



ROCK SOLID:

LEADERSHIP FOUNDATIONS FOR
MISSIONS DISCIPLESHIP LEADERS

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Led by Liz Encinia

Kentucky **WMU**

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Leaders Check-up



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Session 1

The Why, What, and How of WMU

Define the work of WMU:

WHY DO WE DO WHAT WE DO?

WMU relies on this biblical understanding of missions and uses it to help the church fulfill its mission to reveal the heart of God to all people. **As WMUers, we are champions of the Great Commission.** The Great Commission is our heart beat.

● The WMU mandate: **WMU makes _____ who live on mission.**

→Matthew 28:19-20, Micah 6:8, Acts 1:8

● Kentucky WMU's mission: To _____ of Jesus on mission in Kentucky and throughout the world.

● 5 Values and Beliefs that drive the work of WMU:

Biblically rooted: Scripture guides us in knowing God, His ways, His character, His mission, His redemptive acts, and His purpose for the church.

Missions focused: Jesus commissioned His disciples to proclaim the good news, disciple people of all nations, and teach them to live out the truths He taught.

Church based: Jesus gave the church authority to act on His behalf. Teaching all ages prepares the church to fulfill His mission.

World aware: God is always at work among all peoples, and we join Him where we discern He is calling us.

Denominationally supportive: No one church can do alone what many churches can do together. Our voluntary cooperation extends the missions reach of a local church.



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HOW DO WE DO IT?

Kentucky WMU connects Christfollowers with _____ and _____ to obediently engage in God's mission through **Missions Discipleship, Leadership Development, and Compassion Ministries.**

WHAT DO WE DO?

Kentucky WMU helps churches intentionally:

- learn about missions,
- pray for missions,
- Give (support) to missions,
- Engage (do and tell) in missions.

MEMORIZE THIS:

Kentucky WMU engages disciples of Jesus on mission in Kentucky and throughout the world by connecting Christfollowers with tools and opportunities to obediently engage in God's mission through Missions Discipleship, Leadership Development, and Compassion Ministries; while helping churches to intentionally learn about missions, pray for missions, give to missions, and engage in missions.

HOW DOES YOUR CHURCH ENGAGE? Make your notes beside each area

Four Characteristics



WHAT IS YOUR WHY?



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Session 2

The 4 Characteristics of a Healthy Missions Discipleship Ministry

Write down 5 things you consider when are making a plan to implement missions discipleship in your church:

“Start with the end in mind”

Stephen Covey, 7 Habits of Highly Effective People

As an organization, we have tailored our work around **4 key areas* of missions mobilization:**

1. Learning about missions.
2. Praying for Missions.
3. Giving to (supporting) Missions.
4. Engaging in Missions (doing and telling).

**These 4 areas become our _____ and _____ for the way we do our work.*

THE GOAL → To develop people who embody these characteristics.

A PERSON WHO LEARNS ABOUT MISSIONS WILL....	A PERSON WHO PRAYS FOR MISSIONS WILL....
A PERSON WHO GIVES TO/ SUPPORTS MISSIONS WILL....	A PERSON WHO ENGAGES IN MISSIONS WILL....



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*"Missions education is the process of **equipping Christians to participate** in the mission of God, locally and globally, through awareness, personal involvement, and representative missions. "*
- Sandy Wisdom-Martin

The resources act as _____ to help:

- organize and understand a given area of study.
- provide learners with resources for achieving the goals of the study
- provide leaders with directions for guiding the study

4 LEADERSHIP APPROACHES

Equipping -	Modeling-
Coaching -	Accountability-

We must ask ourselves:

Are we leading to merely facilitate a group?

Are we following our materials as is without having an awareness of our church members and their perception of missions?

OR are we leading as guides to help people fully understand how the church supports missionary efforts and their role in fulfilling the Great Commission?



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Session 3

Leadership Styles for Missions Action

What were the results from your Leadership Styles Profile?

Reflect on these statements by Warren W. Wiersbe:

- “In ministry, we’re called to live for others ”
- “True servants of God help others whether they themselves get anything out of it or not”
- “In Christian service, a sensitive spirit and a tender heart are absolutely essential; but we can easily become calloused.”

Revisit and meditate on these scriptures: → Philippians 2:3-4 → John 15:2

WHAT IS LEADERSHIP?

Leadership is a _____ whereby an individual _____ a group of individuals to achieve a common goal.

Leadership dimensions include: (circle the ones mentioned)

titles behaviors speaking traits process information roles relate

“We are not all called to be Pastors, but we are all called to care. We are not all called to be Teachers, but we are all called to hold out the Truth. We are all responsible for learning how to listen for God’s voice, something that comes more naturally for the Prophet. We are all called to share the Good News with others, but this takes all those who are not called to be Evangelists out of their comfort zones. And we are not all Apostles, but must learn to walk out into what God calls us to do.”

- Mike Breen & Steve Cockram, Building a Discipling Culture



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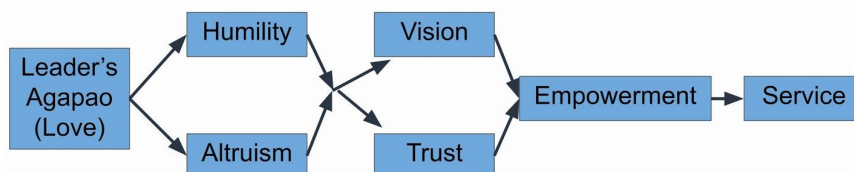
LEADING LIKE JESUS.....THROUGH RELATIONSHIP

Situational Leadership -

Transformational Leadership-

Servant Leadership-

Patterson's Model



Patterson's Model: Patterson, 2003, Servant Leadership: A Theoretical Model.



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Session 4

Engaging my Church in God's Mission

Sandy Wisdom-Martin once said that *"a true passion for missions, not a special formula, will ignite your congregation."*

MY ROLE AS A MISSIONS LEADER

As a missions leader in your church, your role manifests in an integrated two-part role:

- You are a _____, and
- a _____.

Missions Advocates -

This role also means that you:

- are _____ of missions enterprises.
- fully understands how the church supports _____ and _____.
- know how to _____ church members in missions
- Effectively _____ and _____ leaders.
- has _____ support.

Missions Leaders-

As Missions leaders in the church we:

- _____ about God's missionary plan
- _____ partnerships for missions advancement
- _____ of the Great Commission
- _____ for mission action

INTEGRATING WMU WITH YOUR CHURCH

"Now it was time to think about the future, for although many plans and programs in the past had been highly successful, changing times made it necessary to change some of the methods"

- Miss Dixie Mylum, 1978

Our churches are changing, what does this mean for WMU in the church?



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Here are 3 steps that can help you:

- Working with your _____
- Aligning with the _____ of your church
- Maximizing areas with missions _____ - winning together

Think about your church structure.

- Does your church have a traditional Sunday School that meets on Sunday morning or small groups that meet during the week?
- Does your church have a unified missions giving offering taken up once a year or do you recognize the 3 missions offering at their suggested emphasis times?

ALIGNING WITH YOUR CHURCH'S STRUCTURE "HOMEWORK"

Vision - What is your church's mission/vision statement?

Culture - What are your church's unique values, practices, and customs?

Strategy - What is your church's strategy to engage it's people?

Structure - How does your church structure it's ministry?

*"In your hands now rests the future of Woman's Missionary Union in Kentucky. The needs of our state, our country, and the world are greater than ever before, **therefore** come women, wide proclaim life through your Savior slain." Miss Dixie Mylum*

CREATING AN ENVIRONMENT OF GOSPEL URGENCY

- Pray and _____
- Preach the _____
- _____ & Release

*2020 Barna Report, The Future of Missions



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Session 5 Launching for Service

*“65% of nonprofit organizations have no succession plan in place to replace senior leadership”
(Smart Church Management, 2018)*

CONTINUING THE LEGACY

“Succession _____ and _____ is the process that helps stabilize the tenure of personnel.”

What should we do?

- Develop a _____ (a system)
 - skills and aptitudes needed for service
 - potential people
 - evaluation process
- Set up _____ for Apprenticeships
- _____ Mentoring Relationships
 - Identify _____
 - Develop _____
 - Prepare to _____
 - Set _____

→ 2 Timothy 2:2



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ENGAGING NEW LEADERS

Our role in recruiting and training people to serve, demonstrates that you “value what God is doing in those persons’ lives” - Dr. Bob Mathis

This will require us to: _____, _____, and _____.

5 Ways to recruit and engage new leaders, *according to Danny Bias (2018)*:

- Sell the _____
- Ignite _____
- Lay out the _____
- Simplify and _____
- _____

Where do we find new leaders?

- The Hidden or Reluctant Leader
- The Untapped or Potential Leader
- The Next Gen Leader

<p>The Silent Generation - Born between 1925-1945; ages 75-95</p> <p>Baby Boomer Generation - Born between 1946-1964; ages 56-74</p> <p>Generation X (Busters) - Born between 1965-1979; ages 41-55</p> <p>Xennials - Born between 1975-1985; ages 35-45</p> <p>Millennials (Gen Y, Gen Next) - Born between 1980-1994; ages 26-40</p> <p>iGen / Gen Z - Born between 1995-2012; ages 8-25</p>
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KEEPING THE GREAT COMMISSION PRIORITY

As an organization, the reason we do what we do is based on Matthew 28:19-20. We are called to be obedient to His Word and teach others to do the same. That’s why we pursue missions discipleship.

As Christfollowers, our personal why goes even deeper. Matthew 28: 19-20 tells us what we should do, and Micah 6:8 says how we should do it, Acts 1:8 says where, and last, John 3:16 and 17 is why.



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NOTES:

Group Engagement Assessment

Missions Discipleship provides an opportunity to strengthen missions awareness and missions engagement for all members of the local church. The framework of WMU's approach to missions intentionally challenges participants to work together to accomplish the vision of WMU and to embody the missional characteristics: learn about missions, pray for missions, give to missions, engage in missions (do & tell). However, setting a target helps you measure the health of your ministry and how to plan to reach your goals.

ANSWER THE FOLLOWING QUESTIONS

Measuring Understanding of God's Missions Purpose

1. In what ways do you see participants expressing concern about people who do not know Jesus Christ? Does this concern cause them to act through praying, giving, ministering, and witnessing? Give an example:
2. In what ways are you currently challenging group members to learn from missions stories and plan for personal application in their community?

Measuring Awareness and Understanding of God's missions purpose in Contemporary Settings

3. What evidence do you see of group members having an understanding that prayer links believers with missions efforts around the world and recognizes that divine resources are essential and effective missions work?
4. Name two ways you can implement praying for missions in your missions group events beyond the typical "praying for missionaries" on their birthday.

Group Engagement Assessment

Measuring Missions Support

5. What evidence do you see that your participant's giving is based on their understanding of stewardship and the advancement of the Kingdom through missions efforts with other churches and missions entities?
6. When missionary needs are made known, do participants move to action and work to furnish needs through encouragement, acts of kindness, correspondence and feel a personal responsibility to care for the wellbeing of missionaries?

Measuring Personal Commitment and Obedience

7. On a scale of 1 to 10, with 1 being not engaged or intentional and 10 being very engaged and intentional, where do your group members fall regarding personally applying missions to their everyday lives?

Not Engage and Intentional					Very Engaged and Intentional				
1	2	3	4	5	6	7	8	9	10

Group members' determination to live like missionaries in their community?

Not Engage and Intentional					Very Engaged and Intentional				
1	2	3	4	5	6	7	8	9	10

8. On a scale of 1 to 10, with 10 being most effective, where would you rank your current missions discipleship with regard to doing missions and sharing the gospel?

Least Effective					Most Effective				
1	2	3	4	5	6	7	8	9	10

Measuring Overall Effectiveness

9. Which of the 4 characteristics do you think is most evident in your group? Is there a balanced approach or do you lean heavily in one area?

Group Engagement Assessment

10. From the church's perspective, do they see your group as a vital part of the church that is actively engaged in missions and making disciples?

Personal Missions Assessment

The work of WMU is designed to challenge believers on a personal level so that we can pray, learn, give, and serve with missions urgency. Take a moment and rate each statement from one to five. (1-rarely; 2- sometimes; 3-usually; 4-most times; 5-always)

1. _____ I desire to understand the nature, implications, and evidence of God's missionary purpose and to respond in personal commitment and obedience.
2. _____ I use the missionary birthday prayer calendar to pray for missionaries.
3. _____ I attend WMU events held in my state.
4. _____ I am intentional about helping my church engage in missions whether or not they have all the WMU groups.
5. _____ I pray for missions efforts being done in my church, our missions entities, and our missions partners both locally and globally.
6. _____ I pray for people who have not yet been reached with the gospel as well as situations where people are not open to missionary personnel.
7. _____ I am purposeful in creating relationships with non-believers.
8. _____ I view my neighborhood as my mission field and make it a point to engage people with the gospel.
9. _____ I am actively finding ways where I can serve in missions, whether on a mission trip or in my hometown.
10. _____ I am actively discipling at least one person.
11. _____ I sacrificially give to missions offerings in my church.
12. _____ I work to create an environment in my church for people to hear and respond to God's call to mission service.
13. _____ I purchase items and create packages for things like Operation Christmas child, Christmas in August, or the Christmas backpacks.
14. _____ I make it a personal priority to "adopt and care" for missionaries by encouraging them through email, postal mail, and finding creative ways to support their work.
15. _____ I work on developing my cultural skills in order to reach people in their context.
16. _____ I work with my pastor to help others know the importance of giving to missions.
17. _____ My missions group keeps me accountable for sharing the gospel and living out the Great Commission.
18. _____ I understand the power of prayer and seek to engage others in various prayer opportunities.
19. _____ I view the missions stories as examples and look for ways I can reach people where I live with the ideas I've learned.
20. _____ I take prayer seriously and frequently pray as an intercessor for others.

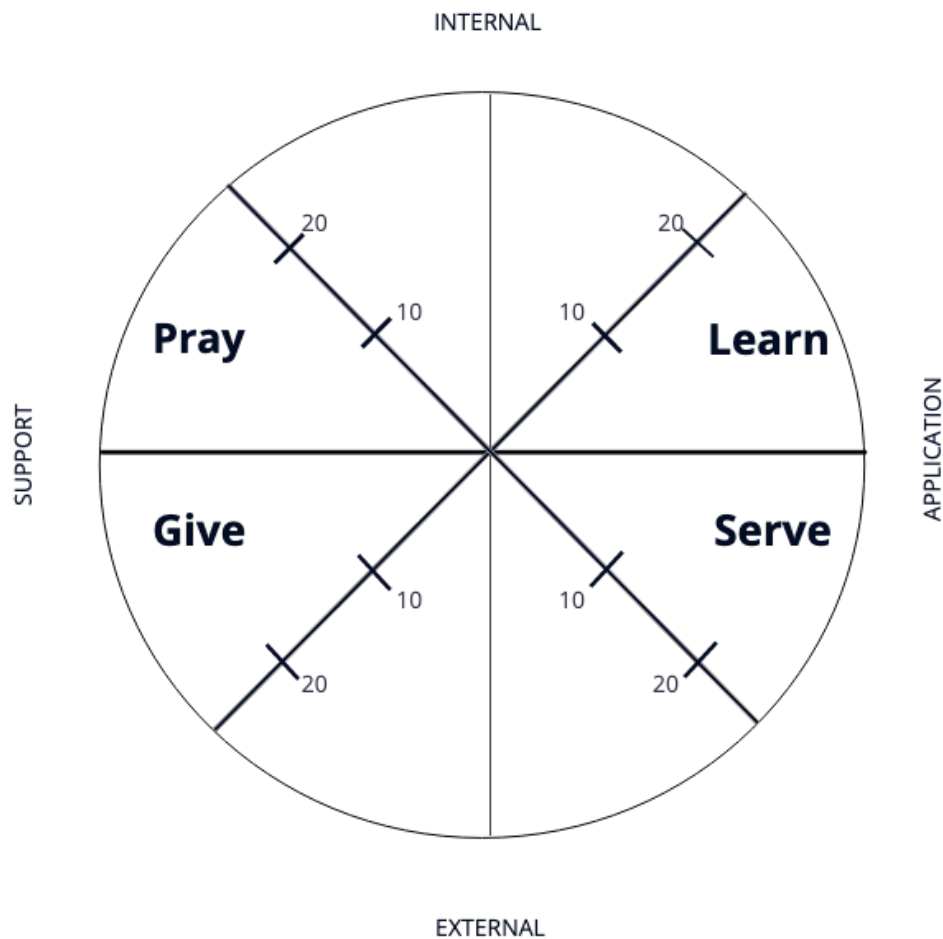
SCORING YOUR ASSESSMENT

Personal Missions Assessment

Input your scores to the coordinating statement, then tally your score.

P	L	G	S
2. _____	1. _____	11. _____	4. _____
5. _____	3. _____	12. _____	7. _____
6. _____	15. _____	13. _____	8. _____
18. _____	17. _____	14. _____	9. _____
20. _____	19. _____	16. _____	10. _____
Total: _____	Total: _____	Total: _____	Total: _____

Plot your scores for each area on the chart below.



WMU in the Church

Personal Missions Assessment

As you engage in missions through WMU in your church, your participation should reflect four characteristics of a missional person. These characteristics reflect biblical understanding about missions and help to make disciples who

- Learn about missions;
- Pray for missions;
- Give missions; and
- Serve in missions.

These characteristics provide a comprehensive and holistic approach to missions discipleship. They relate to and complement each other. While all the characteristics help a church fulfill its mission, the beginning of an individual's participation in WMU or the beginning of WMU in a church may be with only one characteristic. The goal is to engage in all focus areas.

Learn about missions intentionally involves people with experiences that increase their awareness and knowledge of missions. These learning experiences help people develop understandings, appreciations, attitudes, and skills for doing, telling, supporting, and praying for missions. People are also led to explore with growing understanding the nature, implications, and evidence of God's missionary purpose and to respond to that purpose in personal commitment and obedience.

Missions is the work of God through the church by which the gospel of Jesus Christ is extended in word and deed to all the people in the world.

What does this mean for me: As a disciple of Jesus, I learn what the Bible says about missions and my role making disciples. I also learn from missionaries "on the field". As I hear from missionaries and read their stories, I am challenged to personally get involved in missions.

What does this mean for my church: As a member of my church, I encourage, support and engage with hands-on missions involvement. I also encourage cooperative missions with other churches in my association, state convention, and national and international missions entities.

Pray for missions is communication with God on behalf of missions work; the people involved in doing it; and the people who need to know and accept God's redeeming love. As you strengthen your mission's prayer life, you will begin to see that missionaries and the lost will inhabit your prayers daily. Prayer for missions may also include praying for Christian believers in places where there are few believers and where cultural differences make it difficult to effectively communicate the gospel.

What does this mean for me: Participating in missions through prayer, means that you desire to understand biblical principles and concepts of prayer as well as knowledge of missions activities and needs. You understand that prayer is essential for people who live on mission. By

Personal Missions Assessment

recognizing that divine resources are essential for effective missions work, you pray for boldness and opportunities for sharing the Gospel.

What does this mean for my church: As a member of your church, you uphold missionary efforts with prayer including praying for missions work being done by my church, missions entities to which your church relates, and missions partners both locally and globally. You champion praying for missions; including praying for people who have not yet been reached with the gospel as well as situations that may not be open to missions personnel and established missions work.

Give to/support in missions means to promote an interest in the cause of missions and those involved in missions in order to fulfill the mission of God. Through this characteristic, people show concern for others by supporting missionaries, missions partners, and missions work through their giving and encouragement. Also, people support missions through emphasizing the need for individuals to become involved in mission service and nurturing those whom God calls to mission service. Supporting missions is a practical way for a church to participate in missions.

What does this mean for me: As a supporter of missions, I understand that support means giving of our time, talent, and treasure. Providing financial support, furnishing personal ministries for missionaries and their families, creating an environment for people to hear and respond to God's call to mission service, and nurturing individuals who respond to missions service becomes as priority as I develop a passion for missions involvement.

What does this mean for my church: WE champion sacrificial giving to send others to reach the nations and seek to care well for those on the field. We develop opportunities for our church to care for, learn about, and serve missionaries. We recognize the need for missions personnel and encourage those that God may be calling to mission service.

Serve/Engage in missions means that the teachings and actions of Jesus show that the Christian faith is not stagnant but active and participatory. Engage in missions encompasses both doing missions and telling about Jesus. Living on mission is doing redemptive, loving service for people of special need or circumstance in the name and spirit of Christ and sharing the gospel with them. Doing missions is also responding to social and moral issues. To tell about Jesus is to share the gospel of Jesus Christ with another person and give that person an opportunity to confess Jesus Christ as Savior and Lord.

What does this mean for me: I must learn to share the gospel in word and deed through missions projects that relate to what they are learning. Disciples understand that "living on mission" means actively engaging in missions each day. You understand that meeting a

Personal Missions Assessment

person's needs in Christ's name calls for positive and personal action, ultimately looking for opportunities to engage in gospel conversation.

What does this mean for my church: It means that you are actively engaged with helping your church participate in hands-on missions and evangelism. You encourage your church to work together, combine resources, and respond to needs/lostness in your community, state, nation, and around the world.

How can I strengthen all areas of missions engagement? (write your ideas here)

Personal Missions Assessment

<p>PRAY for missions</p>	<p>LEARN about missions</p>
<p>GIVE to/support missions</p>	<p>SERVE in missions</p>

Aligning with my Church's Mission

1. What is your vision and mission for our church?
2. What do you hope to accomplish this year, through our church body? What kind of support do you think you need you think you would need to help you accomplish this goal?
3. If WMU can help you accomplish 3 things this year, what would they be?
4. When you look at the 4 areas that WMU champions in the church, do you see any areas of our current church structure where we can help provide opportunities for engagement in these four areas?

5. How do you currently see missions discipleship unfolding in our church?

6. What would you like to see come out of missions discipleship groups? What results are you looking for?

7. How can we help support you as a Pastor?

[Ask how you can pray for him....Close with prayer]

Leadership Styles

There are many different leadership styles. Different styles work in different situations. A team will be a stronger with a variety of different leadership styles.

Take the quiz below to help you find out what leadership style you are more inclined to follow.

Leadership Style Quiz

Circle the response that reflects your first reaction. There is no right or wrong answer.

As a leader, I tend too	Always	Often	Sometimes	Never
1. Make my own decisions.	4	3	2	1
2. Tell others what to do.	4	3	2	1
3. Suggest a decision to others.	4	3	2	1
4. Persuade others to do things my way.	4	3	2	1
5. Participate just like any other person.	4	3	2	1
6. Provide resources to others	4	3	2	1
7. Gather others feedback before deciding.	4	3	2	1
8. Rely on my own judgment.	4	3	2	1
9. Make sure the majority rules.	4	3	2	1
10. Turn decision over to others.	4	3	2	1
11. Ask others to brainstorm choices.	4	3	2	1
12. Share my own ideas.	4	3	2	1

Add the numbers together from the following set of questions. The highest number will show what leadership style that seems natural for you. You should strive to understand different leadership styles and thinks of ways you might use them for different situations.

Add the numbers you circled Total Leadership Style for the following questions

Question 1, 2, 4, 8

_____ Autocratic

Question 3, 7, 9, 11

_____ Participative

Question 5, 6, 10, 12

_____ Delegative (Free Rein)

Question 1, 5, 4, 10

_____ Situational

Authoritarian Leadership (Autocratic)

Authoritarian leaders, also known as autocratic leaders, provide clear expectations for what needs to be done, when it should be done, and how it should be done. There is also a clear division between the leader and the followers. Authoritarian leaders make decisions independently with little or no input from the rest of the group.

Researchers found that decision-making was less creative under authoritarian leadership. Lewin also found that it is more difficult to move from an authoritarian style to a democratic style than vice versa. Abuse of this style is usually viewed as controlling, bossy, and dictatorial.

Authoritarian leadership is best applied to situations where there is little time for group decision-making or where the leader is the most knowledgeable member of the group.

Participative Leadership (Democratic)

Lewin's study found that participative leadership, also known as democratic leadership, is generally the most effective leadership style. Democratic leaders offer guidance to group members, but they also participate in the group and allow input from other group members. In Lewin's study, children in this group were less productive than the members of the authoritarian group, but their contributions were of a much higher quality.

Participative leaders encourage group members to participate, but retain the final say over the decision-making process. Group members feel engaged in the process and are more motivated and creative.

Delegative (Free Rein) Leadership

Researchers found that children under delegative leadership, also known as laissez-fair leadership, were the least productive of all three groups. The children in this group also made more demands on the leader, showed little cooperation and were unable to work independently.

Delegative leaders offer little or no guidance to group members and leave decision-making up to group members. While this style can be effective in situations where group members are highly qualified in an area of expertise, it often leads to poorly defined roles and a lack of motivation.

Situational Leadership

In situational leadership, three factors affect the leader's decisions: the situation, the capability of the followers and the capability of the leader. The leader adjusts to whatever limitation is laid out in front of him by his subordinates and the situation itself. Adaptability is key here. The leaders need to be as dynamic as the different situations they are faced with.

We engage disciples of Jesus on mission in
Kentucky and throughout the world.

OUR WHY

Why do we do what we do?

To connect Christ followers with tools and opportunities to obediently engage
in God's mission...

OUR HOW

How do we do it?

through Missions Discipleship, Leadership Development, and Compassion
Ministries...

OUR WHAT

What do we do?

by helping churches intentionally learn about missions, pray for missions, give
to missions, and engage in missions.

LEARN

Learn about missions intentionally involves people with experiences that increase their awareness and knowledge of missions. These learning experiences help people develop understandings, appreciations, attitudes, and skills for doing, telling, supporting, and praying for missions. People are also led to explore with growing understanding the nature, implications, and evidence of God's missionary purpose and to respond to that purpose in personal commitment and obedience.

PRAY

Pray for missions is communication with God on behalf of missions work; the people involved in doing it; and the people who need to know and accept God's redeeming love. As you strengthen your mission's prayer life, you will begin to see that missionaries and the lost will inhabit your prayers daily. Prayer for missions may also include praying for Christian believers in places where there are few believers and where cultural differences make it difficult to effectively communicate the gospel.

GIVE

Give to/support in missions means to promote an interest in the cause of missions and those involved in missions in order to fulfill the mission of God. Through this characteristic, people show concern for others by supporting missionaries, missions partners, and missions work through their giving and encouragement. Also, people support missions through emphasizing the need for individuals to become involved in mission service and nurturing those whom God calls to mission service. Supporting missions is a practical way for a church to participate in missions.

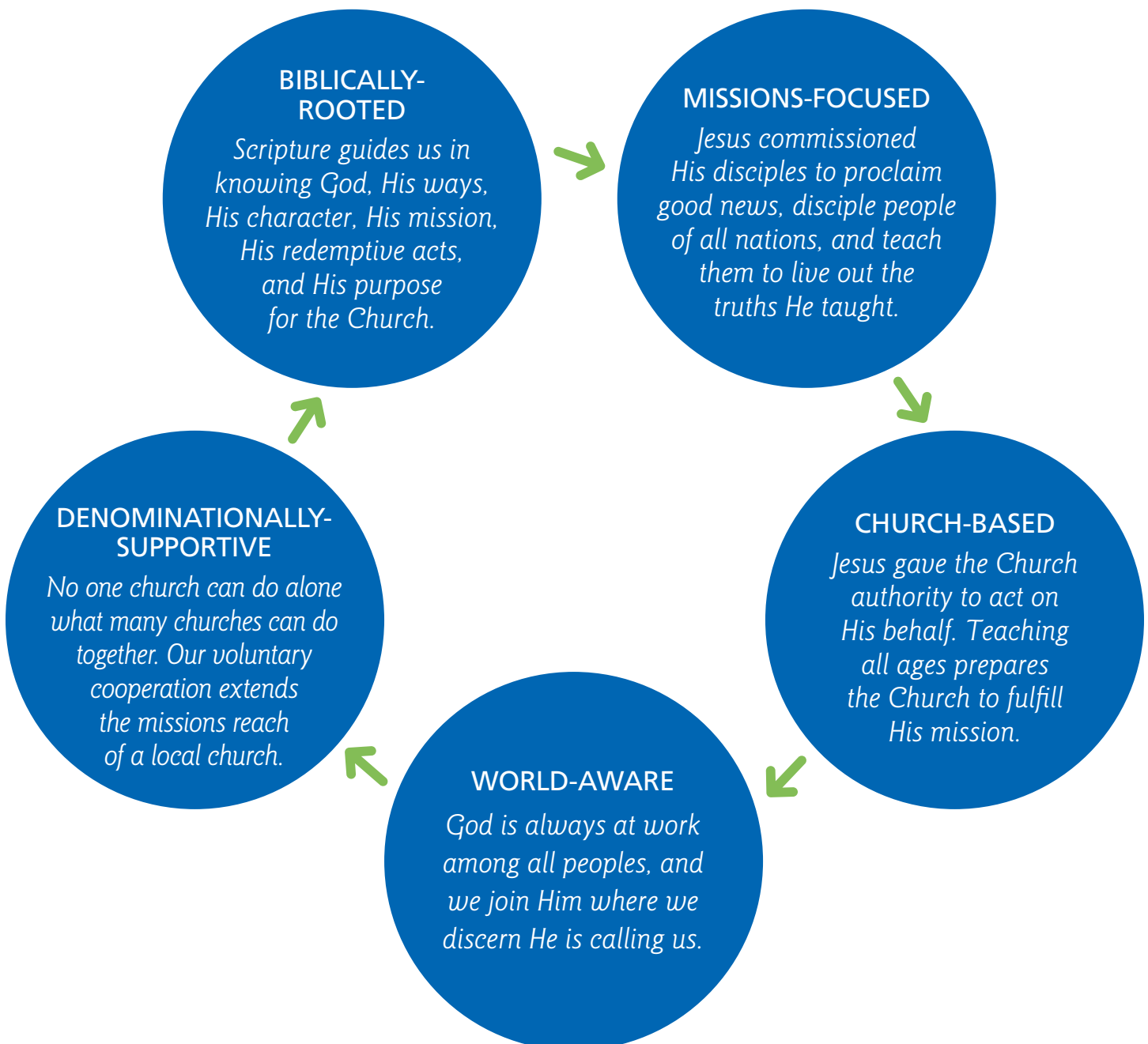
ENGAGE

Engage in missions means that the teachings and actions of Jesus show that the Christian faith is not stagnant but active and participatory. Engage in missions encompasses both doing missions and telling about Jesus. Living on mission is doing redemptive, loving service for people of special need or circumstance in the name and spirit of Christ and sharing the gospel with them. Doing missions is also responding to social and moral issues. To tell about Jesus is to share the gospel of Jesus Christ with another person and give that person an opportunity to confess Jesus Christ as Savior and Lord.

WMU Mandate

Making disciples of Jesus who live on mission.

WMU Motives



Leader Check-Up

1. What is your vision for your ministry area?
2. What is the greatest barrier you are facing in your ministry role?
3. What is something you need to learn in order to become a more effective leader?
4. In your current leadership role, are you truly committed to the position, or are you only going through the motions?
5. How are you actively discipling your group members?

KentuckyWMU

6. Is there someone you have taken under your wing, in hopes that they would take your place one day?

7. What are your plans for engaging in missions, do you see yourself leading at another level? What would that be?

8. How would you describe your current feeling towards leading in WMU right now? Is it time for a season of rest? How long would you like to take a break?

[Ask how you can pray for him/her....Close with prayer]