



The Ministry Development Team (MDT) of GCI-USA Church Administration and Development (CAD) offers to district pastoral networks and congregations an array of **Ministry Development Seminars** and **Consulting Services**. These services are grounded in Trinitarian theology, expressive of GCI doctrine, and focused on active and skillful participation in Jesus' ministry that fulfills the Father's mission in our world to multiply disciplemaking followers of Jesus.

## Ministry Development Seminars

The MDT currently offers the MinDev seminars listed here. These seminars typically last five to six hours; conducted in one day. Other schedule formats are possible, including the inclusion of a weekly worship service.

### Church Health & Development Seminars

- **Disciplemaking Foundations**

This seminar focuses on providing within congregations, ministries and homes, *environments* where people participate with Holy Spirit as he advances his work of multiplying disciplemaking followers of Jesus. The seminar identifies the *foundations* of these environments, helping participants discover practical ways to develop and strengthen the foundations in their particular ministry context.

- **Disciplemaking Strategy**

This seminar helps participants understand ways that congregations and ministries may participate actively and effectively with Jesus in his ministry through the Spirit to fulfill the Father's mission. This seminar provides practical guidelines for entering effectively and faithfully into the ongoing disciplemaking "rhythms" of Jesus' ministry: befriending nonbelievers, building believers, equipping workers and multiplying leaders, ministries and congregations.

- **Relational Evangelism**

This seminar explores practical, "everyday" ways that believers may actively participate with Jesus in his ministry of sharing the Father's love with non-believers.

- **Planning for Mission (strategic planning for congregations)**

This seminar helps participants develop effective strategies and structures to participate effectively in Jesus' work to advance his Kingdom through his church. Topics addressed include discovering core values, defining a compelling vision, developing a focused mission, and setting missional goals that lead toward effectiveness in disciplemaking.

- **Assimilating New People Into Your Church**

This seminar helps participants learn to develop environments and ministries that will encourage visitors to return to the weekly worship service and become active members.

### Ministry Life Seminars

- **Spiritual Formation for Pastors**

This seminar relates the practice of spiritual disciplines to the unique demands of a pastor's life. The seminar helps pastors develop practical strategies for spiritual growth specific to their personality, pastoral ministry and life circumstances. (Note: a weekend intensive version of this seminar is available through Ambassador College of Christian Ministry.)

- **Managing Ministry Burnout**

This seminar helps ministry leaders develop practical strategies for living a healthy life that avoids ministry burnout. Topics addressed include setting priorities, spiritual growth, time management, and balancing work and family.

### Ministry Skill Seminars

- **Understanding and Teaching Trinitarian Theology**

This seminar explores the theological vision that undergirds GCI doctrine. It seeks faithfulness to Jesus Christ - the one united in the Trinity to the Father and Spirit, and the one united to all humanity through the incarnation, life, death, resurrection and ascension. The seminar discusses the history of Trinitarian Theology and its basis in Scripture. Opportunities for open discussion and questions are provided.

- **Teaching Christian Doctrine**

This seminar surveys the GCI Statement of Beliefs. It examines effective ways to preach and teach the core doctrines of the Christian faith through expository sermons and Bible studies.

- **Teaching Christian History**

This seminar surveys the history of the Christian church from A.D. 69 to modern times. Special attention is given to the works of Irenaeus, Athanasius, the Cappadocian Fathers, Karl Barth and Tom Torrance; as well as the history of the Adventist movement in the United States, of which GCI was a part.

- **Trinitarian, Team-Based Leadership**

This daylong seminar helps participants develop ministry teams that faithfully reflect and participate in the triune life of the Father, Son and Spirit. This seminar helps participants identify and understand their “relationship style” and ways that different styles interact in a ministry team.

- **Transformational Preaching**

This seminar helps participants develop and deliver expository sermons that lead to life transformation as people encounter, through Holy Scripture, the Living Word of God.

- **Ministry Coach Training**

This seminar teaches pastors and ministry leaders the principles and skills of ministry coaching. Through coaching, people can become more effective within their areas of service as ministers of Jesus Christ.

- **Collaborative Decision-Making**

This seminar helps participants learn the principles and skills of collaborative decision-making. An easy to use collaborative process will be applied to decision-making within ministry teams.

- **Leading Change**

This seminar explores the dynamics of organizational change and discusses effectively leading people through a change process.

- **Managing Conflict**

This seminar explores the dynamics of interpersonal conflict, personal conflict management styles and the use of conflict as a powerful tool for growth.

- **Cross-Cultural Ministry**

This seminar explores issues related to ministering effectively within cross-cultural settings, including identifying a focus group or community, developing culturally relevant ministries and offering culturally relevant worship services.

- **Providing Pastoral Care**

This seminar offers helpful tips concerning providing effective pastoral care. Topics addressed include listening, encouraging, visiting and pastoral prayer.

- **Conducting Church Ceremonies**

This seminar surveys various approaches and formats for conducting church ceremonies including weddings, funerals, baptisms, communion services, offering services, concerts of prayer, etc.

- **Developing Your Worship Team**

This seminar is a “hands on” discussion of ways to further develop teams that facilitate inspiring worship services through music, prayer, Scripture reading, offerings, and guest relations – all of the elements of worship beyond the sermon. Alternatives are explored that relate to various sizes of congregations.

- **Administrative Skills for Ministers**

This “nuts and bolts” seminar explores basic administrative skills for ministers such as time management, delegation, using computers, financial reporting, use of various communication tools (email, telephone, blogs, text messaging), etc.

- **Nuts-and-Bolts of Church Administration**

This seminar overviews the policies and procedures found in the *GCI Church Administration Manual and Financial Management Manual*.

- **Building or Buying a Church Building**

This seminar overviews the policies and procedures found in the *GCI Church Building Manual*. The seminar addresses evaluating church facility needs and understanding key issues related to buying, building and maintaining church buildings.

## Generations Ministries (GenMin) Seminars

GenMin seminars equip believers of all ages to reach out with Jesus to disciple the young (children, teens and young adults), support parents, strengthen marriages and develop the next generation of church servants. The following seminars are currently offered.

- **Connection (Children and Teen Ministry Environments)**

This daylong seminar explores defining characteristics (foundations) of ministries that help children and teens celebrate their connection in Jesus to the love and life of our triune God. Through five hours of instruction and discussion, *Connection* helps ministry workers, ministry leaders, pastors and parents identify effective ways to help young people experience and express the life and

love of Jesus – finding in him the full expression of God's love, person, story, will, people and purpose. This seminar is a great place to start in building new or growing ministries that reach out with God's transforming love to disciple children, teens and/or young adults.

- ***Servants Passage***

This program helps church workers, leaders and pastors further identify and develop their lives and ministries in accordance with God's "divine design." It includes three weekend intensives utilizing GenMin staff. The time between intensives involves church-based learning communities that use Servants Passage tools to explore personal and collective gifting and to equip ministry workers, ministry leaders and pastoral leaders to live out God's design for them.

- ***Journey with the Master***

This program is similar to *Servants Passage*, but is geared to assisting those age 15 to 30 discover and live out through ministry their God-given "design." The journey lasts about two years and includes two or three training intensives.

- ***Grace-Based Parenting (and Grandparenting)***

This daylong seminar helps parents develop approaches and skills for parenting based in God's grace—his unconditional love in Christ for sinners (including children and teens). The seminar is highly interactive, giving opportunity for parents to share their frustrations and victories and thus learn from one another.

- ***Connected Marriages***

This daylong seminar helps married couples build stronger bonds of Christ-centered love. It deals with issues of understanding (and capitalizing on) differences, communication styles and marriage "seasons" (marriage over the adult lifespan). This seminar helps married couples draw closer and work together to make a good marriage even better.

- ***Leaving a Legacy (ministry for seniors)***

This daylong seminar addresses the opportunities for senior adults to participate actively in the ministry of the church—in ways that "leave a legacy" that endures into the next generation. The focus is on ministry *through* seniors rather than on ministry *to* seniors. Practical alternatives and strategies are explored.

- ***Developing Effective Ministries to Children***

This daylong "hands on" workshop helps congregations in starting or developing ministries for children (toddlers through middle school). It examines the principles and the "nuts and bolts" details of teaching methods, curricula, volunteer staffing and facilities.

## Church Multiplication Ministries (CMM) Seminars

CMM offers the following seminars related to planting and developing new churches. Some workshops can be combined for one day of training.

- ***Church Multiplication Forum***

This workshop provides an opportunity for open dialogue about church multiplication questions, concerns, obstacles, training needs and issues related to church planting.

- ***GCI Church Multiplication Vision***

This workshop explores theological considerations related to church multiplication (based upon Trinitarian theology) and the reasons for planting new churches (spiritual and pragmatic reasons). It also provides an overview of GCI-USA church multiplication vision and goals as well as a survey of the training and support resources provided by CMM.

- ***Working Together to Start New Churches***

This workshop examines the essential elements of church multiplication leadership (assessment, training, coaching). It provides an overview of CMM resources for assessing, training, coaching and discusses the GCI-USA Church Multiplication System including long-range vision, goals, and plans for church multiplication in GCI.

- ***Can YOU Start a New Church?***

This workshop examines the key characteristics of leaders who start Christ-centered churches that grow and multiplying new churches. It provides information that helps congregations identify, train and deploy leaders with the gifts and competencies for starting new churches. It also provides an overview of CMM resources for helping leaders prepare to start new churches

- ***Preparing to Plant a Church***

This workshop examines the key characteristics and practices of a reproducing church. It also helps congregations identify and overcome obstacles to church multiplication.

- ***Leaving a Legacy for Church Multiplication***

This workshop explains how small or under-resourced congregations can "leave a legacy" by partnering with CMM to start new churches in GCI.

- ***Models for Church Multiplication***

This workshop surveys various models of new churches (for individual congregations and districts). It examines the processes for starting district church planting networks that promote and support district church plants.

### ***Creating Ownership of Church Multiplication***

This workshop teaches pastors how to gain the support of key leaders and members for planting a new church or partnering with a new church.

#### ▪ ***Sponsoring a Church Plant***

This workshop helps congregations learn how to sponsor a church plant. Participants learn about assessing church plant leaders, evaluating New Church Proposals, and determining financial support levels.

#### ▪ ***Funding a Church Plant***

This workshop teaches the key practices for effective fundraising including major donor development, financial planning, and missional budgeting. It also explains the relationship and accountability roles between church plant leaders and sponsoring congregations.

#### ▪ ***Healthy Church Planting Processes***

This workshop (for congregations or districts) helps pastors, congregations and DPLs develop vision for church planting. It also outlines the process of strategic planning for church planting at the local and district level including: The role of partner/sponsor congregations; demographic research; recruiting church plant leaders; assessing, training and coaching church plant leaders; funding a new church; and continuing the church multiplication process.

#### ▪ ***Church Planter Assessor Training***

This two-day event teaches participants how to assess potential church plant leaders. Participants learn how to evaluate prospective planter self-assessment tools and how to conduct assessment interviews. Training includes participation in a genuine assessment interview.

#### ▪ ***Church-Next Training (Church planter leadership training)***

This five-day event prepares potential church plant leaders for starting new churches. The essentials of vision, mission, strategic planning, core group development and going public are explored.

## **Office of Reconciliation Ministries (ORM) Seminars**

ORM offers seminars to help participants mend broken relationships by removing walls and building bridges. Through open dialogue, participants are led to find positive solutions to the difficult issues that separate people (racism, sexism, conflict, etc.).

# **Ministry Development Consulting Services**

The MDT offers Ministry Development (MinDev) consulting services to pastors and congregations through:

- Email exchanges
- Telephone and online (web-based) conversations
- Personal (face-to-face) visits with individuals & groups

The MDT provides MinDev consulting services in four general areas:

1. ***Church Multiplication***: issues related to starting and developing new churches.
2. ***Generations Ministries***: issues related to ministering to children, teens, young adults, parents, married couples and emerging church servants (workers and leaders).
3. ***Reconciliation Ministries***: issues related to racial, ethnic and other reconciliation needs.

4. ***General ministry development issues***, including:

#### ▪ ***Senior Pastor Performance Review***

Assisting district pastoral leaders and senior pastors in evaluating senior pastor performance. Evaluation includes use of an assessment tool designed to help senior pastors recognize areas of effectiveness in ministry as well as areas where growth is needed.

#### ▪ ***Congregational Growth and Development Survey***

Assisting senior pastors and pastoral teams in evaluating their congregation concerning church health. Evaluation includes use of an assessment tool to help pastors and ministry leaders measure the progress of the congregation in advancing its discipling mission. The tool validates areas in which the congregation is healthy and identifies areas where growth is needed.

#### ▪ ***Conflict Mediation***

Providing trained conflict mediators to assist congregations in dealing with difficult interpersonal conflicts.

# Scheduling Seminars & Consulting Services

District pastoral leaders and pastors are encouraged to contact the MDT to schedule Ministry Development seminars and/or consulting services. Contact may be made in the following ways:

- Contact your district pastoral leader
- Contact the CAD office at GCI headquarters in Glendora, CA
- Contact one of the CAD ministry developers:
  - Dan Rogers
  - Lorenzo Arroyo
  - Ted Johnston
  - Randy Bloom
  - Curtis May
  - Ken Williams
- For **Church Multiplication Ministries (CMM)** seminars and consulting services (church planting and developing new congregations), contact Randy Bloom.
- For **Generations Ministries (GenMin)** seminars and consulting services (ministries to children, teens, young adults, parents, married couples and emerging leaders), contact Ted Johnston.
- For **Reconciliation Ministries (ORM)** seminars and consulting services (racial, ethnic and other reconciliation issues), contact Curtis May.

## Contact Information

CAD Ministry Development Team (MDT) members may be contacted as follows:

- **CAD office** in Glendora, CA  
Email: church.administration@wgc.org  
Mail: GCI, PO Box 5005, Glendora, CA 91740  
Phone: 800.574.2299  
(Speak with Nancy Akers or Pat Shaw)
- **Dan Rogers**  
Email: Dan.Rogers@wgc.org  
Phone: 800.574.2299
- **Lorenzo Arroyo**  
Email: Lorenzo.Arroyo@wgc.org  
Phone: 925. 777.1296
- **Ken Williams**  
Email: Ken.Williams@wgc.org  
Phone: 585. 771.7314
- **Randy Bloom**  
Email: Randy.Bloom@wgc.org  
Phone: 901.289.2786  
Website: <http://cmm.wgc.org/>
- **Ted Johnston**  
Email: Ted.Johnston@wgc.org  
Phone: 330.497.7188  
Website: <http://genmin.wgc.org/>
- **Curtis May**  
Email: Curtis.May@wgc.org  
Phone: 800.574.2299 Ext. 2392  
Website [www.atimetoreconcile.org](http://www.atimetoreconcile.org)

## Cost Information

The MDT seeks to provide high quality services at low cost. Following is information related to determining and paying for the costs related to hosting a MinDev seminar.

When a MinDev seminar is conducted for a district pastoral network, the CAD office reimburses the MDT trainer for transportation to and from the event. If the seminar is for one congregation, that congregation reimburses the trainer for transportation costs.

In all cases, the host either provides (or reimburses the trainer) for the trainer's on-site needs (lodging, meals and

on-site transportation). The trainer will help the host determine these costs up front, and reimbursement of the trainer may be handled as a guaranteed "flat fee" or as reimbursement of actual costs.

The host then provides and pays for all other local seminar needs including meeting hall, printing of the training workbook (provided by the trainer), group meals/ refreshments, etc. Hosts typically recover all of their seminar-related costs by charging participants a registration fee.

# CAD Ministry Development Team (MDT)

The MDT provides seminars and consulting services to district pastoral networks, congregations, ministry leaders and workers. The MDT includes multiple ministry developers, working in the following key areas:



Dan Rogers

## Ministry Development Training and Consulting

These services focus on helping existing congregations grow in discipling ministry faithfulness and effectiveness. Consulting services are provided to existing and emerging senior pastors, pastoral team members, ministry leaders and ministry workers. MinDev training seminars and short-term consulting services address spiritual formation, essential ministry knowledge and practical ministry skills. MDT ministry developers providing these services are Dan Rogers (team leader), Lorenzo Arroyo, Randy Bloom, Ted Johnston and Curtis May.



Lorenzo Arroyo



Randy Bloom



## Church Multiplication Ministries (CMM)

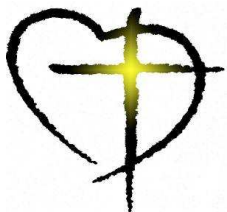
This MDT component equips church planters, church planting assessors and church planting coaches for their work in starting and growing new GCI congregations in the United States. CMM provides training that helps congregations prepare to plant a church or partner with a new church. CMM also provides training for congregations within district networks to plant district churches.

Randy Bloom is CMM director.



Ted Johnston

## Generations Ministries (GenMin)



This MDT component equips adults, teens and older children for ministries that disciple young people, support parents, strengthen marriages, and equip the next generation of church workers and leaders. GenMin includes Camp & Event Ministry, Family Ministry, and Leadership Ministry. Ted Johnston is GenMin director.



Curtis May

## Office of Reconciliation Ministries (ORM)



The MDT partners with ORM to offer seminars that help mend broken relationships by removing walls and building bridges. Participants are led to find positive solutions to racism, sexism, interpersonal conflict and other relational issues that separate people. Curtis May is ORM director.



Ken Williams