Equipping Counselors for the Church  
CO 602

“Preparing God’s People for the  
Personal Ministry of the Word”

Sample Syllabus

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Robert W. Kellemen, Ph.D.
Equipping Counselors for the Church: CO 602 M
Sample Course Syllabus

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Sample Syllabus: Date/Time TBA
Three Semester Hours

Course Description:

Equipping Counselors for the Church: Preparing God’s People for the Personal Ministry of the Word

In this course, students will be taught to envision, enlist, equip, and employ/empower church-based counselors and care-givers. Students will be taught how to train and mobilize Life Encouragers And Disciplers (LEAD Counselors) as one-to-one discipleship counselors. Students will also be taught how to train and mobilize Ministers of Mercy (care-givers) to serve as deacons, deaconesses, hospital and shut-in visitation ministers, FLOCK facilitators, and tele-care ministers. Issues relative to supervision, oversight, legal and ethical issues, and referral will also be discussed. 3 hours.

Course Textbooks:

Required Texts


Recommended Texts


In addition, the student is asked to bring a Bible to class every day. One of the following English versions should be used: New American Standard Bible, New International Version, King James, or New King James. The instructor will be using the New International Version.
**Course Goals (Student-Oriented Learning Objectives):**

1. **Character Goals:** As a result of successful participation in this learning experience, nurtured students will be able to:
   
   a. Be the type of leader whose love for God, Christlike character, and dependence upon the Holy Spirit are worthy of being emulated and whose integrity imparts credibility to ministry.
   
   b. Maintain a deep level of commitment to people and to a ministry of equipping them to help others.

2. **Content/Conviction Goals:** As a result of successful participation in this learning experience, nurtured students will be able to:
   
   a. Develop, describe, and defend a biblical theology of the local church.
   
   b. Determine the role of pastors, elders, deacons, and “lay” leaders in the ministry of a local church.

3. **Competence Goals:** As a result of successful participation in this learning experience, nurtured students will be able to:
   
   a. **Envision God’s ministry** by assessing congregational needs and by facilitating the development of a biblical mission, vision, passion, and commission (MVP-C) statement that nourishes the compassion, conviction, and connection needed to launch flourishing church counseling ministries.
   
   b. **Enlist God’s ministers for ministry** through mobilizing ministers by nurturing a family and building a team prepared for change, skilled in conflict resolution, and connected to the MVP-C Statement.
   
   c. **Equip godly ministers for ministry** through applying transformational training strategies that comprehensively address the “4Cs” of biblical content, Christ-like character, counseling competence, and Christian community.
   
   d. **Employ/empower godly ministers for ministry** through overseeing the ongoing “organizing of the organism” by leading ministries that are built to last, that grow from good to great, and that leave a legacy of loving leaders.
Course Requirements:

Since this is a practical theology course, your course requirements will be highly practical in nature. Grading assumes that students will work diligently on the three Ministry Projects.

1. Ministry Projects: Envisioning, Enlisting, Equipping, and Employing Counselors and Care Givers

You will complete three Ministry Projects. Each project will count 20% toward your final course grade, for a total of 60%. Due dates are found in your course schedule. You will find detailed explanations of each Ministry Project later in this syllabus.

- Ministry Project # 1: Envisioning God’s Equipping Ministry. In this project you will assess your congregational needs or develop an MVP-C Statement for relational equipping in the local church.

- Ministry Project # 2: Enlisting God’s Ministers for Equipping Ministry. In this project you will develop methods for processing congregational change, or examine and utilize principles of conflict management, or develop strategies for promoting and organizing relational ministries in the local church.

- Ministry Project # 3: Equipping Godly Ministers for Relational Ministry. In this project you will outline the theology, sociology, methodology, and strategy for equipping counselors and care givers in the local church.

2. Reading Response Paper

Read the text by Henderson and turn in a Reading Response Form (contained later in this syllabus). This assignment will count 10% toward your final course grade. This text should be read and the Reading Response Form completed before the start of the first class on ____________.

3. Class Attendance, Promptness, Participation, and Completion of Embedded Class Note Questions for Reflection, Discussion, and Application

Students are expected to attend class consistently and to arrive on time. Additionally, being a very practically oriented course, your class participation through discussions, small group in-class assignments, and large group class interactions will be vital. A major part of this grade will be the completion and discussion of the “Growing Together” section that concludes each chapter of Equipping Counselors for Your Church. These sections are reproduced in your class notes with permission of P & R Publishing. Prior to the class period in which that material will be covered, you must complete in writing in your class notes your answers your responses to each question. This area will count 30% toward your course grade.
**Course Schedule:**

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<th>Class/Date</th>
<th>Class Topic</th>
<th>Assignment Due</th>
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<tr>
<td>TBA</td>
<td>Introduction</td>
<td>Henderson Response Paper</td>
</tr>
<tr>
<td>TBA</td>
<td>Envisioning: SWORD Heart Exam—Assessing Congregational/Community Heart Readiness</td>
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</tr>
<tr>
<td>TBA</td>
<td>Envisioning: Dreaming God’s Dream (MVP-C), Part I</td>
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<tr>
<td>TBA</td>
<td>Envisioning: Dreaming God’s Dream (MVP-C), Part II</td>
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<td>TBA</td>
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<td>TBA</td>
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<td>TBA</td>
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<td>TBA</td>
<td>Employing/Empowering Godly Ministers, Part II</td>
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<td>TBA</td>
<td>Employing/Empowering Godly Ministers, Part III</td>
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<tr>
<td>TBA</td>
<td>Conclusion: Leaving a Lasting Legacy</td>
<td>Equipping Assignment</td>
</tr>
</tbody>
</table>

**Course Policies:**

1. **Class Attendance:** Attendance will be taken each day. Three late arrivals will be counted as one absence. Anyone missing 30 minutes or more of a class will be marked absent. More than 20% absences during the semester is an automatic “F.” Consistent tardiness hinders your learning and the learning of your fellow students. *You are expected to allow yourself enough time for weather, traffic, and other issues possibly leading to tardiness.*

2. **Late Assignments:** Late work may still be credited with a one-letter grade penalty. No late assignment will be accepted more than one week after its due date. *Any exceptions need to be discussed with the professor on a case-by-case basis.*
Reading Summary Form

Name: ______________________________

Class: _____________________________________________

Book: _____________________________________________

♦ Please type your responses to the following questions. You may reformat this on your own computer, but use a similar amount of space for your answers, and hand this in as one sheet, front and back.

1. What aspects of this book “surprised you the most”—made you think, “Hmm, I’ve never looked at this topic this way before”?

2. What aspects of this book “concerned you the most”—made you think, “I don’t know if this is a biblical way of conceptualizing this”?

3. What aspects of this book impress you as being “most biblical”—where biblical theology was used to develop biblical categories of thinking about this issue?

4. What aspects of this book impress you as being most helpful—where you thought, “This is an insight, intervention, diagnosis, treatment method, etc., that could be quite effective”? 
Reading Summary Form, Page Two

5. What one or two quotes/comments/statements stand out to you as most significant? Why?

6. If you were to edit this book, what would you change, or leave out, or add? Why?

7. If you were to write a one-paragraph summary of this book, what would you say?

8. Who would you recommend this book to: pastors, counselors, professors, “lay” people, people struggling with this issue, all of the above, no one? Why or why not?

9. Describe what personal impact this book has had and might continue to have in your life.

10. Describe what professional impact (as a pastor, counselor, teacher, “lay” minister, etc.) this book has had and might continue to have on your ministry.
Ministry Project Number One: Guidelines

Ministry Project # 1: Envisioning God’s Equipping Ministry

In this project you will assess your congregational needs and develop an MVP-C Statement for relational equipping in the local church. This project will count 20% toward your final course grade. Since this is a practical theology course, your course requirements will be highly practical in nature. Grading assumes that students will work diligently on the three Ministry Projects.

You have several options for completing this project. Please choose the option that will most positively impact your ministry (either your current ministry or your envisioned future ministry). I do not envision any exact length for what you turn in. Focus on assisting yourself and your church, and then focus on turning in “summary results” based upon the descriptions I suggest below.

You do not need to organize your paper/project according to any particular format. I do expect you to present a polished product that is well written, creative, uses correct grammar and spelling, is neat, and is double-spaced. Please include your name and box number and the “title” of your project on a cover sheet.

You should email your project as a Word attachment to Dr. Kellemen at bob.kellemen@gmail.com by the due date of ________________.

♦ Option Number One: Assessing Congregational Needs

Use materials from Equipping Counselors for Your Church and from our class lectures/interactions (Lesson Two) to assess the needs of your congregation. You may do this as a survey for your pastoral staff, or for your “lay” leaders (elders, deacons, ministers, etc.), or for your entire congregation. You may do this with a current or new ministry team.

Once you have completed your assessment process:

♦ Write a one-page summary telling what assessment you used, how you used it, who you used it with, etc.
♦ Turn in a summary of the results of your assessment. If you use the Congregational Mercy Ministry Survey, for instance, then turn in that five-page sheet with collated results. If you used the Assessing Congregational Needs form to help to develop a counseling ministry, for instance, then turn in that two-page form with collated results.
♦ Write a summary of how the assessment process went. Was it too complicated? Was it exciting? Confusing? Did people respond? Did it excite your congregation? Discourage them? How did leaders respond? What would you do the same? What would you do differently?
♦ Write a summary of how you will now use the information you gathered. How will it impact your current ministry? Your future ministry? What steps will you now take? What will you do because of the results?
**Option Number Two: Congregational MVP-C Statement**

Use materials from *Equipping Counselors for Your Church* and from *Lessons Three through Five* to guide you in creating or further developing a congregational MVP-C Statement. You may do this by yourself, with the pastoral staff of your church, with the “lay” leadership of your church (elders, deacons, ministers, etc.), or with your entire congregation. Walk them (or yourself) through the process that we explained and illustrated in class. When you have completed your envisioning process:

- Provide a one-page summary of your Congregational MVP-C Statement.
- Describe the process: Who did you develop it with? What exactly did you do? How did it go? What did you learn? What was the mission process like? The vision process? The passion process? The commission process? Was it too complicated? Was it exciting? Confusing? Did people respond? Did it excite your congregation? Discourage them? How did leaders respond? What would you do the same? What would you do differently?
- Write a summary of how you will now cast your MVP-C Statement.
- Write a summary of how you will implement your MVP-C Statement. How will it impact your current ministry? Your future ministry? What steps will you now take? What will you do because of the MVP-C?

**Option Number Three: Developing a Pastoral/Leader MVP-C Statement and Ministry Description**

Use materials from *Equipping Counselors for Your Church* and from *Lessons Three through Five* for assistance in developing your personal ministry MVP-C Statement and Ministry Description. If you are not yet “in the ministry,” then consider this an excellent opportunity to sense God’s call on your life. If you are not in the ministry, you can design this specifically toward the ministry you are thinking of pursuing: a senior pastor, a counseling pastor, a discipleship pastor, an equipping pastor, a youth and family minister, a leader of a local church counseling ministry, a leader of a local church care giving ministry, a leader of a local church small group ministry, etc. If you are in the ministry, and you do not have an MVP-C Statement, use this as an excellent opportunity to develop one. If you do have one, or the equivalent, then use this as an excellent opportunity to enhance one. To complete your personal envisioning process:

- Study the passages suggested in your class notes.
- Use the process suggested in your class notes.
- Develop your personal ministry mission statement, vision statement, passion statement, and commission statement. Use your class notes as a model.
- Develop your personal ministry description. Use your class notes as a model.

When you have completed your personal MVP-C Statement and your Ministry Description:

- Write a summary of what the process was like for you.
- Write a summary of what you learned about yourself from the process.
- Write a summary of what you discerned about God’s calling in your life.
Write a summary of how your MVP-C and Ministry Description will impact your current and future ministry.

Turn in a copy of your MVP-C Statement.

Turn in a copy of your Ministry Description.

Option Number Four: Developing a Ministry Team MVP-C Statement

Use materials from *Equipping Counselors for Your Church* and from Lessons Three through Five for assistance in developing your ministry team MVP-C Statement. You will also find specific pages that illustrate how to do this with one ministry area (elders). You can apply that illustration to the following ministry areas.

Work with a ministry team at your church in the areas of counseling (encouragement, spiritual friendship, discipleship, mentoring, soul care, spiritual direction, one-another ministry, etc.), care giving (ministers of mercy, deacons, deaconesses, helping hands, financial ministry, telecare, crisis care, crisis response team, home/shut-in visitation, hospital visitation, prison ministry, etc.), or mending groups (recovery, abuse, support, encouragement, depression, anxiety, sexual abuse, chronic illness, grief recovery, etc.).

As you work with your ministry team:

- Use the biblical passages suggested in class for counseling, care giving, and/or mending groups.
- Use the process suggested in your class notes.
- Develop a ministry mission statement, vision statement, passion statement, and commission statement. Use the models provided in your class notes.

When you have completed your Ministry Team MVP-C Statement:

- Provide a one-page summary of the Ministry Team MVP-C Statement.
- Describe the process: Who did you develop it with? What exactly did you do? How did it go? What did you learn? What was the mission process like? The vision process? The passion process? The commission process? Was it too complicated? Was it exciting? Confusing? Did people respond? Did it excite your ministry team? Discourage them? How did leaders respond? What would you do the same? What would you do differently?
- Write a summary of how you will now cast your Ministry Team MVP-C Statement.
- Write a summary of how you will implement your Ministry Team MVP-C Statement. How will it impact your current ministry? Your future ministry? What steps will you now take? What will you do because of the Ministry Team MVP-C?
Option Number Five: Developing a Leadership Team MVP-C Statement and Ministry Description

Use materials from *Equipping Counselors for Your Church* and from Lessons Three through Five for assistance in developing your leadership ministry team MVP-C Statement and Ministry Description. By “leadership team,” I mean whatever group of people in your church is assigned the ultimate spiritual leadership of your congregation. In some larger churches it may be the combined pastoral staff. In some churches it may be the elder board, or the deacon board, or the ministers, or the council board, etc.

As you work with your leadership team:

- Use the biblical passages suggested in your class notes.
- Use the biblical process suggested in your class notes.
- Develop a leadership ministry mission statement, vision statement, passion statement, commission statement, and ministry description. You will find one model in your class notes.

When you have completed your Leadership Ministry MVP-C Statement and Ministry Description:

- Provide a summary of the Leadership Ministry MVP-C Statement.
- Provide a summary of the Leadership Ministry Description.
- Describe the process: Who did you develop it with? What exactly did you do? How did it go? What did you learn? What was the mission process like? The vision process? The passion process? The commission process? The ministry description? Was it too complicated? Was it exciting? Confusing? Did people respond? Did it excite your leadership team? Discourage them? How did leaders respond? What would you do the same? What would you do differently?
- Write a summary of how you will now cast your Leadership Ministry MVP-C Statement.
- Write a summary of how you will implement your Leadership Ministry MVP-C Statement and Ministry Description. How will it impact your current ministry? Your future ministry? What steps will you now take? What will you do because of the Leadership Ministry MVP-C and Ministry Description?
Ministry Project Number Two: Guidelines

Ministry Project # 2: Enlisting God’s Ministers for Equipping Ministry

In this project you will evaluate, plan, and/or implement ways to enlist godly ministers for equipping ministry in the local church. This project will count 20% toward your final course grade. Since this is a practical theology course, your course requirements will be highly practical in nature. Grading assumes that students will work diligently on the three Ministry Projects.

You have several options for completing this project. Please choose the option that will most positively impact your ministry (either your current ministry or your future ministry). I do not envision any exact length for what you turn in. Focus on assisting yourself and your church, and then focus on turning in “summary results” based upon the descriptions I suggest below.

You do not need to organize your paper/project according to any particular format. I do expect you to present a polished product that is well written, creative, uses correct grammar and spelling, is neat, and is double-spaced. Please include your name and box number and the “title” of your project on a cover sheet.

You should email your project as a Word attachment to Dr. Kellemen at bob.kellemen@gmail.com by the due date of ________________.

♦ Option Number One: Preparing Your Congregation for Change

Use materials from Equipping Counselors for Your Church, from Lessons Six and Seven from your class notes, and from books in the class bibliography that we recommended for this topic. Your ministry project should include:

1. Producing a Personal and Church Evaluation: Use the class notes as a guide toward assessing your “language of ministry,” your church’s “language of ministry,” how you handle change, and how your church tends to handle change. Develop a plan for how this assessment would help you to evaluate and grow in your ministry and how this assessment would help you to implement change within your church context.

2. Developing a Strategic Change Management Plan: Use a new area of ministry that you are considering implementing as your “study model.” Then use your class notes as a guide. Develop a plan for how you will strategically manage change involved in implementing this new ministry in your church. How will you catch the vision? How will you cast the vision? How will you foster a climate for ongoing support and participation. What changes will you prioritize? Why? What leaders will you put into key places? How will you foster this climate with each “group” within your church? What practical methods/means will you use?

Turn in:

1. Your personal and church evaluation of your language of ministry, how you and your church handle change, and your plan for how these assessments will help you and your church when you implement change.
2. Your plan for how you will strategically manage change as you ponder implementing this new ministry in your church. How will you catch the vision? How will you cast the vision? How will you foster a climate for ongoing support and participation. What changes will you prioritize? Why? What leaders will you put into key places? How will you foster this climate with each “group” within your church? What practical methods/means will you use?

♦ Option Number Two: Conflict Resolution

Use materials from *Equipping Counselors for Your Church*, from Lessons Six and Seven from your class notes, and from books in the class bibliography that we recommended for this topic. Your ministry project should include:

1.  *Research the History of How Your Church Has Faced Conflict*: Perform a “cultural exegesis” of your church’s “typical way” of handling or mishandling conflict can be very beneficial. Talk with staff, “lay” leaders, and long-time members. Interview them regarding any past conflicts. What they were about. How they were resolved. Were they resolved? Attempt to “gain a handle” on how your church historically responds to conflict.


3.  *Plan Your Conflict Resolution Process*: How will you keep on track when/if conflict arises? How will you make necessary course corrections? How will you respond to resistors of various types? How will you negotiate peace? Between who? How will you stay among the people?

Turn in:

1.  A summary of how your church has faced conflict.

2.  A summary of predicted opposition.

3.  Your plan for conflict resolution.

♦ Option Number Three: Research and Application Paper

Use materials from *Equipping Counselors for Your Church*, from Lessons Six and Seven from your class notes, and from at least three books in the class bibliography that we recommended for this topic. Turn in a research and application paper that:

1.  Summarizes and integrates the teaching of the three books on your topic. What do they teach about church discipline, change management, and/or conflict resolution?

2.  Outlines how you will apply the teaching of these three books to your church situation as you seek to develop a biblical church discipline policy, implement new ministries, as you seek to respond to conflict, or develop a conflict response strategy.
♦ **Option Number Four: Biblical Research and Application Paper**

Use materials from *Equipping Counselors for Your Church*, from *Lessons Six and Seven* from your class notes, and from books in the class bibliography that we recommended for this topic. Also, use various biblical passages on change management, conflict resolution, church discipline, etc. to study topics such as church discipline, change management, and/or conflict resolution.

Turn in a research and application paper that:

1. Summarizes and integrates the teaching of the passages on your topic. What do they teach about church discipline, change management and/or conflict resolution?

2. Outlines how you will apply the teaching of these passages to your church situation as you seek to develop a biblical church discipline policy, implement new ministries, as you seek to respond to conflict, or develop a conflict response strategy.

♦ **Option Number Five: Enlisting God’s Ministers for Ministry**

Use materials from *Equipping Counselors for Your Church*, from *Lessons Six and Seven* from your class notes, and from books in the class bibliography that we recommended for this topic. You will be seeking to develop plans and materials for:

1. Promoting the Ministry

2. Recruiting Ministers

3. Selecting Ministers

4. Covenanting with Ministers

Write a paper that includes:

1. How you will promote your ministry area.

2. How you will recruit ministers. Include sample letters or bulletin announcements, etc., that you will use to promote your ministry and/or recruit ministers.

3. How you will select ministers. Include sample gift assessments, screening measures, interview outline, forms, etc., that you plan to use.

4. How you will covenant with ministers. Include any commitment or covenant forms that you develop about the equipping commitment, the enlisting expectations, and about your ministry to them.
Ministry Project Number Three: Guidelines

Ministry Project #3: Equipping Godly Ministers for Relational Ministry

In this Ministry Project you will outline the content, character, competence, and community elements for equipping counselors and care givers in the local church. This project will count 20% toward your final course grade. Since this is a practical theology course, your course requirements will be highly practical in nature. Grading assumes that students will work diligently on the three Ministry Projects.

You have several options for completing Ministry Project Number Three. Please choose the option that will most positively impact your ministry (either your current ministry or your future ministry). I do not envision any exact length for what you turn in. Focus on assisting yourself and your church, and then focus on turning in “summary results” based upon the descriptions I suggest below.

You do not need to organize your paper/project according to any particular format. I do expect you to present a polished product that is well written, creative, uses correct grammar and spelling, is neat, and is double-spaced. Please include your name and box number and the “title” of your project on a cover sheet.

You should email your project as a Word attachment to Dr. Kellemen at bob.kellemen@gmail.com by the due date of _________________.

♦ Option Number One: Develop an Overview of Your Strategy for Equipping Godly Ministers for Relational Ministry

1. Identify the type of relational ministry team you are focusing on, such as counselors (informal, formal) or care givers (deacons, deaconesses, tele-care, hospital visitation, shut-in visitation, etc.).

2. Create your own strategy that includes the components you think are needed in an equipping ministry. The following can be a guide, but you should develop your own categories and wording.

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<thead>
<tr>
<th>Content</th>
<th>Theology</th>
<th>Truth</th>
<th>Doctrine</th>
<th>Knowledge</th>
<th>Logos</th>
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<tr>
<td>Character</td>
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<td>Love</td>
<td>Relationship</td>
<td>Connection</td>
<td>Ethnos</td>
<td>Culture</td>
</tr>
</tbody>
</table>

3. For theology (content), if you have a comparable category:
   a. Provide biblical support for why you believe content is necessary for this training group.
   b. Overview what knowledge is necessary for this training group.
c. Overview how you would communicate this knowledge for this training group—what format(s) would you use?

4. For axiology (character), if you have a comparable category:
   a. Provide biblical support for why you believe character is necessary for this training group.
   b. Overview what relational maturity is necessary for this training group.
   c. Overview how you would help your training team develop relational maturity—what format(s) would you use?

5. For methodology (competence), if you have a comparable category:
   a. Provide biblical support for why you believe relational capacities are necessary for this training group.
   b. Overview what relational competencies (skills) are necessary for this training group.
   c. Overview how you would help your training team develop these relational capacities—what format(s) would you use?

6. For sociology (community) if you have a comparable category:
   a. Provide biblical support for why you believe community is necessary for this training group.
   b. Overview what type of community your training group needs.
   c. Overview how you would attempt to create a “family environment” for this training group—what format(s) would you use?

7. Then write your own philosophy/value statement using your work on steps 1-6, using our lessons on this topic as your guide. Your statement only needs to be one-to-two pages.

8. **Once you have completed steps 1-7, write your paper according to the outline suggested above.** Be sure to include your philosophy/value statement. Also include a summary discussion of what you learned from this project and how you could implement it in your ministry setting.

   ♦ **Option Number Two: Develop Your Plan for Equipping Counselors (LEADers)**

   In this ministry project option, you will develop your version of LEAD. You can call it whatever you want. You can shape it however you desire. The outline I am providing assumes the models of LEAD that we studied in class. However, you should modify how you organize this project to fit how you organize your counseling ministry in your ministry setting.
Remember that you do not need to do any or all of these in your ministry setting at this time or even in the future. This project is your opportunity to dream about how you might do it now or in the future.

Include the following in this ministry project option:

1. Develop your counseling MVP-C statement. If you have already done this for an earlier project, then simply include a one-page summary for this project. If you have yet to do this, then produce a one-page rough draft MVP-C statement.

2. Develop your “Marketing Plan.” How will you “cast” this to your pastor(s), leaders, elders, deacons, lay ministers, and congregation? If you have already done this for an earlier project, then simply include a one-page summary for this project. If you have yet to do this, then produce a one-page rough draft “Promotional Plan.”

3. Overview your counseling training format.
   a. Will you use only one level of counseling? Two? Three?
   b. Why are you using the method you are choosing? Based upon the size of your church? The “make-up” of your congregation? The needs of your people? The time you have? The experience you have?
   c. What will you call each level?
   d. Develop a one-page summary of your model.

4. Overview your lay counseling training model (“The Four Cs”) (see page 19 of these project guidelines). However, you will only be required to provide a one-page rough draft of option number one should you choose option number two.
   a. What combination of content, character, competence, and community will you use?
   b. What formats will you use to provide this training?

5. Present a one page outline of each level of training. Each outline should include the “name” of your counseling ministry and an outline that overviews your training “topics/titles.”

6. Prepare one lesson, including a lesson plan.
   a. Identify the title/topic/focus of the lesson.
   b. List three-to-five objectives for your lesson. Format your objectives as: “As a result of successful involvement in this lesson, the counselor will be able to. . . .” Have at least one objective be content oriented (“. . . .will be able to explain/describe/etc. . . .”), at least one objective be character oriented (“. . . .will be able to model/exhibit/etc. . . .”), and at least one objective be competence oriented (“. . . .will be able to do/perform/etc. . . .”).

d. Provide an outline for the entire lesson.

7. **Once you have completed steps 1-6, write your paper according to the outline suggested above.** Be sure to include each required component. Also include a summary discussion of what you learned from this project and how you could implement it in your ministry setting.

♦ **Option Number Three: Develop Your Plan for Equipping Care Givers (Ministers of Mercy—“MOM”)**

In this ministry project option, you will develop your version of “MOM.” You can call it whatever you want. You can shape it however you desire. The outline I am providing assumes the materials we discussed in class. However, you should modify how you organize this project to fit how you organize your lay counseling ministry in your ministry setting. Remember that you do not need to do any or all of these in your ministry setting at this time or even in the future. This project is your opportunity to dream about how you might do it now or in the future.

Include the following in this ministry project option:

1. Identify your area of focus. Are you focusing on a “full-blown” care giving ministry? Or on one piece, such as: Tele-Care, Deacons’ Ministry, Deaconess’ Ministry, Crisis Personal Response Team, Hospital Visitation Team, Home Visitation Team, Funeral Care, Grief Care, Meals Ministry, Helps Ministry, etc.?

2. Develop your care giving MVP-C statement. If you have already done this for an earlier project, then simply include a one-page summary for this project. If you have yet to do this, then produce a one-page rough draft MVP-C statement.

3. Develop your “Marketing Plan.” How will you “cast” this to your pastor(s), leaders, elders, deacons, lay ministers, and congregation? If you have already done this for an earlier project, then simply include a one-page summary for this project. If you have yet to do this, then produce a one-page rough draft “Promotional Plan.”

4. Overview your care giving training format.

   a. Will you train everyone together? Train different types of ministry members in different formats? Will you use seminars? On the job training? On-going meetings?

   b. Why are you using the method you are choosing? Based upon the size of your church? The “make-up” of your congregation? The needs of your people? The time you have? The experience you have? What will you call each training ministry?

   c. **Develop a one-page summary of your model.**
5. Overview your care giving training model (“The Four Cs”). However, you will only be required to provide a one-page rough draft of option number one should you choose option number three.
   a. What combination of **content, character, competence**, and **community** will you use?
   b. What formats will you use to provide this training?

6. Prepare one lesson, including a lesson plan.
   a. Identify the type of care giving group you are equipping.
   b. Identify the title/topic/focus of the lesson.
   c. List three-to-five objectives for your lesson. Format your objectives as: “As a result of successful involvement in this lesson, the care giver will be able to. . . .” Have at least one objective be content oriented (“. . . will be able to explain/describe/etc. . . .”), at least one objective be character oriented (“. . . will be able to model/exhibit/etc. . . .”), and at least one objective be competence oriented (“. . . will be able to do/perform/etc. . . .”).
   e. Provide an outline for the entire lesson.

7. **Once you have completed steps 1-6, write your paper according to the outline suggested above.** Be sure to include each required component. Also include a summary discussion of what you learned from this project and how you could implement it in your ministry setting.
I. Envisioning God’s Ministry: 2 Timothy 1:6-7
   A. More Than Counseling: Catching God’s Vision for the Entire Church
   B. Examining Heart Health: Diagnosing Congregational and Community Fitness
   C. Dreaming God’s Dream: Jointly Crafting Your MVP-C Statement
      1. Mission Statement: Your God-Given Ministry Calling and Purpose
      2. Vision Statement: Your Unique Ministry Dream, DNA, and Fingerprint
      3. Passion Statement: Your Captivating Ministry Identity and Imprint

II. Enlisting God’s Ministers for Ministry: 2 Timothy 2:2
   A. Shepherding the Transformation: Cultivating a Climate for Ongoing Ownership
      1. Preparing the Congregation for Change: Relational Change Management
      2. Building Bridges and Breaking Down Barriers: Biblical Conflict Resolution
   B. Mobilizing the Ministers: Nurturing a Family and Building a Team
      1. Conducting Christ’s Opus: Saturating the Congregation with One-Another Ministers
      2. Calling People to Connection: What People Need to Know about Your Ministry
      3. Matching the Right People to the Right Ministry: What You Need to Know about Ministers

III. Equipping Godly Ministers for Ministry: Ephesians 4:11-16; Romans 15:14
   A. How to Change Lives with Christ’s Changeless Truth: Biblical Content
   B. How to Be Like Christ: Christ-like Character
   C. How to Care Like Christ: Counseling Competence
   D. How to Grow Together in Christ: Christian Community

   A. Overseeing Ministries for God’s Glory: Organizing the Organism
      1. Launching Ministries Built to Last: Administrating Ministries
      2. Leading Ministries from Good to Great: Mentoring/Supervising Ministers
      3. Leaving a Lasting Legacy of Loving Leaders: Passing the Baton of Ministry
   B. Practicing Ethical and Legal Wisdom in Ministry: Caring Carefully