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MISSION STATEMENT

Leading the United Pentecostal Church International to think strategically about future growth.

THE STRATEGIC GROWTH INITIATIVE STEERING COMMITTEE

Jack Cunningham, Chair Doug Klinedinst, Promotions Nathan Scoggins, Secretary

GENERAL EDITING Sylvia Clemons

GRAPHIC DESIGN & LAYOUT Paul Records Seth Simmons

DISTRIBUTION Seth Simmons





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From the General Superintendent Planting Daughter Works

Over the long term, the most effective way to evangelize a region is to plant many churches. The most effective way to plant churches is with the assistance and oversight of established churches. This method is the key to growth in many mission fields.

The ultimate goal is to establish a self-governing, self-supporting, and selfpropagating church. While standalone church starts can be successful, we can greatly increase the odds of success by a mother-daughter support system.

According to some studies, 70% of standalone church plants fail, while 70% of daughter church plants succeed.

In 1992 my wife and I started a church in Austin, Texas. By the end of my full-time pastorate in 2009, this church had started sixteen daughter works. We typically started with a home Bible study or friendship group focused on a distinct and under-evangelized suburb, town, area of the city, or language group. If we were able to form a nucleus of people, eventually we started a weekly service (preaching point) in a home, storefront, school, or shared church facility. From there, the daughter work gradually developed into a fully functioning church and ultimately acquired its own building.

Starting a daughter work is not easy; it takes hard work. As of the time I stepped down as pastor, of eighteen attempted daughter works two had closed, three had been restarted, and two were on their third pastor. But sixteen had survived, and eight were self-governing churches.

The mother church must have a burden to evangelize its entire area and meet the needs of a diverse population. It must be willing to send out workers, assist financially, allow some transfers of membership, and recognize that move-ins will now have more choices. At the same time, the mother church's goal should be to keep growing as much as possible. Planting daughter works did not hinder our church's growth. Instead, by creating a growth mentality, involving more people in ministry, and continually developing leaders, we enhanced our growth.

We did not transfer a large number of people to any work or expend a large amount of our regular income for any work. Instead, God often supplied needs by sending key personnel and special contributions at crucial times. In some cases, we transferred people who lived in the newly evangelized areas (including some I had preferred to retain). We also saw daughter works reach visitors, backsliders, and dropouts that we did not retain, thereby reaping a greater (or second) harvest from seeds we had sown. We created a cooperative environment in our area with ministerial and church fellowship, good communication, mutual assistance, avoidance of rivalry, few transfers, and a willingness to work together to resolve problems.



To catch this vision, we must move from a pioneer model of one church per town, county, or parish to an expansion model of planting many churches in many locations with diverse ministries to reach different people, based on the population of an area. This approach resembles that of a business that seeks to increase its outlets. Through the ministry of New Life Austin, there are now a total of eighteen UPCI works, of which fifteen are self-governing churches and eleven have buildings.

To plant daughter churches successfully, we must give attention to several important factors.

- Leadership training
- Clear expectations, goals, policies, and procedures, with key points in writing
- Communication and accountability
- Financial planning
- Guidelines for assigning helpers and transferring people
- Ongoing guidance and support

Most of all, we need the direction and empowerment of the Holy Spirit. As we become strategic in our approach and partner with God for the purpose of starting new, life-giving churches, there is no limit to what we can achieve.

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*For a sample Daughter Work Policy, see the section in the UPCI Manual entitled "Resources For Local Churches" available online at **upciministers.com**.

The section begins on page 234 with the Daughter Work Policy on page 236.



IDEA IN BRIEF

The Strategic Growth Initiative was created to prompt local church pastors and district leaders to develop strategic growth plans.

In this article, we will analyze six basic steps used by the Virginia District to establish new church plants.

A healthy, life-giving church is much like a large oak tree. Beneath the surface, there is a growing system of roots formed by years of proper watering, intake of nutrients, foundation strength, etc. What we see and observe on the surface is the result of ongoing cultivation. Ultimately, the long-term growth of a church plant should be organic and natural. If you were to step into a forest and observe a mature oak tree, you would see a product of natural and healthy growth. Interestingly, an oak tree is initially fast-growing and can reach heights of four feet within the first year. After that, however, the rate of growth slows down but remains steady. Assuming growing conditions are optimal, an oak tree can gain 24 inches or more in a single growing season. Understanding this, we see that the legacy of an oak tree is better viewed in year 10, rather than year 1.

In this analogy, we discover the growth cycle that a new church often follows. The initial year, or years, often show rapid growth through passionate and bold evangelistic efforts. Over time, however, the growth of a church may slow. This does not necessarily indicate that something is wrong. The goal is to continue cultivating the soil and keep on doing the right things consistently. As it has often been said, we (as ministers) often overestimate what we can do in a year and underestimate what we can do in ten years.

As we endeavor to plant healthy, reproducing churches we must lay a strong foundation and cultivate the work consistently over time. A district, as well as a sending pastor, has a responsibility to prepare the planter and set the church plant up for success. The Strategic Growth Initiative was created to prompt local church pastors and district leaders to develop strategic growth plans.

I serve as the District Superintendent of the Virginia District. Our District's plan is to double the Virginia District in both ministers and churches within ten years. We are focusing on six models for establishing new works:

1. Preaching Points

2. Daughter Works

- 3. Multicultural Church Plants
- 4. Autonomous Church Plants
- 5. Metro Area Church Plants

6. Invite Independent Apostolic Churches to join the UPCI

Each of these models has its own unique pattern of growth. It is best to consider your personnel, resources, and community context as you find a model that is right for you.

The Six-Step Plan of the Virginia District to Establish New Church Plants

1. Identify Potential Church Planters

Identifying a potential church planter is the sole responsibility of the pastor of the mother church.

Choosing the right person to be a church planter cannot be overstated. Potential church planters must:

- Display a burden for the lost
- Be a proven soul winner
- Be a person of prayer
- Have an established reputation of integrity and loyalty to the pastor
- Not be contentious
- Have a teachable spirit
- Love the Truth
- Have the right motives "That which is born of the flesh is flesh" (John 3:6).

2. Train and Resource Aspiring Church Planters

Church planters and church planting teams should meet one-on-one with the sending pastor for training, leadership development, and discussion of relevant and available resources. Set the schedule for these meetings in advance. Weekly is best. No less than every two weeks.

Training may include:

- Books, videos, and audio (assigned regularly by the pastor)
- District and national NAM sponsored seminars (Apostolic Conference, Apostolic Encounter, Camp Meeting, etc.)
- Advice and instruction from proven church planters (recommended and approved by the pastor)

• Work with/and follow District NAM Department guidance and accountability guidelines for new works

3. Determine a Healthy & Balanced Level of Support, Commitment, & Participation

It is understood that the pastor of the mother church is the lead pastor of the church plant.

Both the pastor of the mother church and the church planter should have a clear understanding of what measure of support, commitment, and participation is expected from the mother church.

In order to maintain a healthy working relationship between the mother church and the church plant, it is understood that the church plant pastor will NOT:

- Solicit or receive funds from members of the mother church
- Solicit or receive church members from the mother church
- Solicit or receive volunteers from the mother church

Assistance from the mother church to the church plant might be in the form of:

- Oversight
- Prayer—pastor and church
- Outreach and evangelism
- Church plant team(s)
- Financial support

4. Determine a Service Schedule & Evangelism Plan

We recommend that a new preaching point or daughter work start with the church plant pastor teaching home Bible studies on weekdays that do not conflict with the mother church schedule.

New plants are encouraged to NOT schedule a weekly service until they have won a specific number of people and established a group of people who are repented, baptized in water, and Spirit-filled.

• Note: The number of people in this group should be pre-agreed by the pastor and church planter.

When the group size goal is reached, we recommend that new plants start with a Friday evening or Saturday service.

- Note: Many churches/pastors desire to establish a church plant but are not in the position to quickly release a church planter (and team) from the mother church. By starting the church plant service schedule on Friday or Saturday, it allows the church planter (and team) to be in service and to continue to participate with the mother church on Sunday.
- Note: The church plant pastor and family should continue to tithe and give offerings into the mother church until the pastor releases them to put their money into the new church plant.
- Note: We recommend that the church planter set a personal goal to win and disciple a family to the mother church that is similar to their own family. This will make it easier for the mother church to release the church planter family when the time is right.

5. Set the Kick-Off Date for the Church Plant

Don't get in a hurry.

God will give the pastor of the mother church the "green light" when it is time to kickoff the church plant. (Church planter, you don't want to start until God has spoken to your pastor.)

Make sure the contents of this document are well covered and understood by all parties.

Start with an event that grabs the attention of the community.

• We recommend the North Carolina District's plan for a community block partystyle kick-off. This plan has been very effective for their District; they have to-date planted more than twenty new works. Please see North Carolina's book and video, "Carolina Crusades" for more information. (It can be downloaded from UPCIministers.com under resources.)

6. Sustain the Church Plant and Church Planter(s) after Launch

The pastor of the mother church is the pastor of the church planter and family.

The pastor and mother church will provide a prayer covering for the church planter and the church plant.

The mother church will provide outreach and evangelism support under the direction of the mother church pastor.

The mother church will provide rotating teams of volunteers under the direction of the mother church pastor.

The pastor of the mother church will:

- Monitor the church planter and church plant
- Provide oversight to the church planter and church plant
- Require accountability of church planter and church plant
- Be available to give advice and direction
- At his discretion, make changes in staff and participants at the church plant as/when needed.
- Provide finances (as determined by the mother church and mother church pastor).

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Jack Cunningham is the Committee Chairman for the Strategic Growth Initiative. He is the pastor of Bible World—an Apostolic church located in Chesapeake, Virginia. He serves as District Superintendent of the Virginia District United Pentecostal Church.







Article No.2

Church Planting: The Apostolic Pattern

We commonly use the phrase "church planting" although that exact term is not found in Scripture. For someone unfamiliar with the phrase, it could be easily misunderstood as the literal process of constructing the church buildings themselves.

That's especially true when we think of church planting as a static construction process, rather than the very active, living process it is meant to be. The concept of planting new churches comes very directly from Scripture as we see how the early church began to grow and spread in the Book of Acts. It was not buildings that were put into place and planted, but living, breathing groups of followers. Those newly established early churches were alive with the *ekklesia* or the called-out ones—excited and evangelistic believers.

Following his conversion and the beginning of his ministry, the Apostle Paul established a pattern that works for us even today. Starting in Acts 13, we see that he prayed, fasted, and sought the direction of the Holy Ghost. Paul and Barnabas were sent out into the harvest field; other believers began to gather into teams and also spread out to plant new churches. They went into areas where people had not yet heard the Good News and established new, living groups of *ekklesia*. Leaders were developed for the new churches and the Apostle Paul and others visited and encouraged them, helping them become deeply rooted. Finally, they took the exciting reports back to the mother church in Jerusalem.

We can take the steps exhibited here and extract a successful apostolic pattern that will help guide our steps to becoming effective and fruitful church planters.

- First of all, praying, fasting, and seeking the direction of the Holy Ghost.
- Building and training an effective team.
- Evangelizing in new areas.
- Discipling of new believers.
- Developing, training, and releasing new leaders.
- Helping new church plants establish and become church planters themselves.

By following this basic pattern, church planting has proven to be a very successful process within the United Pentecostal Church International. Where there was once only a dream and a vision, there are now many vibrant, self-governing churches that are testimonies of strength and fruitfulness. Dreams and visions without the committed determination to see them fulfilled through selfless sacrifice and untiring labor remain merely ideas and never become realities.

In this particular time of pandemic, we might ask ourselves if this age-old pattern is still viable. But the truth is that church planting is never easy, convenient, or safe. Has the pandemic posed additional challenges? Absolutely! But it has also posed additional possibilities!



In this time of uncertainty and even chaos, people are looking for answers. They are looking for security and connection. The mission of the church should never be based on economic certainty and prosperity. It should always be based on the timeless Word of God. As such, it transcends the momentary, the current culture, and the issues of life.

This is not the time to hesitate or pull back from our mission. The world needs the church and the Word of God more than ever before. This is the time to advance! This is the time to reach for the lost! This is the time to train and release!

We return today to express our gratitude for each and everyone who has proven that it can be done. As an organization, we have a history filled with extraordinary men and women who have planted and sustained *ekklesia* throughout the world! We pray that the Lord will raise up a new generation of men and women who will commit themselves to plant new works while the door of prophetic possibility remains open.

Now is the time to move forward like never before, in the name of Jesus!

Mathan Jargins





Article No. 3

The High and Holy Call of God to Ministry

Wherefore I put thee in remembrance that thou stir up the gift of God, which is in thee by the putting on of my hands. For God hath not given us the spirit of fear; but of power, and of love, and of a sound mind. Be not thou therefore ashamed of the testimony of our Lord, nor of me his prisoner: but be thou partaker of the afflictions of the gospel according to the power of God; who hath saved us, and called us with an holy calling, not according to our works, but according to his own purpose and grace, which was given us in Christ Jesus before the world began (2 Timothy 1:6-9).

The ministry is a sacred trust. Weighty matters of eternal significance rest squarely on the shoulders of ministers. God's strategic plan calls for some apostles, some prophets, some evangelists, some pastors, and some teachers. These uniquely gifted ministries sent with the power of God fulfill the divine mandate. The mission is clearly outlined in Ephesians 4:12-15.

- The ongoing work of the ministry is the perfecting of the saints to the stature and fullness of Christ Jesus.
- Ministers are assigned the noble task of bringing the body of Christ into unity.
- Growth must be nurtured in the context of raising children into maturity.
- The ministry must labor diligently to establish the doctrine in the hearts of the people.
- The ministry must fulfill the purpose of fruitfulness in themselves and in those they are leading.

Paul instructed Timothy in these matters reminding him the ministry is a Holy Calling. Authentic ministry begins with the call of God upon the willing heart. When individuals answer the call of God to ministry, they begin a lifelong journey fulfilling the heavenly purpose.

The call of God is the foundation of ministry. The burden is great. The labor is long. The opposition is severe. The consequences are eternal. The ministry should not be entered into lightly, or of one's own will. Paul described the high and noble calling as having apprehended him. He declared himself a prisoner of Christ. Truly the call of God will capture the heart and become the passion of one's life. The God-called minister becomes a flame of fire burning with the desire to reach the lost, preach the gospel, and lead the church into revival.

The church may well be entering the last days. The prophetic fulfillment of the pouring out of God's Spirit is at hand. The harvest will be plenteous and we will need laborers equipped in every area of expertise. The call of God is going forth to every generation. Many have already been taken captive by the force of God's love breathed into their hearts. A mighty host of God-called ministers is emerging with an overwhelming passion to fulfill the great commission. Perhaps you are among the mighty who will answer the call of God. Surely the Lord Himself will confirm your calling.



God has not given us the spirit of fear, but of love, and of power and of a sound mind. A fresh anointing awaits you; a life of destiny and purpose is assigned to you. The time is now. Prayerfully and sincerely answer the high and holy calling of God on your life.

There is nothing more sacred in the heart of a minister than the call of God.

Effective ministers clearly identify the calling of God. They possess a blessed assurance which forms a foundation for their ministry. This calling provides the passion and perseverance for an enduring ministry.

I press toward the mark for the prize of the high calling of God in Christ Jesus (Philippians 3:14).

The call of God may be identified in many ways and with much diversity. New ministers or aspiring ministers sometimes wrestle with acknowledging the call of God. There are some pathways to identifying this high and holy calling in your life.

The Calling is Personal

Actually, the call of God may be unique to each person. God will confirm to you in your own way His plan in your life. The final result is that you know deep in your heart that you have answered the call. Your journey may not relate to anyone else, but you will know. Many times, a certain scripture or Bible character becomes the resting place for your blessed assurance.

The Calling Is Progressive

Throughout your life, the call of God will unfold. You will understand the true depth and ultimate plan as you walk in your calling. Ministry in one area will lead to another and the plan is slowly revealed.

Those who observe your ministry will become a source of insight as they affirm attributes suitable for certain assignments. These experienced ministers are invaluable in helping you chart your course. They are able to see skills and giftings you do not see.

The Pastor's Role in Your Calling

Your pastor is the primary voice affirming and empowering your call. Seasoned ministers of many years will often check back with their pastor before making serious shifts in ministry.

Pastors are helpful in identifying your specific giftings and abilities. They are able to observe you on a regular basis and will have more insight than any other minister in helping you determine your specific calling. Timing is extremely important in regard to stepping out into ministry. Pastors have insight concerning when to do what you are feeling.

The Prophetic Dimension of Your Calling

Supernatural visitations have always empowered the apostolic ministry. Angelic encounters, visions, dreams, and the very voice of God become anchor points in your ministry calling.

A prophetic word spoken over you is a valuable sign and often helps determine timing and target.

The Calling Must Be Proven

Early in your calling you just have to take a step of faith. You may not have the whole picture or complete understanding of where the calling will eventually lead. Fruitfulness is the ultimate confirmation of your calling.

Appearing before a District Board and being examined by the elders empowers your calling. These ministers will lay hands on you and both confirm your call and release your ministry.

Consider these points as you reflect on your own calling and seek to nurture a calling in those you lead.

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Article No. 4 _____ Four Habits of Achievement

We all want to achieve growth. We all want to have happy, healthful, and meaningful achievements in ministry. We all want to make a difference in our world by having a significant, positive influence.

But I think you will agree with me when I say that some people spend their entire ministry trying to figure out how to achieve growth; but, sadly, they never figure it out.

Everyone can discover the secrets to growing a church or ministry when they implement four basic and fundamental habits. Church growth or ministry growth is achievable for anyone who practices these four habits of leadership.

I have found that the habits of achievement are simple and uncomplicated, but they demand much concentration and focus on execution. If we find and focus on these habits, we can take control of our destiny and achieve our goals.

Don't be surprised when I tell you that achievement in ministry does not depend on our intelligence, ability, or pedigree. It's not in who we know, our family name, or our connections. However, it does hinge on our ability to allow Jesus to get the best out of our life under all circumstances and situations. In short, it is our ability to acclimate and grow in our ministry.

All of us have within us the profound inventories of possibilities and talents that, if properly utilized and conducted, will empower us to achieve amazing things in our ministry.

These great habits of achievement in ministry and growth have worked for centuries for rural or urban, large or small churches. They are as follows:

Vision

It is not only what you see; but, in reality, it is what you want to see come to pass. As the pastor, you are the visionary of the church. The vision is what the church would like to see happen as a result of putting the vision into action. It is a picture of your preferred destiny. The vision is the why that pastor and church exist in that location. It is the dream; the prophetic utterance of what God has put in your heart. The vision is a thought-out process that gives the church direction. It will keep the church from just drifting from one service to the next. It creates the promise and brings it into reality. The vision, simply put, is the blueprint of our destiny.

Mission

Vision is the seer; mission is the doer. The vision answers the why, but the mission tells us how we will accomplish the why. The mission is taking the vision and building it. The vision is the image of the dream, but the mission is how we will accomplish the dream. Too much of the time, we are heavy on the vision but woefully short on the mission—the strategy and plans that will fulfill the vision. We need a vision that will excite and get people involved. We need a mission that will motivate us to live the vision.



Action

When we take the strategies and plans of the mission and do them, we create action. We act on the plans and make disciples by being a militant church that is violent, aggressive, and advancing.

Persistence

This gives us the tenacity, boldness, and determination to stay with it. We must want it more than we want our next breath. We must not become lazy and sloppy in our actions. We must be persistent in communicating the steps we have planned for our achievement.

These habits will work for you as they have worked for almost everyone who has ever tried them. They will require the best of you and the most desirable of the qualities you can grow. In developing and growing these habits, we can make progress and grow an extraordinary ministry.

Recommended Reading (Click for purchase link):

- Bernard, David K. *Growing a Church: Seven Apostolic Principles.* David K. Bernard, 2001.
- Duckworth, Angela. *Grit: The Power of Passion and Perseverance*. Scribner. An Imprint of Simon & Schuster, Inc., 2016.
- Lencioni, Patrick. *The Advantage: Why Organizational Health Trumps Everything Else in Business.* Jossey-Bass, 2012.
- Lencioni, Patrick. *The Five Dysfunctions of a Team: A Leadership Fable.* Jossey-Bass, 2002.
- Stanley, Andy. *The Best Question Ever*. Multnomah Press, 2004; revised to *Ask It: The Question That Will Revolutionize How You Make Decisions*. Multnomah Press, 2014.

Tom Joster





Article No. 5 _____ A Minister's Hard Cry for Help

The year 2020 taught us much about ourselves; not the least of which is the fact that even as leaders we are vulnerable. We have grappled with dilemmas that we could have never imagined. We have struggled with balancing ministry operations, finances, care for our families and others amidst intense uncertainty. We have battled fear, loneliness, anxiety, and much more. The troubles of our times have revealed to us how frail and vulnerable we are as humans. We have been met with the harsh reality we have long tried to push past and failed. And that reality is WE NEED HELP.

The real dilemma for leaders is this: How does the one who is the source of help for everyone else's need seek help from someone else? What does it look like for the fixer to be the broken one? What does it say about our qualifications to lead amid life struggles?

A man who has not been helped is no help for others in need.

As we press forward into re-opening our country, into a time of healing and making progress, we must conquer the Achilles heel of our generation—our inability to reckon with our weaknesses in a right way and seek help. If we propose to bring others to health, we must be healthy. This couldn't be truer than it is at this moment: A man who has not been helped is no help for others in need. It is interesting that the very thing we ask others to do, we have failed in taking our own advice in critical moments of the soul. As spirit-filled leaders, we are always looking evangelistically beyond the moment; and in many regards, we have cause to do so. Yet, without proper emotional and spiritual health checks and balances, the spiritual push often becomes the shove of destruction, creating unfortunate traps that many tragically have not survived.

So why is it so hard for leaders to seek help?

Fear of showing weakness

Some leaders believe, and have taught, that needing or seeking professional mental or emotional help is a sign of spiritual weakness.

Fear of judgment

Sadly, some leaders have not created safe places for themselves or others to fall and recover. We have seen others fail in times of distress and we have heard how they are judged, assessed, and discussed by ourselves and others.

Avoiding responsibility

Some think that they shouldn't have to ask for help. Rather, they believe that if they're having a hard time, it's other people's responsibility to offer to help or be spiritual enough to know there is an issue.

Pride

Pride is one of the main reasons why people find it hard to seek help. Doing things by yourself is very satisfying. Overcoming obstacles on your own is validating, but it is both arrogant and dangerous to trust only in yourself and not the body of Christ.



How to seek help?

Trust

The God who called you into this great vocation has gifted others to help us in a time of need.

Ask

You cannot receive what you do not ask for. Openly seek someone to help you get what you need.

Be grateful

Recognize the help God has placed within your grasp, submit yourself to the process, and take advantage of every resource.

In the end, our need to recover, honor our family, and do the will of God, needs to be stronger than our ego and our fear of failure. Help and restoration are some of the most powerful and spiritual elements of the church. We should definitely not discount the value of seeking help in these uncertain times.

Resources:

http://mission37.org

http://pointsofrefuge.com

https://apostoliccounseling.org/about-us

Barid Bryan





ISSUE 2 TOOLBOX PRACTICAL TOOLS YOU CAN USE

*For the toolbox from Issue 1, click <u>HERE</u>

STRATEGIC GROWTH INITIATIVE



VEY **DING PASTOR**

In his article on starting daughter works, David Bernard shares seven key factors in sending and sustaining church planters and their teams. If you are a sending pastor and have started daughter works, or desire to do so, use the following survey to self-assess and gauge how well you are leading in these areas.

In each of the seven areas, rate the level of your effort, time invested, and strength on a scale of 1-10. Think in terms of how well you are preparing and equipping the leaders and teams you are sending out to plant daughter works. Use this survey as a conversation starter and a map for personal improvement.

I have equipped, developed, and trained daughter work leaders in effective ministry and church planting concepts.

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• RECOMMENDED LINKS FOR MINISTERS

Ministers

- So You [May] Feel Your Call to Preach by David Reever
- I Think I'm Called: What Do I Do Now? by Gary Dornbach
- The Pentecostal Minister, edited by J. L. Hall & David K. Bernard
- Spiritual Leadership in the Twenty-First Century by David K. Bernard
- Launch Your Ministry: free ministry development curriculum
- Christian Ministry License: training for license issued by pastor
- UPCI Ministerial Credentials: Local, General, Ordination
- UPCI Ministerial Credentials, Spanish

Works

- Strategies for Growth by David K. Bernard, digital booklet & upciministers.com
- Church Planter's University: North American Missions Training
- Impact Community (UPCI endorsed), impactcommunity.cc
- Resources for Local Churches, including "Organizing a Church Legally" and "Sample Daughter Work Policy," (digital resources from UPCI Manual & upciministers.com

Growth

- Growing a Church: Seven Apostolic Principles by David K. Bernard
- Growing a Church, Spanish
- Elements: a curriculum for converts
- Elements for Children: a curriculum for converts
- Apostolic Media: DiscipleshipNow.com
- Training for Christian Prisoner Ministry, Discipleship Project Teachers, Music Ministry, Occupational Chaplains, Sunday School Teachers, Youth Ministry, MinistryCentral.com
- The Apostolic Church in the Twenty-First Century by David K. Bernard

Strength

- The Center for Apostolic Counseling (UPC) endorsed), apostoliccounseling.org
- Points of Refuge: confidential counseling for ministers & families (UPCI endorsed), pointsofrefuge.com
- "Planning for Retirement" digital article from Spiritual Leadership & upciministers.com
- Resources for Local Churches, from UPCI Manual & upciministers.com
- Spiritual Leadership in the Twenty-First Century by David K. Bernard

Training for District Leaders

- Strategies for Growth by David K. Bernard, digital booklet & upciminsters.com
- Video Training, upciministers.com

