Christians who've never discovered and engaged their unique purpose and calling represents an unstoppable movement for good.



I have come that
they may have life,
and have it **more**
abundantly

~Jesus



THE PROMISE

more abundantly defn: 1. exceeding a measure or need; more than is necessary; to be filled beyond measure; filled to overflowing or to the fullest measure;

We are inspired by the promise of living more abundantly and yet it's an elusive pursuit for most people. Our aspirations fall short of life's realities producing the deep longing for more that most people experience.



TAKING HOLD

We can “have” life and easily take it for granted. To take hold of life more abundantly requires an **active** posture.

**ARE YOU HELPING PEOPLE DISCOVER
AND TAKE HOLD OF THEIR UNIQUE
PERSONAL CALLING?**



The thief comes only to steal and kill and destroy;
~ Jesus

THE THIEF


The thief's role is active. He whispers lies into our minds to keep us from discovering and engaging our unique calling.

"What can you contribute? You don't have special talents."

"You're too busy...some day you'll have more time to pursue more joyful living."

"You're stuck for now...too many responsibilities and financial commitments. Wait for retirement."

**SAME THIEF.
RECYCLED LIES.
SEPARATION.**



**THE BIBLE
TELLS OF
THREE
PROFOUND
LOSSES
CAUSED BY
THE THIEF'S
DECEPTIONS...**

FIRST LOSS

BE

1

A LOSS OF IDENTITY AND RELATIONSHIP

Our core sense of being is altered and our disconnection from God causes a shift in our understanding of identity. We are left with an identity crisis that wreaks havoc and produces unhealthy desires.

**WE ARE LEFT ASKING:
“WHO AM I CREATED TO BE?”**

SECOND LOSS

DO

2

A LOSS OF PURPOSE AND MISSION

Before the thief's deception introduced sin into the world, work was joyful and full of meaning.

As a consequence of sin, work became toil.

Instead of our activity flowing seamlessly from our life with God, it took a different turn. We lost the joy God intended for us to experience in work.

**WE ARE LEFT ASKING:
“WHAT AM I MADE TO DO?”**

THIRD LOSS

GO

3

A LOSS OF PLACE AND POSITION

The curse was moving day, and it wasn't good. We became captive to time and isolated from eternity with God. The joy of the perfect environment gave way to an environment that was physically and spiritually hostile.

**WE ARE LEFT ASKING:
“WHERE DO I FIT?”**

FROM THE OUTSIDE IN

The thief is a master at shifting our contentment in God to an elusive pursuit of accumulating, conquering, and attaining things that will not see eternity.

His lies always work from the outside in. He promises change through success and power. The very longing for more that is designed as a beacon to call us to God becomes misused as a drive for conquering and pursuing our own immortality and legacy through worldly objects and desires.



Our script changed from a Kingdom of God centered life to a Kingdom of Me centered life.

Until we see through the lens of eternity with a new scorecard, we will remain separated from the more abundant life we were meant to live!

**GOD WORKS FROM THE INSIDE OUT,
CALLING US TO HIMSELF.**

CALLING

Calling is God's longing for us to be in eternal relationship with him, as his children. In **BEing** his children He calls us to honor Him in all we **DO** and wherever we **GO!**

FIND THE CLUES

Discovering our calling is a journey that takes time. Most of us will not wake up one day and know our calling with crystal clarity. Instead we must maintain a posture of learning and discovering, seeing each day as an opportunity to discern new clues about our personal calling.



We must have the discipline of a private investigator looking for clues.

The clues are scattered throughout our past and shed light on God's unique workmanship and his divine plans for our future. We must look for them with intentionality, integrate them, and learn from them just as an investigator looks for clues.

**OUR JOURNEY OF DISCOVERY
WILL BE MORE EFFECTIVE
IF WE SEE THE CLUES THROUGH A
LENS OF BIBLICAL TRUTHS
ABOUT CALLING...**

PERSONAL MANIFESTO I CLAIM THESE TRUTHS

- 1** *I WILL* first believe that God has a calling and purpose for my life and trust deeply the author of my story. *I WILL* actively engage in finding the clues embedded in my story.
- 2** *I WILL* step forward in faith, trusting deeply that God has written a unique script for me. *I WILL* step forward in faith even when I cannot see clearly.
- 3** *I WILL* see my primary legacy and significance through the lens of eternity and a restored relationship with God to discover my calling. *I WILL* abandon the earthbound Kingdom of me to willingly serve in the eternal Kingdom of God.
- 4** *I WILL* put the lordship of Jesus at the center of my life. *I WILL* shift from pursuing fame in my own strength to allowing the fullness of Jesus to move in me and through me to others. I will submit daily to the lordship of Jesus.

PERSONAL MANIFESTO I CLAIM THESE TRUTHS

5 *I WILL* redefine success in the context of the church's mission. *I WILL* embrace my personal calling as God's unique equipping to play my part in this mission. *I WILL* also devote myself to living in common as a family member in a healthy, local community of faith, to carry the fullness of Jesus into every corner of society.

6 *I WILL* take personal responsibility for the unique role Jesus gives me. The journey will lead me to discover and engage my unique calling, never delegating my role to others.

7 To embrace calling, *I WILL* continually strive to submit to the guidance and power of the Holy Spirit, trusting him to reveal the unique clues of my personal calling. *I WILL* shift from reliance on my own power and strength to reliance on the wisdom, power, and leading of the Holy Spirit.

THREE QUESTIONS OF PURPOSE

We have three profound questions to solve as we pursue our unique calling. These are questions the people you lead are already asking and are at the heart of their restlessness and desire to find their calling.

1 **Who am I created to BE?**
> a design or identity question

2 **What am I created to DO?**
> a purpose or mission question

3 **Where am I created to GO?**
> a compatibility or position question

The answers to these BE - DO - GO questions represent our unique sweet spot of calling. The longing of our heart to respond to and lean into our calling screams out to us through these questions; questions that reflect the natural elements of our sweet spot.

NATURAL SWEET SPOTS

Our physical world reveals thousands of sweet spots. They are a natural part of God's creation. Rooms have acoustic sweet spots, gun scopes have sweet spots, and musical instruments and sports equipment have sweet spots.

With sweet spots, the effort applied appears natural, smooth, and frictionless. There is a joy, a harmony, and a fruitfulness of impact amidst a properly functioning sweet spot.

Every sweet spot in nature involves a design, a purpose, and a position.

Calling is a sacred whisper from God. He calls us to himself and sends us to others. His handiwork in our unique design is part of that mysterious whisper. Like the pattern He established in his creation of the world, we are each uniquely and individually made with a sweet spot. These sweet spots are inseparable from our calling to and from God.

MY SWEET SPOT

In diagnosing the health of a sweet spot, we would ask, “Is it positioned correctly, doing what it’s designed to do, and producing the results intended by its creator?”

It’s no accident that these three elements line up perfectly with the three questions we must answer to find our unique sweet spot of calling!

This begs the question:

**Am I positioned correctly,
doing what I’m designed to do,
and producing the fruit
intended by my Creator?**

**AM I LIVING IN HIS
SWEET SPOT FOR MY LIFE?**



For we are His workmanship,
created in Christ Jesus
for good works, which
God prepared beforehand
that we should walk in
them. ~Ephesians 2:10

**SEE THE ELEMENTS
OF SWEET SPOT?**



DESIGN, PURPOSE AND POSITION

Just as nature shows us that every sweet spot exhibits a design, a purpose, and a positioning, we see these elements in Ephesians 2:10.

BE

DESIGN: We are created by His workmanship with a custom design that uniquely shapes our sweet spot. We are a masterpiece at the work of His hands, and because we are created in His image, our unique design is a reflection of Him to the world. We are called to be stewards of what He's uniquely given each of us.

Who we are created to BE is about our unique identity.

DO

PURPOSE: We are created for unique good works prepared and planned by God. We yield and surrender to His purposes. He is the potter, and we are the clay. Our good works, prepared by God, are part of His larger epic plans for redeeming mankind. Just as our lives are like puzzles with many pieces, our lives are one piece of God's larger purpose.

What we were made to DO is about our unique mission.

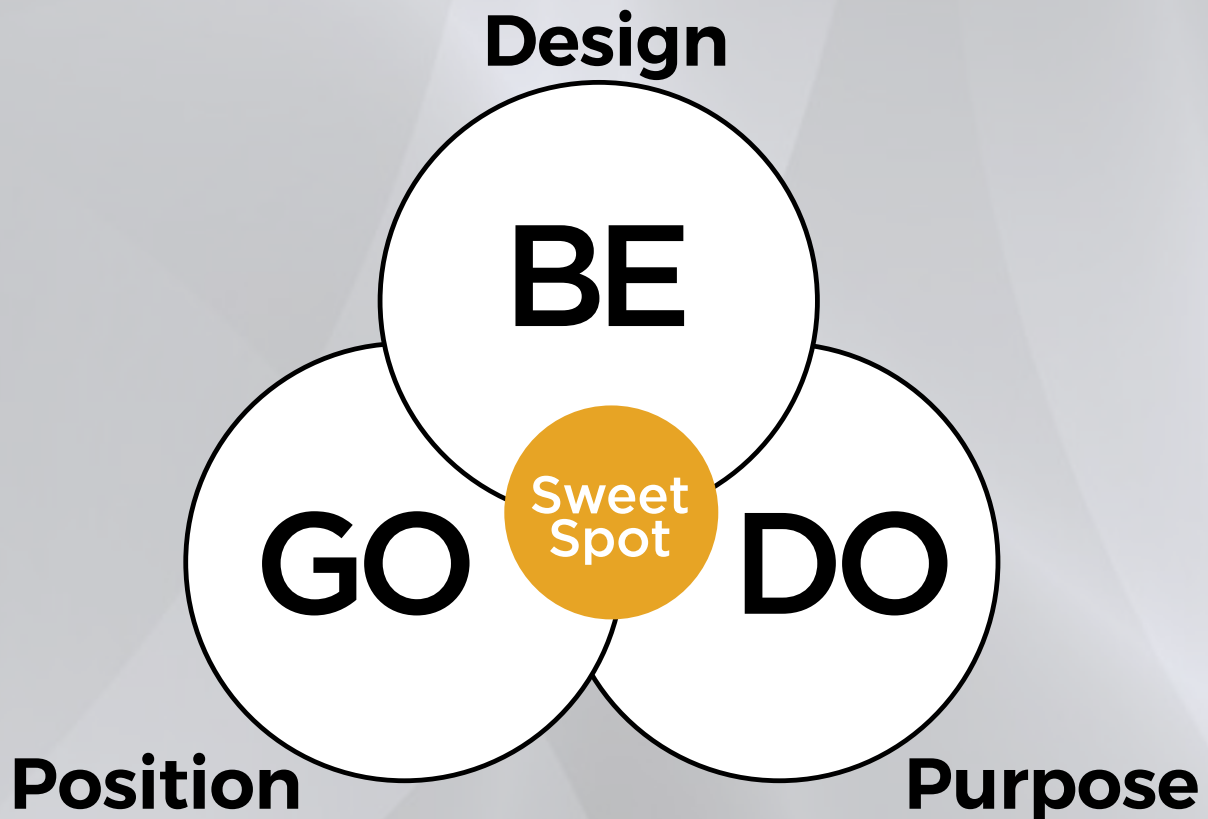
GO

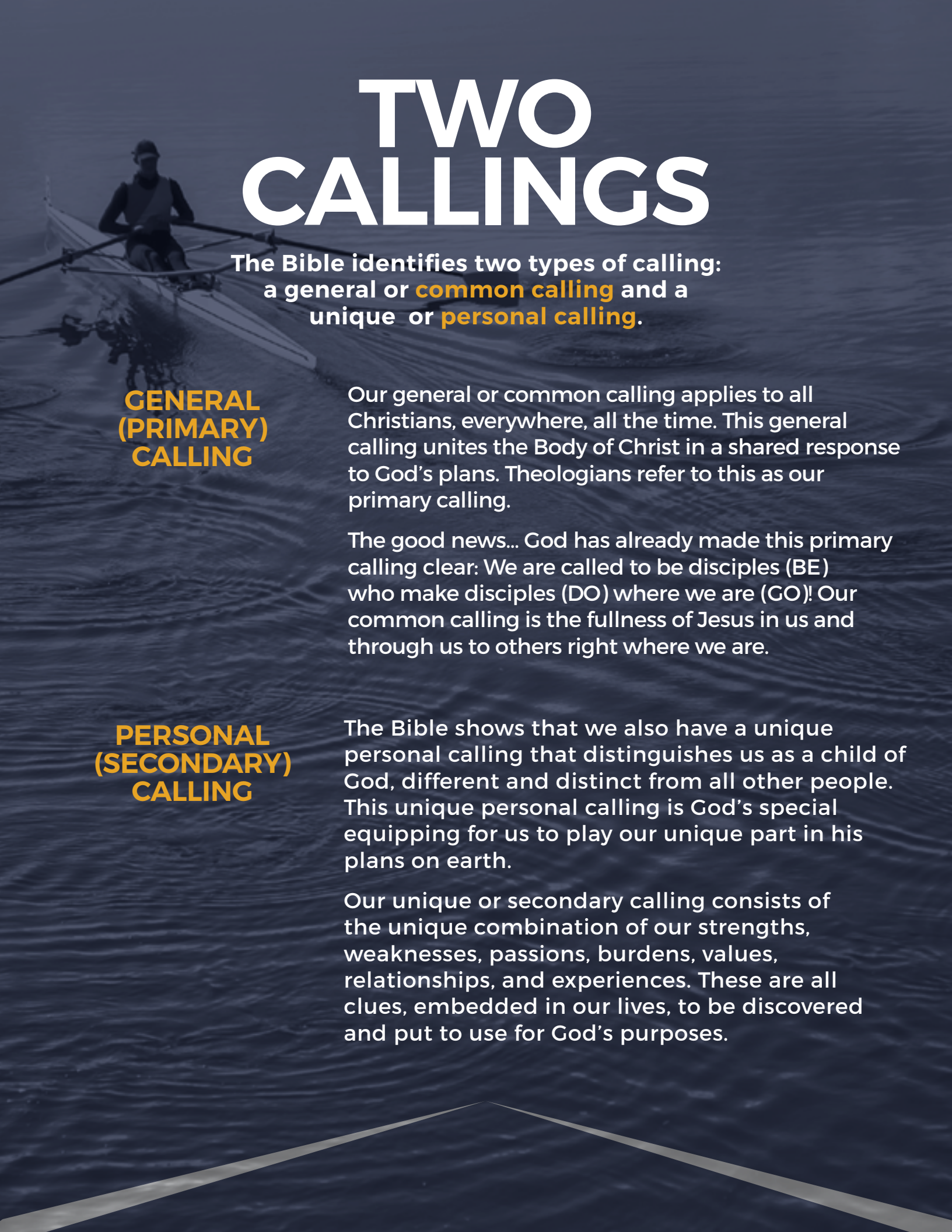
POSITION: He intends for us to use our unique design in the specific good works He's prepared for each of us. "That we should walk in them" is a call to action in specific places.

Where we are to GO is about our unique position.

INTEGRATION

Our sweet spot of calling is found at the intersection of our unique identity (BE), the good works he calls us to accomplish (DO), and the place we are called to do it (GO).





TWO CALLINGS

The Bible identifies two types of calling: a general or **common calling** and a unique or **personal calling**.

GENERAL (PRIMARY) CALLING

Our general or common calling applies to all Christians, everywhere, all the time. This general calling unites the Body of Christ in a shared response to God's plans. Theologians refer to this as our primary calling.

The good news... God has already made this primary calling clear: We are called to be disciples (BE) who make disciples (DO) where we are (GO)! Our common calling is the fullness of Jesus in us and through us to others right where we are.

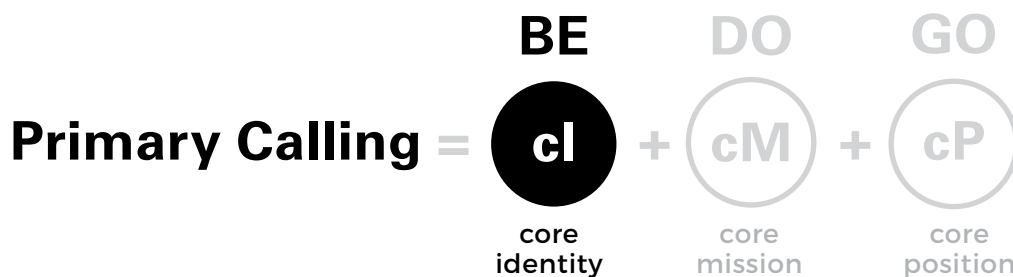
PERSONAL (SECONDARY) CALLING

The Bible shows that we also have a unique personal calling that distinguishes us as a child of God, different and distinct from all other people. This unique personal calling is God's special equipping for us to play our unique part in his plans on earth.

Our unique or secondary calling consists of the unique combination of our strengths, weaknesses, passions, burdens, values, relationships, and experiences. These are all clues, embedded in our lives, to be discovered and put to use for God's purposes.

MY CORE IDENTITY

WHO AM I CREATED TO BE?



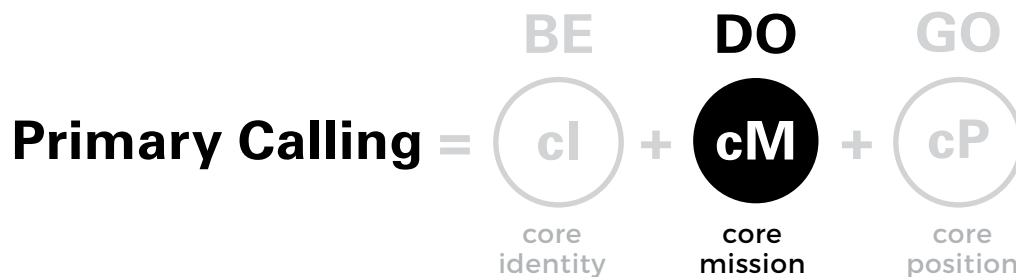
Our core identity (cl), common to all Christians, is to be a child of God and a disciple of Jesus.

Unlike other titles and roles such as husband, wife, boss, engineer, and coach that are temporary, the role of child of God is permanent and transcends this life into eternity. We are called to be healthy, functioning children in God's family. The BE element of primary calling seeks first to have the fullness of Jesus in us and to become more like him.

We are to BE DISCIPLES of Jesus.

MY CORE MISSION

WHAT AM I CREATED TO DO?



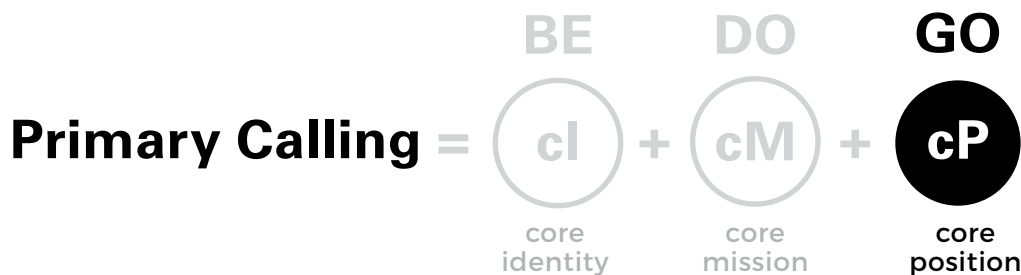
**Our core mission
(cM), common to all
Christians, is to make
disciples.**

We are to carry the fullness of Jesus to others so that they will be drawn to him. We are to be witnesses of his love that others may be drawn to him and become disciples. In our primary or general calling, we are to MAKE DISICPLES. This is what we are called to DO!

It's for this purpose that God uniquely equips us to play our role in his mission for the church. We are the conduits for carrying the fullness of Jesus into every crack and cranny of society.

MY CORE POSITION

WHERE AM I CREATED TO GO?



**Our core position
(cP), common to all
Christians, is the
opportunities right
where we are.**

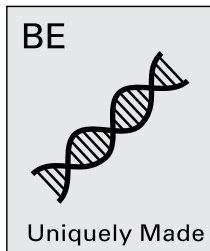
Where am I created to go? It's a question about positioning.

In our restlessness to "go" we must first look at our stewardship of what's been given to us where we are. We need to be a disciple who makes disciples here and now. There is no elusive tomorrow in some yet to be determined foreign land. Faithfulness to our calling begins with being a good steward of the opportunities every day, where we are.

He might call you to radically change your lifestyle or your expected level of comfort for the sake of where He is leading you. And the destination may be right where you are or it might not be completely clear yet. The amazing thing is that not only is He preparing you internally to fit His plan, He is also working out the external place you will serve as well.

PRIMARY CALLING

**GOOD NEWS! GOD'S ALREADY REVEALED TO US
OUR PRIMARY CALLING.**



IDENTITY/DESIGN

**I am a disciple of Jesus,
seeking to have his fullness
maturing in me**

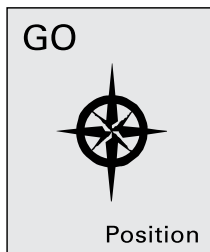
BE



MISSION/PURPOSE

**who carries the fullness
of Jesus to others**

DO



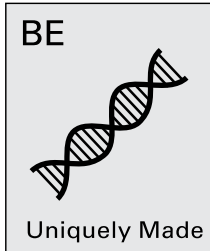
MISSION FIELD/POSITION

**making disciples
where I am!**

GO

**OUR SECONDARY OR UNIQUE CALLING
ONLY FINDS MEANING AND SIGNIFICANCE IN
SUPPORTING OUR PRIMARY CALLING**

SECONDARY CALLING



IDENTITY/DESIGN

I am uniquely made

BE



MISSION/PURPOSE

to do good works and deeds

DO



MISSION FIELD/POSITION

where I can be most effective.

GO

UNLIKE OUR PRIMARY OR GENERAL CALLING WHICH HAS ALREADY BEEN REVEALED TO US, FINDING OUR UNIQUE PERSONAL CALLING IS A MORE ENTREPRENEURIAL JOURNEY.

OUR PERSONAL CALLING IS GOD'S UNIQUE HANDIWORK IN OUR LIVES, TO EQUIP US TO PLAY OUR UNIQUE ROLE IN HIS MISSION HERE ON EARTH.

A person with a large backpack is hiking on a trail. The image is split into two horizontal sections. The top section has a dark blue overlay with white and yellow text. The bottom section shows the hiker in a field of tall grass, with a white and grey geometric shape at the bottom.

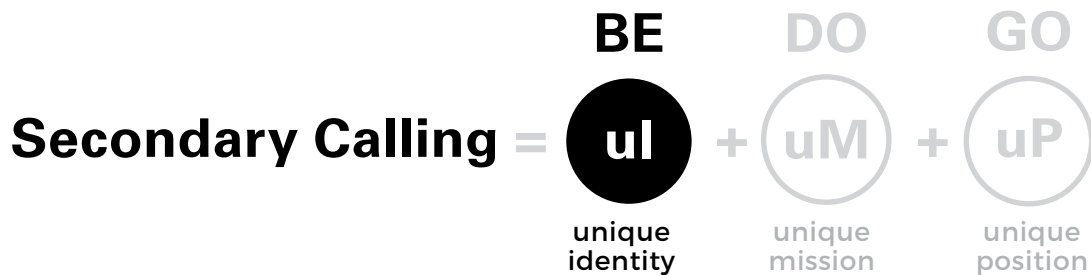
**LIKE MOST GREAT
ADVENTURES,
THE JOURNEY IS NOT
PROSCRIPTIVE
OR DIRECTIVE.**

“Calling is generally entrepreneurial. In most areas of life, we do not hear God’s voice or see any vision from God. Like the servants in the parable of the talents, we go about the Master’s business, seeking to multiply and maximize the talents he has entrusted to us.”

Os Guinness, author of The Call

MY UNIQUE IDENTITY

WHO AM I UNIQUELY CREATED TO BE?



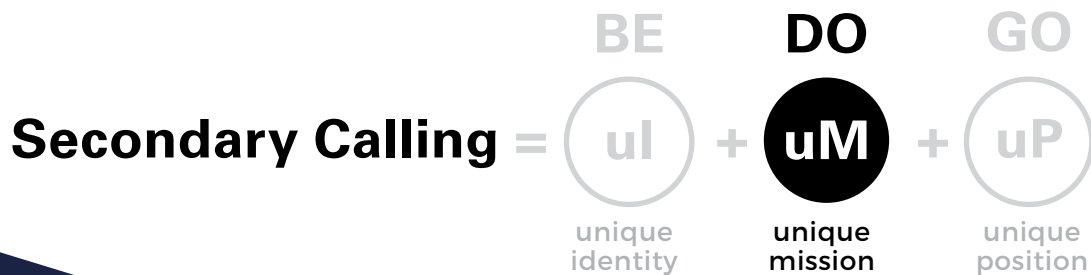
**Our unique
identity (ul) is our
unique design that
distinguishes us from
God's other children.**

Our secondary or unique personal calling, is a question of identity. At my core and in my deepest, truest self, who am I? Who has God fashioned me to be uniquely? How does the essence of who I am inform the nature of calling? I am **UNIQUELY MADE (BE)**.

Our uniqueness is a gift from Jesus that transcends all domains of life (home, work, church, community, etc.). The Bible says that Jesus gave some to be apostles (entrepreneurs), some prophets (truth-bearers), some evangelists, some shepherds (caretakers), and some to be teachers.

MY UNIQUE MISSION

WHAT AM I UNIQUELY CREATED TO DO?



Our unique mission (uM) is the unique purpose assigned to us by God that produces unique good works and deeds in our lives.

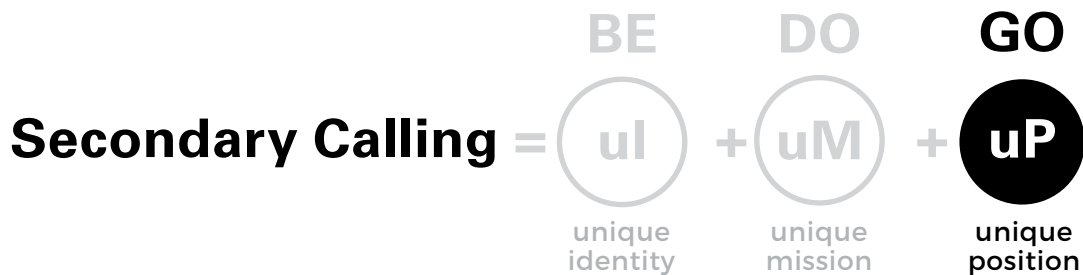
The overflow of Jesus' love for us prompts us to love other people through our good works and deeds. But what good works should I focus on?

Our unique identity along with our unique passions and burdens helps shape and inform our unique mission.

Our unique mission may be a single theme for most of our lives or a portfolio of many different themes. Regardless of our unique mission, it gives us a context for connecting with and serving people in the mission field of our primary calling to make disciples.

MY UNIQUE POSITION

WHERE AM I UNIQUELY CREATED TO GO?



**Our unique position
(uP) is the context
where we can be
most effective.**

Our unique personal calling prompts us not just to serve where we are, but to be willing to reposition ourselves to go **WHERE WE CAN BE MOST EFFECTIVE.**

Our environment and context are a multifaceted consideration related to calling.


Our unique identity and unique mission help shape and inform our unique position. Our personal values, natural rhythms, and natural roles also play a key part in discerning our best fit.

**IMAGINE
THE IMPACT
OF RELEASING
A MOVEMENT
OF PEOPLE...**

**MOBILIZED
IN GOD'S UNIQUE
CALLING FOR
THEIR LIVES!**



**SO,
WHAT'S
HOLDING
US
BACK?**



**WE ARE
NOT PUTTING
RELATIONAL
DISCIPLE MAKING
JESUS' WAY
AS THE CORE
PURPOSE
OF CHURCH.**

THE CONSEQUENCES?

We don't champion the primary calling of individuals to be disciples who make disciples where they are.

→ **We embrace addition and accumulation based measures of success instead of mobilization and multiplication.**

→ **We take a pragmatic approach that values "Come, See and Stay" (accumulation) vs. Be, Do and Go.**

But that's not all...

CONSEQUENTLY

We see individuals as volunteers to fuel our programs and to serve our purposes rather than as everyday missionaries with everyday mission fields where they work, live and play to accomplish God's purposes.

We end up with operating systems characterized by “we can do it, you can help” rather than “you can do it, we can help.”

AS A RESULT...

WE DON'T EQUIP INDIVIDUALS TO DISCOVER AND LIVE INTO THEIR UNIQUE SECONDARY CALLING.



Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things.

~Matthew 25:21

Faithful with little, faithful with much

RELEASING THE **COLLECTIVE**
IMPACT OF THE CALLINGS
OF GOD'S PEOPLE IS A
HUGE **STEWARDSHIP ISSUE**
FOR CHURCH LEADERS!



**MOBILIZATION
IS THE BRIDGE
BETWEEN
DISCIPLE
MAKING AND
MULTIPLICATION
MOVEMENTS!**

[mobilize defn: 1. prepare and organize for active service 2. make something movable or capable of movement.]

Every believer and every church was “made for more”; made to be “mobilized”, made for “active service” in moving the kingdom of God forward in the world; made to help multiply disciple making and churches.

With less than 1% of churches ever multiplying, we have a serious mobilization problem.



**OUR
MOBILIZATION
PROBLEM...**

**STARTS IN THE
HEARTS
AND MINDS
OF CHURCH
LEADERS!**

- **Our accumulation based operating systems must change**
- **Our personal and church scorecards of success must change**
- **Our programmatic approach to adding disciples must be replaced with Jesus' style of relational disciple making**

**LEADERS
MUST SHIFT
FROM A BIAS OF
“WE CAN DO IT,
YOU CAN HELP”
TO ONE OF
“YOU CAN DO IT,
HOW CAN WE
HELP?”**

EPHESIANS

CREATING
A **CULTURE** OF
MOBILIZATION

PAUL'S LETTER TO THE
CHURCH IN EPHESUS
REVEALS TRUTHS WE NEED
TO EMBRACE **AND SHIFTS**
WE NEED TO MAKE.

EPHESIANS 1

**WE NEED TO
EMBRACE THE TRUTH
AND MYSTERY THAT...**

**THE FULLNESS
OF JESUS
CAN FILL
EVERY CORNER
OF SOCIETY
THROUGH
THE CHURCH.**

Truth 1



And God placed all things under his feet and appointed Him to be head over everything for the church, which is his body, the fullness of him who fills everything in every way.

~ Ephesians 1:22-23

The church is made for MORE!

Only Jesus can fill everything in every way.

He chose the church and his followers to be his ambassadors to carry His fullness into every crack and cranny of society!

A core commitment of every local church is to continually illuminate this mystery: Jesus is More.

Therefore, the Church is Made for More.

The Church is chosen by Jesus to express His fullness into every corner of culture and into every sphere of society.

Truth 1

MAKING IT PERSONAL

Jesus is MORE.

The **“We Can Do It. You Can Help.”** operating system for mobilization is characterized by:

- We illuminate the fullness of Jesus in our worship services. You can volunteer to help us or attend a service.
- We deepen your understanding of Jesus and proclaim the Gospel by providing great teachers and curriculum. You can come receive this wonderful teaching and bring a friend.
- The primary place to illuminate the Mystery of More is at the building through programs and events. The bias of our church is “Come and do!”

The **“You Can Do It. We Can Help.”** operating system is characterized by:

- As a disciple of Jesus, you will illuminate the fullness of Jesus in a lifestyle of worship and mission where you live, work, study and play. We will help equip you.
- You will live in the Lordship of Jesus by gospeling yourself daily in every area of your life. By so doing, you will be ready to gospel others where they live, work, study and play. We will help equip you.
- The primary place to illuminate the Mystery of More is in every corner of culture and every sphere of society by mobilizing all the people of God to reveal the fullness of Jesus there. The direction of our church is “Go and Be!”

FROM...

TO...

SHIFT 1

We must shift our culture from more effort to **more Jesus.**

More **EFFORT** means...

- Merely human effort producing merely human result.
- An over dependence upon human charisma, human stamina, human ingenuity and titles/rank.
- Perfunctory prayer at the beginning or end of the meeting.
- The gospel is shared “occasionally” with an altar call on the weekend.
- Mobilization is striving to find enough volunteers to fill the service slots to keep things running.

More **JESUS** means...

- To start by working from a place of rest in the gospel and identity in Christ.
- To practice a radical dependence on the Spirit. We begin from a place of deep listening and response to the Spirit of God within us and among us. We long to be Spirit-led and Spirit-empowered. Naturally supernatural is the new normal.
- To pray without ceasing. We only go forward as fast as we can on our knees.
- The gospel is shared every day, first with ourselves, and then, with others.
- Mobilization is helping people discover their unique calling and equipping them as everyday missionaries where they live, work and play.

EPHESIANS 2

**WE NEED TO
EMBRACE THE
TRUTH THAT..**

**EVERY FOLLOWER
OF JESUS IS A
MASTERPIECE WORK
OF GOD WITH A
GENERAL CALLING
AND A
UNIQUE CALLING.**

Truth 2



For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

~ Ephesians 2:10

The church is made to BE more!

Every disciple is a unique, handcrafted-by-God vessel for expressing the fullness of Jesus into every corner of culture and into every sphere of society.

A core commitment of the local church is to help disciples investigate their masterpiece: their personal calling to a one-of-a-kind Masterpiece Mission for More.

Truth 2

MAKING IT PERSONAL

The church is made to BE more.

The **“We Can Do It. You Can Help.”** operating system for mobilization is characterized by:

- We help disciples Investigate their Design, so they can find a volunteer opportunity that intersects their God-given gifts, passions and story.
- First of all, the Ministry of the Church includes a wide-range of programs for people to participate in.
- The primary place for ministry is at our building or the locations of other organizations we partner with through programs and events. The direction of our church is “Come, join us!”

The **“You Can Do It. We Can Help.”** operating system is characterized by:

- As a disciple of Jesus, you will investigate your unique Design, so you can discover your one-of-a-kind Masterpiece Mission. We will equip and help you.
- First of all, the Ministry of the Church is all the people of God activated in their unique Masterpiece Missions, revealing the fullness of Jesus.
- The primary place for ministry is in every corner of culture and every sphere of society. The direction of our church is “Go and be!”

FROM...

TO...

SHIFT 2

We must shift our culture from seeing people as volunteers to seeing them as **unique masterpieces with a mission.**

More **VOLUNTEER** means...

- Ministry equals volunteerism a few hours a month.
- Engaging ministry requires people to join a program of the local church or partner organization.
- Seeing the people as a means to an end to run the programs of the church and in so doing, fulfill “the vision” of “the church” that is defined corporately by a few.

More **MASTERPIECE** means...

- Ministry equals all of life and happens mostly where we live, work, learn and play.
- Engaging ministry requires everyone to be a disciple who makes disciples first; and secondly, it requires disciples to fulfill their personal calling.
- Seeing the staff as the means to equip the people to discover their personal calling and deploying them to the best places for that calling.

EPHESIANS 3

**WE NEED TO
EMBRACE THE
TRUTH THAT...**

**OUR PRIMARY
MOTIVATION
FOR MOBILIZATION
IS LOVE!**

Truth 3



I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge - that you may be filled to the measure of all the fullness of God. Now to Him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

~ Ephesians 3:16-21

The church is made to LOVE more!

His love is the only sufficient motivation for our mission to More.

Primary (General) Calling

To express the fullness of Jesus to others, we must have the fullness of Jesus in us. We grow in this fullness by being disciples ourselves (BE), who make disciples of others (DO), wherever we go (GO). This is the primary (general) calling all disciples have in common.

Secondary (Unique) Calling

Our personal (unique) calling, on the other hand, distinguishes us from all other disciples. The personal calling ONLY finds its significance within the context of our primary calling to be disciples, who make disciples, wherever we go.

Truth 3

MAKING IT PERSONAL

The church is made to LOVE more.

The **“We Can Do It. You Can Help.”** operating system for mobilization is characterized by:

- We motivate by expressing needs with urgency and asking people to “make a difference”.
- We have a strong emphasis on DO and GO.
- We equip disciples to flow in the Great Commission.

The **“You Can Do It. We Can Help.”** operating system is characterized by:

- We motivate by first helping people understand how loved they are in Christ - that He has already “made the difference” they most need.
- We have a strong emphasis on BE, DO and GO.
- We equip disciples to flow in the Great Commission by understanding both their general (primary) calling to the Great Commission and their secondary (personal) calling to reveal the fullness of Jesus in every corner of culture and every sphere of society.

FROM...

TO...

LOVE

SHIFT 3

We must shift our culture from more guilt to **more love.**

More **GUILT** means...

- The staff continually needs to “pump” people up to fill the necessary slots.
- The people feel that ministry is something they “should” do. Once a year, we do a big campaign to recruit people.
- Seasonal burnout of volunteers is the norm. The burnout is not addressed proactively through spiritual formation as the priority. Rather, it is addressed reactively by telling people to take a break; and then, a new volunteer is sought out to take their place.

More **LOVE** means...

- Our first concern as leaders is that we are abiding in the presence of Jesus and resting in His love. Our first concern for those we lead is to equip them to know HOW TO abide in Jesus.
- The people feel that ministry is the natural overflow of their life with Jesus, and it’s the highest honor to join Jesus on His mission where they live, work, learn and play. People are constantly taking new steps in ministry without the need for big external pressure.
- We practice daily, weekly and annual rhythms of work and rest that keep us in sync with God’s design for us, embodied in the life of Jesus.

EPHESIANS 4

**WE NEED TO
EMBRACE THE
TRUTH THAT...**

**OUR
ORGANIZATIONAL
STRUCTURES
SHOULD EQUIP AND
DEPLOY EVERYDAY
MISSIONARIES.**

Truth 4



So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. Instead, speaking the truth in love, we will grow to become in every respect the mature body of Him who is the head, that is, Christ. From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

~ Ephesians 4:11-16

The church is made to DO more!

Jesus has provided a mosaic of unique gifts.

Regardless of our theology on specific gifts, we are wise to at least consider the pragmatic wisdom in the strengths represented within the functions of gifts mentioned in describing the church and its people. We must see the unique roles within the gifts given by Jesus as important considerations when designing the organizing systems of the church lest we miss key functions he intended.

Truth 4

SHIFT 4

We must shift our culture from professional clergy doing the work of ministry to equipping and deploying everyday missionaries on mission.

More **HIERARCHY** means...

- The pastors and staff lead and define most of the ministry, and the members support that work.
- New “ministries” of the church always have to “go up the chain” before anything can be done.
- The staff is evaluated by how effective their ministry is.

More **MISSIONARIES** means...

- All members see their lives, where they live, work, learn and play, as their main ministry. In addition, they are excited to contribute to the shared ministry of the church through centralized programs.
- Members are launching new ministry initiatives all the time without expectation that “the church” will do it for them, pay for it or centralize it.
- The staff is evaluated by how effectively they are equipping others in their ministry to the body and their mission in the world.

EPHESIANS 5

**WE NEED TO
EMBRACE THE
TRUTH THAT...**

**OUR PRIMARY
MISSION FIELDS
ARE OUTSIDE THE
WALLS OF THE
CHURCH.**

Truth 5



*For you were once darkness, but now you are light in the Lord. Live as children of light... This is why it is said: “Wake up, sleeper, rise from the dead, and Christ will shine on you.” Be very careful, then, how you live - not as unwise but as wise, **making the most of every opportunity**, because the days are evil. Therefore, do not be foolish, but understand what the Lord’s will is.*

~ Ephesians 5:8-17

The church is made to GO more!

Mission begins by expressing the fullness of Jesus where we live, work, study, and play.

The people of God have already been sent and placed strategically by Jesus. Mission begins by expressing the fullness of Jesus where we live, work, study, and play.

Our “GO” is to embrace our mission field and “make the most of every opportunity” to express the FULLNESS of Jesus to others.

Every disciple is a missionary with a unique mission field, their mosaic of mission. All those overlapping mosaics of mission are Jesus’ plan to express His fullness into every corner of culture and into every sphere of society. Each mosaic significantly extends the “footprint of fullness.”

Truth 5

MAKING IT PERSONAL

The church is made to GO more.

The **“We Can Do It. You Can Help.”** operating system for mobilization is characterized by:

- We aggressively attempt to activate all the people into the programs of the church.
- We sound the wake-up call for missional opportunities like short term mission trips and service in the inner city.
- We make heroes of our volunteers and tell their stories publicly.
- We try to make it as easy as possible for people to take a step toward ministry and mission.

The **“You Can Do It. We Can Help.”** operating system is characterized by:

- We aggressively attempt to activate all the people into every corner of culture and every sphere of society.
- We sound the wake-up call to a missionary identity where we live, work, study and play.
- We make heroes of people living out their personal calling and tell their stories publicly.
- We recognize that we can't save people from the discomfort and sacrifice of a missionary lifestyle, so we equip them to count the cost, live in community and care for their souls.

FROM...

TO...

SHIFT 5

We must shift our culture from a program based “come and see” to a disciple making “go and be” approach.

More **PROGRAMS** means...

- We best reach the world with great centralized programs started and maintained by the organized church.
- We will have the greatest impact by making sure the pastors and professionals decide what is best when it comes to impacting the community.
- We trust our programs to yield excellence and impact! We are in control of the ministry.

More **MISSION FIELDS** means...

- We best reach the world by equipping great missionaries who start and maintain communities on mission addressing needs and making disciples in new contexts.
- We will have the greatest impact by allowing the Holy Spirit to lead people to what is best for the community to which He has sent them. This is encouraged and supported with coaching from their church leaders.
- We streamline centralized programs, but our greatest hope is not in the programs, but in the people of God released on mission in culture. We create discipleship pathways to that equips and releases people to live as missionaries, in their context where new ministry occurs that we don't control.

EPHESIANS 6

**WE NEED TO
EMBRACE THE
TRUTH THAT...**

**WE WILL FACE
SPIRITUAL
OPPOSITION WHEN
SEEKING TO
MOBILIZE GOD'S
PEOPLE, GOD'S WAY.**

Truth 6



“

Finally, be strong in the Lord and in His mighty power. Put on the full armor of God, so that you can take your stand against the devil's schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms.

~ Ephesians 6:10-12

The church is made to WIN more!

The Enemy will do everything possible to thwart God's plans for mobilizing His people, His way!

To win, we must consecrate ourselves for Jesus and His mission.

Individually, the enemy will attempt to hinder the fullness in us, restricting the expression of this fullness carried to others.

Corporately, when Paul speaks of “principalities and powers,” this is another way of saying systems of oppression influenced by the demonic.

Often these systems are operating INSIDE the church.

Truth 6

MAKING IT PERSONAL

The church is made to WIN more.

The **“You Can Do It. We Can Help.”** operating system is characterized by:

- We regularly declare and train our people to understand that the church is not a building; it's a body. The church is not driven by events but by an everyday mission in all of life. The church is not a program but the people of God. We recognize that language builds culture, so we are careful to communicate that “you can't go to Church, you can only be the Church.” We understand that accepting the “normal definition” of Church is actually giving ground to the enemy.
- We understand the clergy/laity divide is the perpetuation of the old covenant at best and the continuation of pagan thinking at worst. As elders and leaders in the church, we recognize our success is measured by how successfully we equip all the people of God to minister and be on mission.
- We understand the real battle in every temptation is not at the activity level but at the identity level. Only through a Biblically-shaped, spirit-empowered healing of our image of God and our self-identity can we win the battle against temptation.
- We understand the gates of Hell will not prevail against us. We are on the offense in strategic prayer and the prophetic use of the Word of God in teaching and equipping.
- We understand that we can only win this battle together as a body!

SHIFT 6

We must shift our culture from more **strategy to more prayer, fasting and **surrender**.**

More **STRATEGY** means...

- We plug people into our discipleship strategy as quickly as we can. Those who need extra grace can seek out counseling.
- We plan and pray for God to grant success to the plan.
- We understand that any strategy is going to be difficult to enact, so we work hard to work the plan.

More **SURRENDER** means...

- We plug people into their identity in Christ, a sense of rest in the Gospel, healing from woundedness and freedom from captivity. This is essential to the beginning stages of discipleship for all people.
- We pray and seek to discern what the Spirit is saying to our community. All planning stems from listening to the Spirit and is sustained through prayer.
- We understand we are in a spiritual battle with principalities and powers that we will not be able to defeat through merely human efforts producing merely human results. We actively use the armor of God as a community to win this spiritual battle.

DEEP BREATH.

**DON'T BE
DISCOURAGED!**

**THESE SHIFTS
DON'T HAPPEN
OVERNIGHT.**



THE PRINCIPLE OF THE FLYWHEEL

flywheel defn: 1. A heavy revolving wheel in a machine which is used to increase the machine's momentum and thereby provide greater stability or a reserve of available power.

The Flywheel is difficult to turn at first, requiring extra focus and energy. It must turn against the position of rest, the status quo, inertia. The Flywheel turns slowly at first but begins to acquire increased momentum with each revolution until it is not only easily turning but actually increasing the momentum.



No matter how dramatic the end result, good-to-great transformations never happen in one fell swoop. In building a great company or social sector enterprise, there is no single defining action, no grand program, no one killer innovation, no solitary lucky break, no miracle moment. Rather, the process resembles relentlessly pushing a giant, heavy flywheel, turn upon turn, building momentum until a point of breakthrough, and beyond.

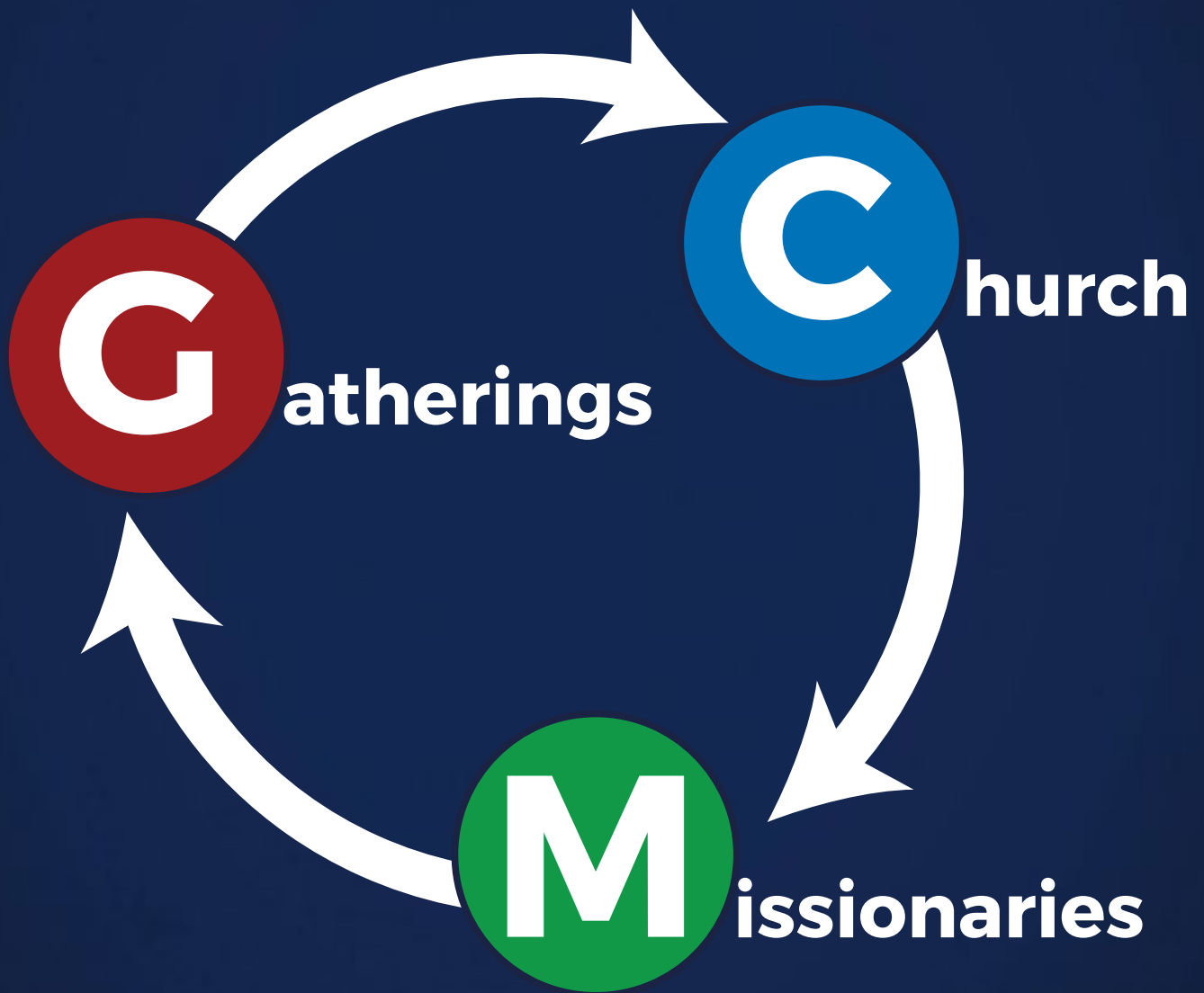
~ Jim Collins



SO WHAT DOES THE MOBILIZATION FLYWHEEL LOOK LIKE?

The remainder of this visual guide walks through the key elements of the Mobilization Flywheel which integrates the **BE-DO-GO framework** of primary and secondary calling, and the **six shifts** from the **book of Ephesians**.

MOBILIZATION FLYWHEEL





Every believer needs and deserves a God-honoring, Biblically-true church, which embraces and practices its calling to equip and send everyday missionaries into everyday mission fields where they work, live and play.

WE ARE BORN AGAIN NOT ONLY INTO CHRIST BUT **INTO HIS FAMILY**, THE CHURCH.

The church is a spiritual home...

- for receiving and giving love,
- for comforting and challenging one another,
- for discovering and discerning God's truth together,
- for being impacted by the gifts of one another,
- for submitting to God's anointed leaders and learning their ways of life,
- for operating on mission together,
- for being sent by the family to extend the family.

The church is both the
starting point and the **destination**
for the mobilization
of Believers

**THE
CHURCH
IS OUR
HOME BASE
AND LAUNCH
PAD FOR
MOBILIZATION!**

**The Mobilization Flywheel
begins with the church
because **the church shapes
how Believers see themselves
and what they:****

- expect of themselves and one another
- are trained to do
- are commissioned into
- celebrate and consequently, repeat.

PURPOSE



THE CORE PURPOSE OF THE CHURCH IS DISCIPLE MAKING

In a mobilizing church, Jesus' method of relational disciple making is the normative approach to addition.

The church is a family bound together by their primary or common calling to **BE disciples**, who **make disciples (DO)**, in the everyday mission fields where they **work, live, study, and play (GO)**.

CHURCH

A MOBILIZING CHURCH IS

HERE AND THERE

- Internal **AND** External Focus
- Gathering **AND** Sending
- Dependent on One Another **AND** on the Spirit
- Reaching Consumers **AND** Making Disciple Makers
- Training in the Classroom **AND** in the Field
- Addition **AND** Multiplication
- Reaching Local **AND** Reaching Global

**THE CHURCH SHOULD MODEL HEALTHY
FAMILY AND REACH BEYOND ITSELF**

CHURCH



**MOBILIZATION
IS **THE BRIDGE**
BETWEEN
DISCIPLE MAKING
AND
MULTIPLICATION**

**In a mobilizing church, people
are living in common, taking care
of one another's needs**

AND

**they are simultaneously living
deployed to be disciples who make
disciples wherever they go.**

CHURCH



Until the Church majors in equipping and sending ordinary Believers as **everyday missionaries**, we're unlikely to see sustainable multiplication movements.

EVERYDAY MISSIONARIES



For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.

~ Ephesians 2:10

100%

**OF BELIEVERS HAVE THE
CALLING AND THE ABILITY TO BE
EVERYDAY MISSIONARIES WITH
EVERYDAY MISSION FIELDS WHERE
THEY WORK, LIVE AND PLAY!**

ONE MORE TIME...

100% OF BELIEVERS
HAVE THE PRIMARY OR GENERAL CALLING
TO BE DISCIPLES, WHO MAKE DISCIPLES,
WHEREVER THEY ARE.

100% OF BELIEVERS
HAVE A SECONDARY OR UNIQUE CALLING
THAT IS GOD'S SPECIAL EQUIPPING TO HELP
THEM MORE EFFECTIVELY LIVE OUT THEIR
PRIMARY CALLING!

100% OF CHURCHES
SHOULD PRIORITIZE HELPING PEOPLE
DISCOVER AND KNOW THEIR PRIMARY AND
SECONDARY CALLINGS.

How is your church doing?



WHAT DOES AN EVERYDAY MISSIONARY DO?

An everyday missionary:

- Declares a circle of influence (mission field / unique context)
- Sees themselves as sent; a messenger and living ambassador of God to carry the fullness of Jesus to their unique circle of influence
- Carries a burden and urgency for the lostness within their unique circle of influence
- Sees and understands the people and needs around them, and takes specific actions to meet needs within their unique circle of influence
- Prays and fasts for the people and needs around them, and for specific disciple making opportunities
- Looks for opportunities to build relationships within their unique circle of influence
- Looks for opportunities to engage in relational disciple making

CIRCLE OF INFLUENCE



Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day He visits us.

~ 1 Peter 2:12

**God has us where we are now
to reach who is there now.**

**We have a “circle of influence” –
people we connect with through our
neighborhood, work, school, third place,
hobby, social group, family network, etc.**

**Our immediate mission work
for Jesus starts there, in our
circle of influence.**

MISSIONS



HOW DO I DISCERN MY CIRCLE OF INFLUENCE?

(MY EVERYDAY MISSION FIELD)

My circle of influence is:

- Where I spend time with people on an ongoing basis
- Where I naturally connect with lost people
- Where I would be considered a “person of peace” by an outsider coming in
- Where I have a natural passion or burden for impact
- Where my unique calling can be effectively utilized
- Revealed through prayer and fasting
- Involves getting input / feedback from people who know me best



EVERYDAY MISSION FIELDS

- Neighborhood stay at home moms
- Players and parents on a youth sports team
- Passengers on an airport shuttle bus
- Members at a local health club / gym
- Participants in a weekly hiking club
- Students in a school class
- Residents of a college dormitory
- Employees at a company
- Online gaming community

**YOUR EVERY DAY MISSION FIELD
IS THE PLACE WHERE YOUR **TIME**, YOUR
POTENTIAL **RELATIONSHIPS**, YOUR
GIFTEDNESS, AND YOUR **PASSIONS /
BURDENS** CAN INTERSECT!**

MISSIONARIES



VOLUNTEERS OR EVERYDAY MISSIONARIES

THERE IS A **HUGE DIFFERENCE** BETWEEN VOLUNTEERS FILLING A SPACE AND EVERYDAY MISSIONARIES REACHING A PLACE.

VOLUNTEERS...

- Sacrifice their time, talent and treasure to help a cause
- Serve where they're needed regardless of their gifting
- Schedule themselves to serve

EVERYDAY MISSIONARIES...

- Surrender to Jesus' calling on their life
- Serve where they are gifted and called in their unique circle of influence
- See themselves as 24x7 servants

FROM “OR” TO “AND”

OUR CURRENT
OPERATING SYSTEM
SETS UP A
“TYRANNY OF THE OR”

VOLUNTEERS
OR
EVERYDAY
MISSIONARIES.

WE NEED THE
“AND”

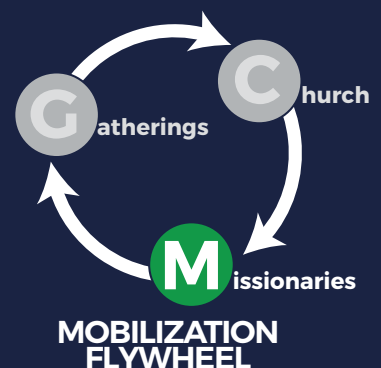
MISSIONARIES

THE CHALLENGE

Our programmatically driven approach to adding disciples produces an over reliance on volunteerism to fuel the internal operations of the church.

**THIS IS ONE OF THE
TOP TENSIONS
A CHURCH WILL FACE
IN SEEKING
TO MOBILIZE GOD'S
PEOPLE, GOD'S WAY.**

We must shift our paradigm from recruiting volunteers to accomplish “our thing” to mobilizing everyday missionaries in their common and unique callings to accomplish “God’s thing.”



THE MASTER'S JOY



Well done, good and faithful servant. You have been faithful over a little; I will set you over much. Enter into the joy of your master.

~ Matthew 25:21

Stewardship starts in our minds with how we see people! They are far more than consumable resources. They are God's plan for carrying the fullness of Jesus into every crack and cranny of society.

We are called to be good stewards of God's handiwork and His provision in the form of his uniquely gifted and called people.

When we **shift our thinking from seeing people as **"volunteers"** who serve, to **"uniquely made masterpieces with a purpose,"** we will more fully enter into the Master's joy!**



**What happens
when an everyday
missionary impacts
their mission field?**

GATHERINGS

Where two or three gather in my name, there am I with them."

~ Matthew 18:20

gathering defn: 1. A group of two or more people convened around faith, meeting together to discover and obey God's truths and purposes for their lives and in their world.

A gathering includes at least one function of a healthy church and puts priority on obedience-based disciple making.

- Bible study
- Accountability
- Skill development
- Prayer
- Service
- Training
- Fellowship
- Worship
- etc.

GATHERINGS

WHY GATHERINGS?



And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

~ Hebrews 10:24, 25

Gatherings provide:

- a space for people to be encouraged, known, loved and valued.
- a unique setting for all the “one another’s” and spiritual gifts to be discovered, developed and practiced.
- a context to evangelize through the hospitality, belonging and support they offer.
- an opportunity for individual disciples to grow into a spiritual family that is “on mission” together.
- an environment for individual calling to be discovered.

GATHERINGS

GATHERINGS ARE NATURAL

Jesus' method...

12 Disciples who were called, **gathered**, then sent.

"He appointed twelve that they might be with Him and that He might send them out to preach" ~Mark 3:14

"...They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."

~Acts 2:46-47

Early church pattern...

Disciples were baptized, **gathered** together in homes and sent out to serve.

Paul's ministry...

Reach some lost people, **gather** people around their faith, teach the believers, leave to start another.

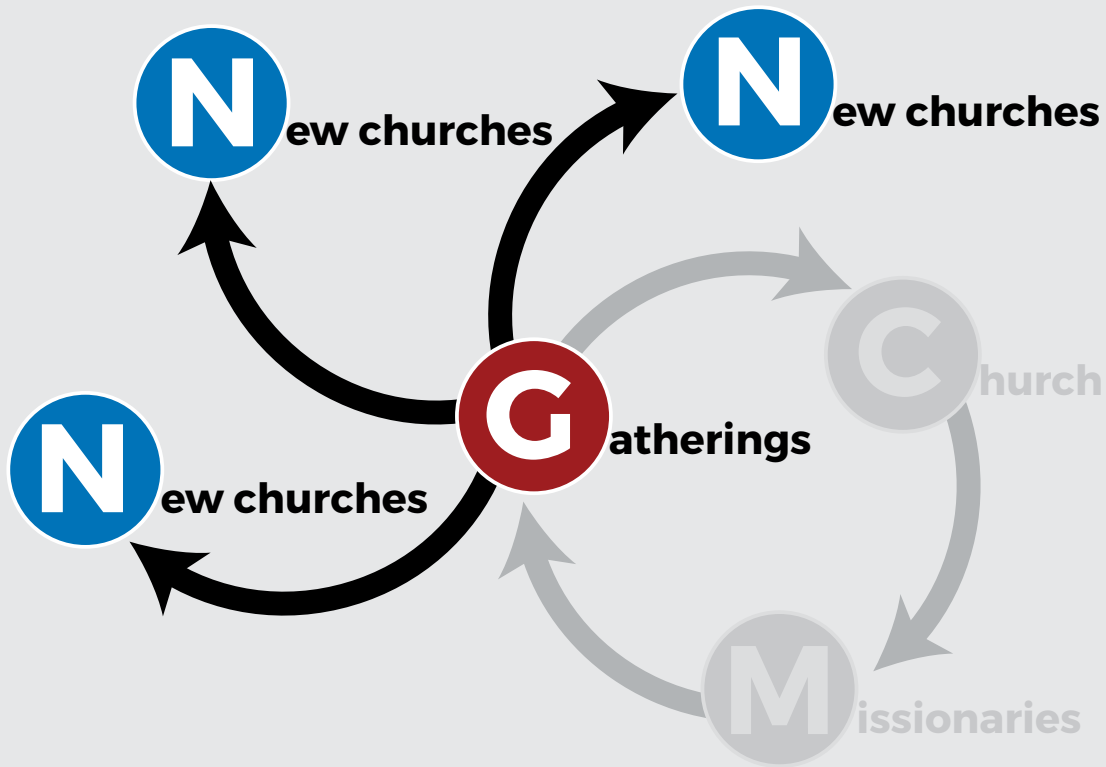
"You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house." ~Acts 20:20

GATHERINGS

**MOST
EVERYDAY
MISSIONARIES
CAN FORM
AND LEAD
GATHERINGS**

**100% OF
EVERYDAY
MISSIONARIES
CAN PLAY
A ROLE IN
GATHERINGS**

GATHERING



MOBILIZATION FLYWHEEL

BIRTH OF A NEW FLYWHEEL

**CHURCHES ARE
STRENGTHENED
AND NEW CHURCHES
ARE STARTED FROM
RELATIONAL
GATHERINGS**

OUTCOMES OF HEALTHY GATHERINGS

1. Gatherings Become New Churches

Some gatherings carry the DNA of healthy churches and have the potential, with intentionality, to mature into new churches. These “missionary to gathering to church” lifecycles are especially important because they organically carry the fullness of Jesus into the domains of society and are born with a solid disciple-making and mobilization culture.

2. Gatherings Strengthen Existing Churches

All gatherings should strengthen the health of the sending church. As gatherings bring together people from the “mission fields”, these disciples can be connected with the existing sending church. These strengthened believers, who have a missional and mobilized mindset, can become active and immensely productive in the overall life of an existing local church.

3. Gatherings Reproduce Themselves

All gatherings have the ability to mobilize everyday missionaries into their unique personal mission fields. Many of these missionaries have the ability to repeat the cycle and launch new faith-based gatherings out of the existing gatherings. This multiplication of groups becomes an effective expansion of the kingdom.

**MANY
GATHERINGS
CAN BECOME
NEW
CHURCHES
LED BY
EVERYDAY
MISSIONARIES**

NEW CHURCHES



**WHAT'S THE
DIFFERENCE
BETWEEN A
GATHERING
AND A
CHURCH?**

NEW CHURCHES

DEFINING CHURCH

CHURCH OR GATHERING?

EACH LOCAL CHURCH, NETWORK, AND
DENOMINATION MUST DECIDE...

Gatherings have at least one characteristic of a healthy church, but not all. A church has all essential functions or characteristics meeting or exceeding your defined ecclesiology.

Establishing the criteria for identifying when a “gathering” becomes a Biblically-true “church” is of critical importance.

Jesus intends that every believer needs and deserves a Biblically-true church family. If you set the bar too low for church, you will rob people of the full power of biblical family. If you set the bar too high, you will stifle the mobilization of everyday missionaries and limit the multiplication of new churches.

NEW CHURCH




SETTING THE BAR TOO LOW

IF WE SET THE BAR TOO LOW AND OVERSIMPLIFY CHURCH, LEAVING OUT ESSENTIAL ELEMENTS THAT DEFINE A BIBLICAL CHURCH, THEN...

- We are more susceptible to heresy infiltrating the church and spreading.
- We more easily empower unhealthy or unprepared leaders who will hurt the gospel, believers and the reputation of the church.
- We produce “less than healthy disciples” hindered by a growth environment that is “less than church.”
- We more easily empower systems with little or no accountability.
- We begin to “dumb down” the healthy theology of the scriptures.
- We rob believers of the full and biblical experience of the organized church.
- We wrongly define the church.

NEW CHURCHES



SETTING THE BAR TOO HIGH

IF WE SET THE BAR **TOO HIGH** AND **OVERCOMPLICATE CHURCH**, ADDING NONESSENTIAL OR MANMADE ELEMENTS TO DEFINE THE CHURCH, THEN...

- We rob believers of the essence and biblical experience of the simple church.
- We make reproduction, and especially multiplication, much more difficult if not impossible.
- We dramatically shrink the pool of potential church planters.
- We move from an atmosphere of grace to one of legalism.
- We create high-control structures that tend toward institutionalism and away from movement.
- We decrease the number of gatherings which can become Biblically-true churches.

FINDING THE RIGHT BALANCE

When we speak of minimal ecclesiology, we are primarily focusing on the **essential attributes of a gathering** which qualify it to be accurately titled “church”, that is a “local church” like “the church of Corinth.”



To the church of God in Corinth, to those sanctified in Christ Jesus and called to be His holy people, together with all those everywhere who call on the name of our Lord Jesus Christ—their Lord and ours.

~ 1 Corinthians 1:2

Considerations in Establishing a Minimal Ecclesiology

1. **Biblical Instruction** - What does the Bible say about church?
2. **Biblical Example** - What practices are in play in the Bible narrative?
3. **Church History** - What teachings and practices do we see in church history and the early church writings?
4. **Cultural Sensitivity** - we must be sensitive to different cultural contexts without compromising core Biblical truths, teachings, and intentions.

YOUR MINIMUM ECCLESIOLOGY

While God has not written a prescription we must follow, there is a description we must recognize and honor lest we invent our own definitions of church.

Our goal is not to prescribe what a definition of “church” should be or a universal minimum ecclesiology. We do believe it is critically important to consider how the following elements fit in your ecclesiology.

In defining your minimum ecclesiology, here are at least 7 traits that are wise to consider:

1. Jesus is worshipped as Lord.
2. Scripture is taught and obeyed as truth.
3. Believers gather regularly for fellowship.
4. Sacraments are practiced, including prayer, fasting, baptism, communion, etc.
5. Spiritual Authority and God ordained, Biblically-based leadership structures are present, credible and active.
6. God’s mission of disciple-making and servanthood are core priorities.
7. The Presence of the Spirit is active in the gathering.

FRESH EXPRESSIONS

FROM MEGA TO MULTI TO MICRO...

WHAT IF EXPRESSIONS OF
MICRO-CHURCH ARE MORE EASILY
BIRTHED INTO ALL CORNERS AND
DOMAINS OF SOCIETY?

WHAT IF MICRO-CHURCHES ARE
NATURALLY BIRTHED FROM
GATHERINGS THAT MEET YOUR
MINIMUM ECCLESIOLOGY?

FROM GATHERING TO MICRO- CHURCH

micro-church defn: 1. represents expressions of church that aim toward carrying the fullness of Jesus into every crack and cranny of society instead of seeking to draw people to one (or a limited number) of centralized gathering locations. 2. responds to the “go” impulse of the Great Commission. 3. Takes the gospel to people who would not fit easily into our prevailing models of “come, see, and stay.” 4. brings church into cultures where people are not likely to identify with the cultural majority.

A micro-church puts all the elements of your minimum ecclesiology into practice, except that Spiritual authority and God-ordained Biblically-based leadership structures may be under the umbrella of a sending church or collective network of micro-churches (similar to how the decentralized house church at Ephesus may have functioned).

MICRO-CHURCHES

Think of micro-focused as fully functioning, decentralized outposts of a church, **without the traditional staff, facilities, programming, complexity, and cost.**

Micro-focused expressions are often the benefactor of support systems from a larger governing organization, but with **with their own autonomy and ability to reproduce compared with multisite campuses.**

Micro-focused churches are able to **penetrate corners of society** that traditional churches can not.

These emerging “micro-focused” expressions appear to be a viable extension of the prevailing mega/multi models due to their **flexibility, adaptability, and scalability.**

EVOLUTIONARY OR REVOLUTIONARY CHANGE?

AS MICRO-CHURCHES BECOME MORE PROMINENT, THEY WILL EITHER PRODUCE REVOLUTIONARY CHANGE THAT SHIFTS OUR BASIC PARADIGMS TOWARD MULTIPLICATION, OR EVOLUTIONARY (INCREMENTAL) CHANGE THAT PURSUES MORE ADDITION GROWTH.

EVOLUTIONARY CHANGE...

New micro-church expressions simply decentralize and further optimize the “we can do it, you can help” bias of accumulation-focused churches. These growth focused churches will see micro-churches as the logical extension of multi-site and not a multiplication catalyst.

REVOLUTIONARY CHANGE...

Requires a shift in how we add disciples (relational vs. programmatic methods), how we simultaneously build addition AND multiplication capacity; and how we mobilize the priesthood of all believers within the context of each person’s unique calling.

REVOLUTIONARY CHANGE WILL BE...

... **LESS ABOUT** FUELING
THE GATHERING
CAPACITY OF THE
LOCAL CHURCH

... **AND MORE ABOUT**
RELEASING AND
MOBILIZING THE
SENDING CAPACITY
OF THE CHURCH INTO
EVERY CRACK AND
CRANNY OF SOCIETY.

A MICRO-CHURCH IS LED BY AN EVERYDAY MISSIONARY WHO IS EITHER BI-VOCATIONAL OR CO-VOCATIONAL!

Churches or networks of micro-churches send everyday missionaries. Many missionaries form gatherings with at least one function of a healthy church. Some gatherings function with all the characteristics of a healthy church and can become micro-churches. The everyday missionary leaders of these churches can be bi-vocational or co-vocational.

BI-VOCATIONAL OR CO-VOCATIONAL?

BI-VOCATIONAL

A “bivo” leader is one who works a second job to supplement the salary a church or ministry provides. Historically the language of “tentmaker” (the Apostle Paul’s trade described in Acts 18) has been used to define this type of ministry leader. A “bivo” leader is one who has a marketplace job that they view as temporary. Their goal is that the church or ministry will eventually be in a position to provide the financial support to leave their bi-vocational job to focus on full-time ministry.

CO-VOCATIONAL

A “covo” leader is one who has a clear and definite calling in the marketplace that they never intend to leave. Their workplace is their mission field (Aquila was a career entrepreneur doing ministry on a covo basis in Acts 18). The prefix “co” is the reduced form of the Latin “com” which means “together” or to have “in common.” Co-vocation embodies the reality that if a person is called to the marketplace; and at the same time are called to start a church, the different callings are not isolated from one another, but instead are actually interlinked and equal.

FREELANCE

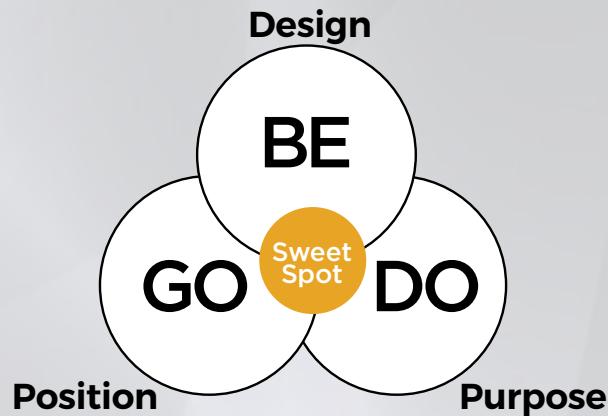
With over 35% of the U.S. workforce having more than one job (and projected to be over 50% within 10 years), we are living in the age of FREELANCE.

freelance pastor defn: 1. Freelance Pastors are everyday missionaries who start or lead micro-churches co-vocationally or bi-vocationally within their unique mission field.

EXPONENTIAL IS EMBRACING THE TERM 'FREELANCE PASTOR' TO COVER BOTH BI-VOCATIONAL MINISTRY AND CO-VOCATIONAL MINISTRY.

SUMMARY

BE-DO-GO FRAMEWORK FOR CALLING



PRIMARY OR COMMON CALLING

Every Christian is called to **BE** a disciple, who makes disciples (**DO**), wherever they **GO**!

SECONDARY OR UNIQUE CALLING

Every Christian is a masterpiece work of God (**BE**), with specific good works and deeds to **DO**, wherever they can be most effective (**GO**).

We each have a sweet spot of personal calling where we are positioned correctly, doing what we are designed to do, and producing the fruit intended by God.

Our unique calling only finds meaning in the context of our primary calling to be disciples who make disciples wherever we are. Pursuing unique calling separate from our primary calling to make disciples is simply a form of idolatry and self-fulfillment.

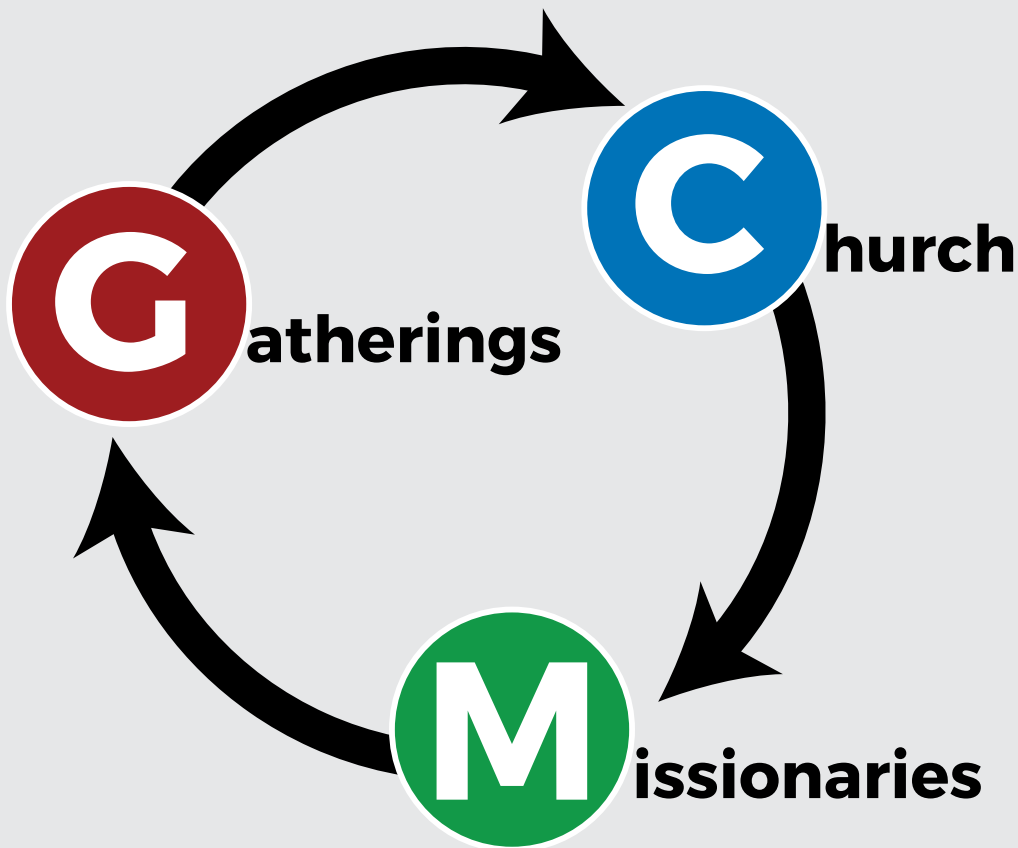


6 CRITICAL SHIFTS

FOR MOBILIZING GOD'S PEOPLE, GOD'S WAY

We must shift our culture:

1. from **more effort** to **more Jesus**.
2. from seeing people as **volunteers** to seeing them as **unique masterpieces** with a mission.
3. from more **guilt** to more **love**.
4. from **professional clergy** doing the work of ministry to **equipping and deploying everyday missionaries** on mission.
5. from a **program based “come and see”** approach to a **mission field “go and be”** approach.
6. from **more strategy** to **more prayer, fasting and surrender**.

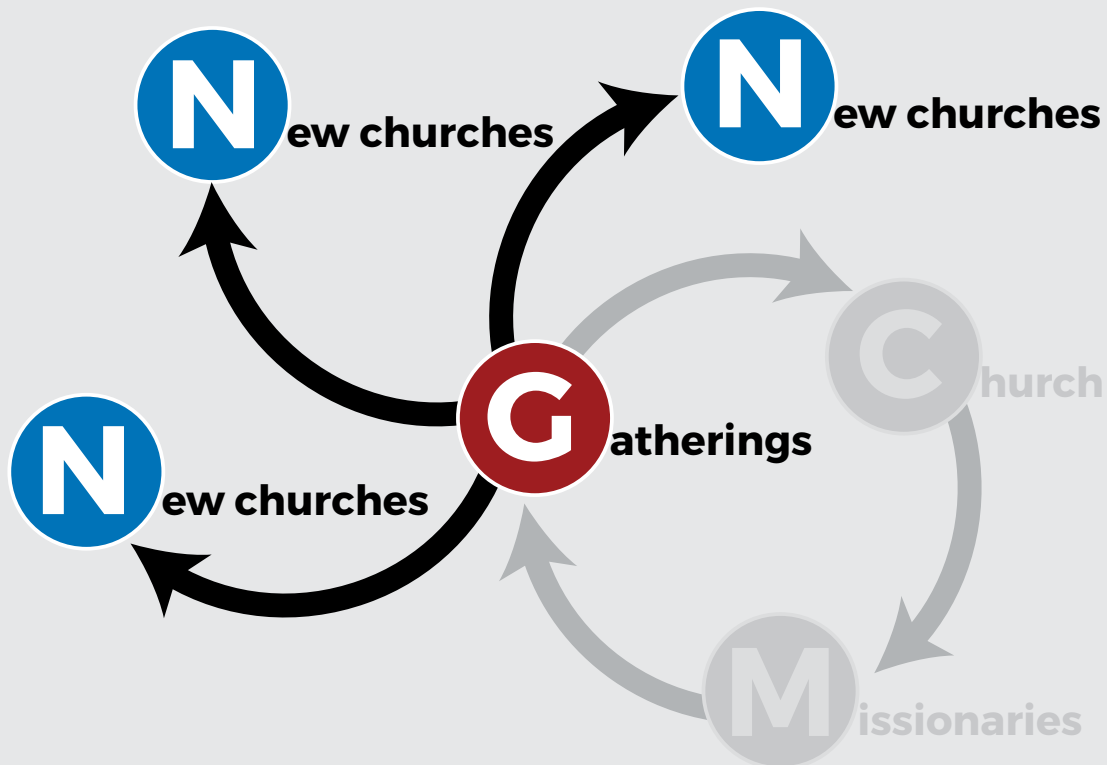


MOBILIZATION FLYWHEEL

Healthy mobilizing churches must strive to:

- Make disciple making the core mission and priority of the church. Disciple making must replace programs as the primary method of adding new disciples.
- See 100% of their members deployed as everyday missionaries to their everyday mission fields in society.
- Be “here” and “there” with a balanced approach to “come and see” and “go and be.”
- Many everyday missionaries have the ability to draw people together into gatherings centered on issues of faith. Everyday missionaries should be intentional in seeking to form gatherings.

Most gatherings can reproduce and many can become new churches!



MOBILIZATION FLYWHEEL

STARTING NEW CHURCHES

- 100% of Believers have the primary or general calling to be disciples, who make disciples, wherever they are.
- 100% of Believers have a secondary or unique calling that is God's special equipping to help them more effectively live out their primary calling!
- 100% of churches should prioritize helping people discover and know their primary and secondary callings.
- 100% of churches should send everyday missionaries to live out their primary and secondary callings in every crack and cranny of society.
- Most deployed everyday missionaries can form and lead gatherings within their unique circles of influence (mission fields). 100% of everyday missionaries can play a role in gatherings.
- Many gatherings can become new churches (or micro-churches) led by everyday missionaries who are bi-vocational or co-vocational.

REFERENCES

The BE-DO-GO framework of personal calling is taken from the book *More: Find Your Personal Calling and Live Life to the Fullest Measure*. This book is available on Amazon.

More: Find Your Personal Calling and Live Life to the Fullest Measure

Online Church Mobilization Assessment

Made for More eBook

Made for More Resource Kit: Small Group Study for Staff and Leaders

Made for More Personal Calling Kit

Made for More Devotional: A 30-Day Personal Journey Through Ephesians

The Mobilization Flywheel: A Framework for Mobilizing God's People, God's Way

Mega, Multi, Multiply: Your Church as a Multiplication Platform

The Emerging Micro-Church Era: Addition, Reproduction, or Multiplication

NOTE:

1. All these resources can be downloaded for FREE at exponential.org/more-resources
2. There are 9 different Made for More Events in 2019 including our global event in Orlando FL, regionals in Washington DC, Houston, San Diego, The Bay Area, Chicago, Boise, and New York City. We are also adding a new Exponential Español event in Los Angeles. Visit [register.exponential.org](https://exponential.org) to learn more about all these events.



MOVING FORWARD

MOBILIZING GOD'S PEOPLE, GOD'S WAY

Next Steps...

- 1 FREE Small Group Study for Staff and Teams**
Dive into an interactive study of Ephesians with the FREE Made for More Resource Kit at exponential.org/more-kit featuring a 7 lesson study guide, group discussion questions, and over 15 supplemental videos.
- 2 FREE Personal Calling Resource Kit**
Watch 5 hours of content on personal calling from speakers like Rick Warren, Dave Gibbons, J.D. Greear, Ryan Kwon and Cynt Marshal. Download at exponential.net/calling-kit
- 3 FREE Online Mobilization Culture Assessment**
Coming January 2019 - Tool to measure your church's culture of mobilization in Exponential's Level 5 framework
- 4 FREE Mobilization Resource Library**
One page to get access to all our Made for More mobilization resources. Visit exponential.org/made-for-more-resources
- 5 Made for More Events**
Engage in the ongoing mobilization conversation by joining thousands of like-minded leaders at Exponential 2019 in Orlando, Florida. The world's largest annual church multiplication conference features 200 workshops, 150+ speakers, 15+ pre-conference intensives, and 80+ support ministries. Find out how to join in at exponential.org/2019



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