***Equipping Counselors for Your Church***

***The 4E Ministry Training Strategy***

***Discussion and Application Guide***

****

**By**

**Robert W. Kellemen, Ph.D.**

**© 2013**

**Chapter One**

**More Than Counseling: Catching God’s Vision for the Entire Church**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. If the All-American Couple entered your congregation, how prepared would your church be to minister to them in their current crisis and in their ongoing Christian lives? What do you think your congregation might need to do in order to be better prepared?

2. Would you say your church is a church *with* biblical counseling or a church *of* biblical counseling (a congregation saturated with equipped one-another ministers)? Why?

3. In your life and in your church, how much of a transition would it be to shift from doing the work of the ministry to making disciple-makers? What might that shift look like and involve?

4. Of the seven styles of churches, which do you value? Which methods does your church use? How well do they function in your church?

5. Reflect on the résumé and the ministry description of the biblical pastor, teacher, leader.

 a. Who has equipped you to equip others? How did they do it?

 b. Who have you equipped to equip others? How did you do it?

6. Ponder the definition of speaking the truth in love:

*Communicating Gospel truth about grace-focused sanctification in word, thought, and action through one-another relationships that have integrity, genuineness, authenticity, transparency, and reliability, done in love to promote the unity and maturity of the Body of Christ for the ultimate purpose of displaying the glory of Christ’s grace*.

 a. How would you evaluate your personal ministry of the Word based upon this definition?

 b. How would you assess your congregation’s personal ministry of the Word based upon

 this definition?

**Chapter Two**

**Examining Heart Health: Diagnosing Congregational and Community Fitness**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. Reflecting on Jesus and Paul:

 a. What can you apply to your ministry from Jesus’ culturally-informed ministry?

 b. What can you apply to your ministry from Paul’s focus on studying Scripture and studying society?

2. What self-cardiology processes are you regularly involved in? How often do you turn to Christ your Soul Physician for a spiritual heart exam? What spiritual friends help you to watch your life and doctrine?

3. Even beyond the purposes of this chapter, how could you use the *Congregational SWORD Heart Exam* as a model for evaluating various ministries?

4. How could you take the *Congregational SWORD Heart Exam* sampler questions and make them congregation-specific for your ministry?

5. How could you take the various questions related to asking your church about your community and make them specific for your ministry in your particular community?

6. How could you take the various questions related to asking your community about your church and make them specific for your community?

**Chapter Three**

**Dreaming God’s Dream: Becoming an MVP-C Congregation**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. Thinking about the envisioning process:

 a. Before this chapter, what was your “gut reaction” when you heard people talk about words like mission and vision statements?

 b. Now that you have read this theological introduction to “vision work,” in what ways is your mindset about the envisioning process changing and growing?

2. Regarding mission:

 a. Of the various descriptions and samples of mission embedded in this chapter, which ones most resonate with you? How? Why?

 b. In an introductory way, how would you finish the following statement, *according to the Bible, my life and ministry mission is to…*

3. Regarding vision:

 a. Of the various descriptions and samples of vision embedded in this chapter, which ones most resonate with you? Since vision is unique, what parts do not resonate with you?

 b. In an introductory way, how would you finish the following statement, in serving Christ and others, *it is my life and ministry dream to…*

4. Regarding passion:

 a. Of the various descriptions and samples of passion embedded in this chapter, which ones most resonate with you? How? Why?

 b. In an introductory way, what one phrase captures your life and ministry calling?

5. Regarding commission:

 a. Of the various descriptions and samples of commission embedded in this chapter, which ones most resonate with you? How? Why?

 b. In an introductory way, how would you finish the following statement, *I will seek to fulfill my life and ministry mission, vision, and passion through…*

**Chapter Four**

**Living God’s Calling:**

**Jointly Crafting Your Biblical Counseling MVP-C Statement**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. In forming your envisioning team, what specific steps do you need to take in each of the following areas:

 a. Building the Foundation for Your Envisioning Team?

 b. Enlisting Your Envisioning Team?

 c. Organizing Your Envisioning Team?

 d. Structuring Your Envisioning Team?

2. As you think about developing your Biblical Counseling Mission Statement:

 a. What verses and categories would you add to those listed by the Disciple-Making Champions?

 b. If you were creating a discussion guide, what questions would you use, add, subtract, or edit from Appendix 4.2: *Discovering Our Biblical Counseling Mission*?

3. As you think about developing your Biblical Counseling Vision Statement:

 a. What questions would you use, add, subtract, or edit from Appendix 4.4: *Vision Catching Probes*?

 b. Select five questions from the *Vision Catching Probes* to answer now.

4. As you think about developing your Biblical Counseling Passion Statement, answer the five bulleted passion questions from this chapter.

5. As you think about developing your Biblical Counseling Commission Statement, how would your ministry answer the five SMART MAP questions?

6. Which of the vision casting (planting) principles and practices seem most important to you? Why? How could you implement them in your church?

**Chapter Five**

**Shepherding the Transformation:**

**Cultivating a Climate for Ongoing Ownership**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. Share about a time in your church life where change took place and it was handled well. Or, where conflict began, and it was successfully resolved.

2. As you launch and lead your biblical counseling ministry, what are specific actions you can take and attitudes you can develop to apply the principles of:

 a. Transforming My Heart: Taking My Sin and Suffering to Christ?

 b. Transforming My Attitude Toward God’s People: Seeing People As My Brothers and Sisters in Christ?

 c. Transforming Our Worship of God: Shepherding People to Christ?

3. As you launch and lead your biblical counseling ministry, what are specific actions you can take and attitudes you can develop to apply the relational change management principles of:

 a. Translate the Two Languages of Leadership: Purpose and People?

 b. Participate in Two-Way Conversations: Telling Is Not Communicating?

 c. Communicate the Desperate Need for the Ministry: Holy Discontent?

 d. Communicate the Amazing Benefits of the Ministry: Holy Celebration?

 e. Communicate the Biblical Basis of the Ministry: Practical Theology?

 f. Address Concerns: Communicate Humble Confidence?

 g. Prioritize the Implementation of Change: Start Small and Grow Slow?

 h. Mourn Change: Grieve the Loss of the Old?

 i. Call for a Vote: A Conclusive Statement of Congregational Ownership?

4. Of the six potential sources of conflict and the six positive responses, which ones do you think you might need to apply to your situation?

5. How could you apply each of the “4Gs” of biblical conflict resolution to your situation?

**Chapter Six**

**Mobilizing Ministers: Nurturing a Family and Building a Team**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. What difference will it make in your attitude when you think of enlisting as connecting rather than as recruiting? When you move from asking, “How can we recruit more volunteers?” to “How can we connect committed people with our disciple-making vision”?

2. Regarding saturating your congregation with one-another ministry:

 a. Of the practical suggestions from the Disciple-Making Champions, which ones are you already using? Which ones would you like to add?

 b. How could you structure your church so that doing life together and speaking the truth in love *is* church?

3. As you assemble your dream team by calling people to connection:

 a. Which of the six steps (people, purpose, philosophy, profile, process, promise) do you think would be the easiest to create/word? The hardest?

 b. Looking at the sample documents in Appendix 6.1, what changes would you make to make them fit your situation?

4. In matching the right people to the right ministry:

 a. What qualifications/qualities are you looking for? Why are these central?

 b. Of the Disciple-Making Champions’ list of options in the selection, interview, and application process, which would you use? Why? How?

5. A shift is on the horizon—from envisioning in community and enlisting as a community to equipping within community. What approach to equipping needs to happen so that you connect as deeply to your team as Paul did to his team?

**Chapter Seven**

**Competent to Counsel: The Résumé of the Biblical Counselor**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. As you think about equipping biblical counselors, what fears, doubts, or discouragement do you feel? How are handling these feelings and thoughts?

2. Of biblical content/conviction, Christlike character, counseling competence, and Christian community:

 a. Which one do you think you are most inclined to emphasize? To de-emphasize?

 b. When you were trained, which of the 4Cs was most emphasized? Least emphasized?

 c. Which of the 4Cs do you think you are best prepared to equip others to learn?

 d. Which of the 4Cs do you think you are least prepared to equip others to learn? How will you strengthen this area?

3. How would equipping in biblical counseling be impacted if one of the following is over- emphasized? De-emphasized? Omitted?

 a. Biblical content/conviction?

 b. Christlike character?

 c. Counseling competence?

 d. Christian community?

4. How confident are you:

 a. That God’s people can be equipped to be competent biblical counselors? On what do you base your confidence? What could increase your confidence?

 b. That God has equipped *you* to be a competent equipper of biblical counselors? What can you do to further develop your confidence in your competency in Christ?

**Chapter Eight**

**What Makes Biblical Counseling Biblical?: Part One**

**Theology and Methodology in Biblical Counseling**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. Of the six ultimate life questions and their content areas:

 a. Which ones surprise you? Why?

 b. Which ones have you taught on? How has your focused been different from how that area was developed in this chapter? What would you teach in that content area?

 c. Which ones haven’t you taught on? Why do you think that is?

 d. What content area, if any, would you not include in your training curriculum? Why?

 e. What content area would you add for your training ministry? How would you develop it?

2. Of the collated list of biblical counseling content from the Disciple-Making Champions:

 a. Which ones surprise you? Why?

 b. Which ones haven’t you taught on? Why do you think that is?

 c. Which content area, if any, would you not include in your training curriculum? Why?

3. Of the four counseling areas and the twenty-two relational competencies that every biblical counselor must develop:

 a. Which ones surprise you? Why?

 b. Which ones have you equipped people for? How has your focused been different from how that competency was developed in this chapter?

 c. Which ones haven’t you equipped people for? Why do you think that is?

 d. Which competency, if any, would you not include in your training? Why?

 e. What competencies would you add in your training? How would you develop it?

4. Of the collated list of counseling competencies from the Disciple-Making Champions:

 a. Which ones surprise you? Why?

 b. Which ones haven’t you equipped people for? Why do you think that is?

 c. Which competency, if any, would you not include in your training? Why?

**Chapter Nine**

**What Makes Biblical Counseling Biblical?: Part Two**

**Spiritual Formation and Spiritual Fellowship in Biblical Counseling**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. Before reading this chapter, how would you have answered the following questions. “What is your definition/description of a spiritually mature Christian? How do you measure spiritual maturity? What is your model, target, goal of spiritual maturity? How would you know a spiritually mature Christian if you saw one?”

2. Now that you have read this chapter, in what ways, if any, would you answer those questions differently?

3. As briefly as possible, what would you say the ultimate goal of biblical counseling is?

4. Take a *Redeemed Personality Inventory* evaluating your current progress toward Christlikeness. Use a 10 for “Most Like Christ” and a 1 for “Least Like Christ.”

\_\_\_\_\_ Like Jesus, I increasingly exalt, enjoy, love, and find satisfaction in God more than any other.

\_\_\_\_\_ I increasingly cling to God, running home to Him as my Father, like a faithful son or daughter.

\_\_\_\_\_ I increasingly enjoy Christ more than any other joy in life.

\_\_\_\_\_ I increasingly depend upon the Holy Spirit to sanctify me, make me holy, beautify me, empower and equip me.

\_\_\_\_\_ I increasingly love others deeply and sacrificially from the heart with grace.

\_\_\_\_\_ I increasingly rest confidently in who I am in and to Christ.

\_\_\_\_\_ Like Jesus, I increasingly view life from the Father’s eternal, gracious, and good perspective.

\_\_\_\_\_ I increasingly, together with all the saints, grasp the holy love of God.

\_\_\_\_\_ I increasingly allow God’s eternal story to invade my earthly story.

\_\_\_\_\_ I increasingly renew my mind and stir up wholesome thinking.

\_\_\_\_\_ Like Jesus, I increasingly die to self and live for God and others.

\_\_\_\_\_ I increasingly trust Christ courageously and take risks to minister to others.

\_\_\_\_\_ I increasingly find my life by dying to myself, taking up my cross, and following Christ.

\_\_\_\_\_ I increasingly live to shepherd others.

\_\_\_\_\_ I increasingly serve Christ and others out of a pure heart, a good conscience, and a sincere faith.

\_\_\_\_\_ I increasingly develop emotional self-awareness: understanding my moods.

\_\_\_\_\_ I increasingly develop emotional self-mastery: soothing my soul in my Savior.

\_\_\_\_\_ I increasingly develop emotional maturity: managing my moods with a ministry focus.

\_\_\_\_\_ I increasingly develop emotional empathy: recognizing emotions in others.

\_\_\_\_\_ I increasingly develop emotional savvy: handling my relationships well.

5. Of the four marks of Christlike character and their follow-up questions:

 a. Which ones surprise you? Why?

 b. Which ones have you taught on? How has your focused been different from how that area was developed in this chapter? What would you teach in that content area?

 c. Which ones haven’t you taught on? Why do you think that is?

 d. What character area, if any, would you not include in your training curriculum? Why?

 e. What character area would you add for your training ministry? How would you develop it?

6. Of the two kinds of Christian community and their development in this chapter:

 a. Which ones surprise you? Why?

 b. Which ones have you focused on? How has your focused been different from how that area was developed in this chapter? What would you teach in that content area?

 c. Which ones haven’t you focused on? Why do you think that is?

 d. What community aspect, if any, would you not include in your training curriculum? Why?

 e. What community aspect would you add for your training ministry? How would you develop it?

**Chapter Ten**

**Equipping Competent Biblical Counselors:**

**Transformational Training Strategies and Methods**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. On the continuum of spontaneity and structure, where would you place yourself? How might that impact how you process and apply this chapter?

2. Regarding the average length of training in biblical counseling:

 a. How surprised are you at the typical duration (100 hours over one-to-two years)? How do you think your congregation would respond to that? How could you prepare them?

 b. As you reflect on your biblical counseling training in your church, what duration do you think is most appropriate? Why?

3. Of the five elements of transformational teaching-oriented training:

 a. Which do you think are most important?

 b. Which are already naturally your strength? Which might you need to work on and how?

4. Regarding the transformational small group lab training:

 a. How surprised are you by the relational focus of the lab training? How similar or dissimilar is it to what you have experienced? To what you would have anticipated?

 b. What elements of the lab training would you most want to incorporate? Why? How will you do that?

5. Concerning the three-fold equipping model:

 a. How have Paul/Priscilla, Barnabas/Ruth, and Timothy/Euodia relationships impacted your life and ministry?

 b. How could you use each of these transformational relationships in your biblical counseling training?

**Chapter Eleven**

**Overseeing Ministries for God’s Glory: Organizing the Organism**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. As you think about the ongoing oversight (organizing the organism) of your biblical counseling ministry:

 a. What excites you about the process?

 b. What scares you about the process? How could the material in this chapter help you to address those fears?

2. Regarding launching ministries built to last:

 a. Of evaluate, graduate, designate, create, automate, formulate, and communicate, which do you think you need to work the most on? Why?

 b. What one or two specific action steps do you need to start with in each area of evaluate, graduate, designate, create, automate, formulate, and communicate?

3. Regarding leading ministries from good to great:

 a. What continuing education opportunities do you believe are best for graduates of biblical counseling ministries?

 b. What forms of group and individual supervision have you experienced? What would you want to replicate from those experiences? What would you want to change?

4. Regarding leaving a lasting legacy of loving leaders:

 a. Of evaluating the ministry, scoping out qualified leaders, offering-on-the-job-training, de-parenting, and leaving well, which one do you think is most important? Why?

 b. What could you do right now to begin the process of passing the baton?

**Chapter Twelve**

**Practicing Ethical and Legal Wisdom in Ministry: Caring Carefully**

**Growing Together: Questions for Reflection, Discussion, and Application**

1. When you think about legal and ethical issues, which extreme do you tend toward: fearing them or ignoring them? Why?

2. Before getting too caught up in the details of this chapter, ask yourself how you could apply the big picture of this chapter: *Obey the law of God and the law of the land in the fear of God and not the fear of man*.

3. How does it change your perspective, attitude, and mind-set about legal and ethical issues when you realize that they:

 a. Are just a mere shadow of the deeper requirements of God’s law of love?

 b. Flow ultimately from the very character of God who is holy?

4. What specific biblical counseling ministry applications do you need to make relative to scope of care and communicating honestly and accurately about your ministry?

5. What specific biblical counseling ministry applications do you need to make relative to each of the seven quality of care matters: propriety, humility, referral, confidentiality, church discipline, documentation, and supervision?

6. Will you just do it? No, that’s not what I want to ask with my last question. How and when and with whom will you start 4E training?