

Principle

1



FIVE PRINCIPLE WORLDWIDE TRAINING MANUAL

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Principle: Vision

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## Principle: Vision

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### **Note to Trainer**

This session is designed to help leaders understand they cannot do it alone. Leaders need to work hard to help others discern God's vision for a particular area and work with them to accomplish that vision. Working as a team, it is easier and more fulfilling to move toward the end goal of accomplishing God's work. You can have a lot of fun with this session as you "play" the sports, so go for it and make it an interactive time with those you are training. Build excitement as you go around the bases, or up the futbol field, as they will see the need for a team concept to be built into their vision-casting. Even though a few questions have been given for you to discuss with participants, feel free to add, subtract, or come up with your own. Enjoy the moments of connecting with others.

Dear Youth Leader,

One of the dreams of the Youth Ministry and Youth Network Teams for all of us in youth ministry is that we work together to help raise up a new generation of Christ-centered leaders around the world.

The 5 Principle Training system, developed in conjunction with the SHAPE initiative of the Church Of God, is intended to help train youth leaders around the world. It was developed with the belief that the five principles of vision, leadership, knowledge/culture, relational/connectivity, and spirituality apply across all cultural lines.

In January 2008, the principles were piloted with leaders in Africa; in 2009, the training materials were revised and updated, with the revised materials posted in January 2010.

The dream is that this system will be a tool that local, state/provincial, regional, and national leaders everywhere can use. Feel free to use all or portions of these lessons to teach and train your leaders.

The material can be used in a full-day or half-day training or as standalone training. If you see the symbol indicating a full day , each of the lessons will take 75–84 minutes. If you see the symbol indicating a half day , each of the five individual training sessions will take 50–59 minutes.

Committed to raising up a new generation of Christ-centered leaders,

The Youth Ministry and Youth Network Team

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**Key** (Follow according to the time you have allotted.)



**HD: Half Day (if you have 50–59 minutes)**



**FD: Full Day (if you have 75–84 minutes)**



## Opener: What's Important?



9 min

**Resources needed:** toothpicks and glue.

You can be creative and use other materials if necessary. Have the participants get into groups of 3–5 and give them 3–5 minutes to build a house. After they are finished, ask them if they think their house can withstand a storm? Maybe go around and shake the surface their house is on and see if it falls. Most probably will. Ask the question: What is the most important part of a house? The answer is the foundation: for a house to stand rough winds, a firm foundation is essential. Jesus talks about this in Matthew 7:24–27.

“Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. The rain came down, the streams rose, and the winds blew and beat against that house, and it fell with a great crash” (NIV).

In the same way, core values of a ministry are essential.



## Core Values and 4M Church

### A. Presentation and Handout

#### Core Values



7 min



9 min

These are values that are timeless and unchanging no matter what leaders are in place. They are the foundation of the ministry.

For the Church of God Youth Ministries in the United States and Canada, there are five core values that are principles that everything is built upon:

1. **We Value Youth:** Youth are chosen by God to make an extreme difference in their world and are essential to the health of the church.
2. **We Value Youth Workers:** Youth workers are crucial in passing the faith on to the next generation.
3. **We Value Spiritual Growth:** Spiritual growth is an intentional, lifelong process.
4. **We Value Prayer:** Prayer is essential to unleashing God's power.
5. **We Value the Church:** It is the vehicle God ordained to change the world.

These are foundational principles that inform everything and are non-negotiable.

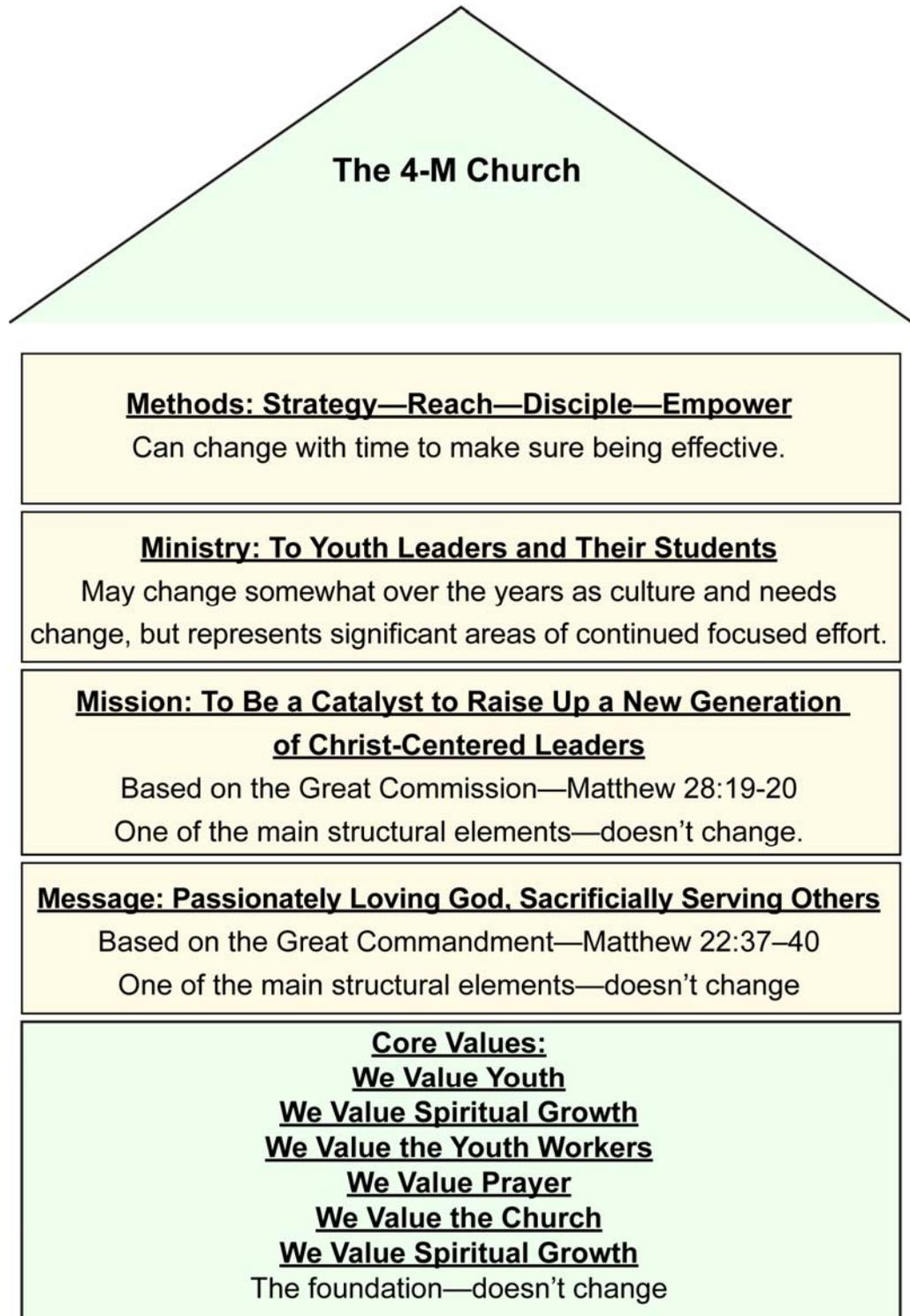
Yet a foundation without a house isn't very effective. Many youth ministries don't have a foundation or a vision; they just do activities to entertain and don't have an end objective in mind. It is like shooting an arrow with no target. You never know what you are hitting, because you are aiming at nothing.

So how do you form a vision or a target for where you want to go? Just as a master builder follows a blueprint or design plan, a strong leader follows one for ministry. A biblical blue print for ministry one can follow is the 4 M church.

Introduce the 4M Church. Pass out the 4M Church handouts or draw the illustration on the board.

**4 M Church**

*A visual illustration of the frame  
that guides all of our decisions and directions.*



A model used by the US/Canada Youth Ministry of the CHOG



8 min

## B. Discussion

Typically, most ministries start at the top with the methods. How can I have a great program? Or what can we do to get more people? Or we need more money to have a better \_\_\_\_\_. Focusing on the methods first would be like starting to put a roof on a house before the structure is built.

After the foundation (core values—what we really value) is laid, the place to start building is on the foundation. **The Message** is our base found in Matthew 22:37–40. It is our identity. It is who we are. We are lovers of Jesus and lovers of others. This is the Great Commandment: “Jesus replied: ‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’ All the Law and the Prophets hang on these two commandments’ ” (NIV).

**The Mission/Vision** is what we are about. Our mission is the Great Commission. It tells us to make disciples. “Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age’ ” (Matthew 28:18–20 NIV).

The message and mission inform ministry and method. We work from the bottom up.

**The Ministry** is who we minister to. Is your focus, students, youth leaders, children, adults, the poor, the educated, or someone else? This is your target group. These often can change over time, but the message and mission stay the same.

**The Method** is the strategy of how we minister. Methods often change as time changes. Programs that worked twenty years ago often don’t work today. The message and mission don’t change, but the vehicle or method often does.

For example, in youth ministry in the United States and Canada and hopefully around the world in the future, the foundation is the five core values, which drives what we do. We value youth, we value youth workers, we value the church, we value spiritual growth, and we value prayer. **The message** is passionately loving God and sacrificially serving others founded on the Great Commandment in Matthew 22. **The mission** is founded on the great commission found in Matthew 28: being a catalyst to raise up a new generation of Christ-centered leaders. These foundational elements stay constant.

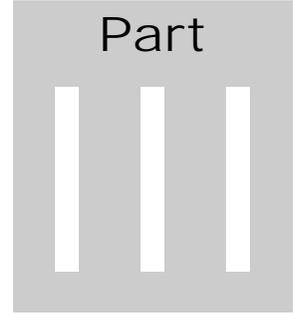
The **ministry** is to students and youth leaders. The **method** or strategy is a simple approach— helping **reach, disciple, and empower** students and leaders. Everything we do is driven by the core message and mission and fits into the simple strategy. The strategy may change over time. It is almost like furniture or paint. Often every few years, we may make some adjustments in the furniture in our house or how it is arranged or we paint our houses, but the foundation and structure stays firm.



7 min

### C. Think about it

Have everyone get into small groups of 3–5; if they are from the same church or area, have them get together (even if it is larger than 3–5) and have them work through the 4M church model for their ministry. If they have a vision and strategy, have them to evaluate how it is going. If they don't have a plan, ask them to dream some ideas of vision and strategy for their ministry using the 4M church as a model; they are welcome to adopt and use what the office of Church of God Youth Ministries in the United States and Canada is using listed in the 4M church, adapting it to their local area.



## Vision

### A. Introduction of a Team Vision



#### 1. Reemphasize the Building of a Vision through the 4M Church Model

Reemphasize the definition of making sure you start with the foundation of message (Great Commandment, Matthew 22:37–40) and mission (Matthew 28:18–20) and build off of that foundation.

Now that you have a vision, how do you get others to come along with you and help you achieve vision?



#### 2. Game

**Option #1: Begin by playing Bible Baseball.** (Option #2 is listed below; choose either.) Divide into two teams. Each team would ask for a question with a value of single, double, triple, or homerun. The value correlates to the difficulty of the question. A wrong answer would be an out. You give each team three outs per inning and the object, like baseball, is to score runs to win. Depending on time you could play three innings or less. Questions can be obtained through a variety of Bible quiz books or Internet sites. Someone would need to make them up and assign a value to them, whether single, double, triple, or homerun. Divide into two teams. (Depending on the size of the group being trained, you may want to divide into multiple teams.) Sample questions:

Single (Defenders)

1. Who was the mother of Jesus? Mary
2. What is the first book of the Bible? Genesis
3. Who built an ark? Noah

## Double (Midfielders)

1. Who spent a night in the lions den? Daniel
2. Who was the disciple that Jesus loved? John
3. How many books are in the Bible? 66

## Triple (Forwards)

1. King Saul had a son who was David's best friend. Who was he?  
Jonathan
2. The Ten Commandments are found in two books of the Bible. Name one. Exodus or Deuteronomy
3. Where did Jesus change the water to the wine at a wedding? Cana

## Homerun (Goal)

1. Where is the shortest verse in the Bible found? John 11:35
2. Who wrote the book of Acts? Luke
3. What person had a donkey speak to him? Balaam



1 min

**(HD without game or FD)** After the game: The game of baseball is becoming a worldwide sport. (The World Baseball Classic that was held in March 2007 in the United States brought nations together in an Olympic-style competition.) The object of the game is to score more runs than the other team. Baseball is won by the team who touches home plate the most, scoring the most runs. But to get to home, you first have to touch the other three bases in order. When we talk about getting others to own and work toward achieving the vision, we must cover certain “bases.”

Let's take a look at the different bases to cover so we can effectively bring people along with us. (Draw a baseball diamond on a chalkboard or whiteboard to illustrate your bases as you share. Use a runner (leader) to go around the bases. Or use the handout provided at the end of this module.)



7 min

**Option #2: Begin by playing Bible Futbol.** Divide into two teams. Each team will be given a question. If a correct answer is given, the “ball” would be passed from the goalie to the defenders. Another correct answer would pass the ball to the midfielders, another to the forwards, and the next correct question would score a “GOOOOOAAAALLLLLLL!” The questions would get harder the closer to the goal the team gets. Questions can be obtained through a variety of Bible quiz books or Internet sites. Some examples are above in option #1. Someone would need to make them up and assign a difficulty value to them. Play the game for about ten minutes. Teams would be created by dividing the group into two teams. (Depending on the size of the group being trained, you may want to divide into more teams.)



1 min

**(HD without game or FD)** After the game: The game of futbol is a worldwide sport. It is won by the team with the most goals after two forty-five-minute halves. And when it happens, the announcer goes crazy with “GOOOOOAAALLLLLLL! (Have people get up and cheer and shout, “GOAL!”) But to score the goals, you need the teamwork of many people. It is very rare that the goalie scores. He needs the other members of his team to accomplish the goal. As leaders, God helps us lead others toward a vision of what he wants to accomplish. How can we create an atmosphere where people will own and want to be a part of accomplishing the vision? (Draw a futbol field on a chalkboard or whiteboard to illustrate as you share. Use a futbol being passed from the goalie (leader) to illustrate the vision. Or use handout below.



6 min

## **B. First Base (Baseball) or Defenders (Futbol)—We know and care for one another**

### **1. Caring Defined in Scripture**

In Psalm 8:4, we find an interesting question: “What are mere mortals that you should think about them, human beings that you should care for them?” (NLT). The psalmist is blown away by the fact that the God of the universe actually cares for people. Many people, including students, can’t see Jesus as a loving God because of the experiences they have had. Why did this happen? Sad to say, in some cases it’s because of the way Christian people have treated them. We’ve been too busy, shown a judgmental spirit, and often been too critical. God wants you and me to be catalysts of his love and care, especially as leaders.

For we find in 1 Peter 5:2 that God counts on us to help him care for people: “Be shepherds of God’s flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve” (NIV).

Caring and showing the love of Jesus to others is one of the most important purposes we have in ministry. Ask the group: What are some ways that we can care for others? (Give time for answers.)

When we talk about caring for people we usually think about caring for their physical needs with things like shelter, clothing, and food ( James 2:15–16). But caring also comes in other equally important ways.

1. Spiritual caring: Ultimately the caring of a person’s soul is paramount to ministry (Mark 8:36).
2. Emotional caring: In our hurting world, people have many emotional scars from life (2 Corinthians 12:9–10).
3. Educational caring: Being able to apply God’s Word to the people’s personal lives and to the culture is our responsibility (2 Timothy 3:14–17).

Ministry is first and foremost letting people know that God cares for them. And God uses us to show that care. John Maxwell is often quoted as saying, “People don’t care how much you know, until they know how much you care.”

## 2. Caring in Practical Ways

So, what does caring look like in a practical way?

- a. Take time to learn about people. Let’s experiment. Pair up with someone you don’t know or don’t know very well. Find out the following information:
  - 1) Family members and one interesting fact about each member
  - 2) Leisure time interests
  - 3) If money were no option, what would the person want to do?

After about 1–2 minutes bring the group back together. Caring begins with knowing the person, who they really are. That takes time, commitment, and persistence.

- b. Ask, “How are you really doing?” Get below the surface in your relationships to find the truth of what’s going on with a person. It may get unpleasant, but it gets real.
- c. Celebrate special days and accomplishments. Remembering birthdays or congratulating a success lets a person know they are noticed and important.
- d. Comfort in a difficult time. You may not know what to say, but don’t let that pull your presence away from a person who needs you. Often times just saying “I am sorry you are having to go through this,” is a comfort.
- e. Recognize and identify with a person’s needs. Really try to understand what it is to walk in their shoes.



4 min

## C. Second Base (Baseball) or Midfielders (Futbol)—We Serve and Trust One Another

### 1. Serve One Another in Love

The last part of Galatians 5:13 tells us to “serve one another in love.” At a popular Christian marriage seminar, couples are challenged to begin each day to ask their spouse the following question, “How can I serve you today?” The Bible says it this way: “Each of you should look not only to your own interests, but also to the interests of others” (Philippians 2:4 NIV). Serving takes us to the next base or down the field because it doesn’t just *react* to people’s needs as we recognize them, but it causes us to *act* in searching for ways we can help one another.

Serving is when we anticipate a need before it is told. That’s why you have to reach first base, or level one, before second base, or level two. It’s hard to anticipate needs without completing the first step of really knowing and caring for a person! Serving then builds trust in the relationship because the care is evident.

So, practically again, what are some ways to be better aware of serving others?

1. Be observant! The story of Jesus with the woman at the well (John 4) is probably one of the greatest examples of being observant. Jesus knew this woman was troubled just by observing the situation. Are we sensitive to those we “care” about and willing to ask tough questions?
2. Be transparent! People will trust the real you. If you fail, admit it. If you are wrong, ask for forgiveness. If others wrong you, forgive before they ask. (See Colossians 3:13; Romans 15:7.)
3. Be safe! Don’t share things told in confidence unless the person who confides is at harm to themselves or others. Confidentiality is important when we consider our ability to serve. In Matthew 6:3, Jesus tells us when we are giving to the needy we shouldn’t let our left hand know what our right hand is doing. Making our lives a safe place for people to be open and honest is crucial to trust.
4. Be supportive! In 1 Corinthians 16:15–18, Paul commends some persons who served him. They were “devoted to the service of the saints” and they came to Paul to serve him, not only with physical needs, but Paul says “they refreshed my spirit.” We need to support people when they are hurting and when they are struggling with life issues or with living the faith of Christ. Don’t bail in these tough times.
5. Be encouraging! (See Hebrews 10:25.) People get enough criticism and negativity from the world; they shouldn’t get it from the church. Yes, we need to “speak the truth in love” (Ephesians 4:15) but in a way that encourages people to keep the faith.



5 min

## **D. Third Base (Baseball) or Forwards (Futbol)—We Support and Accomplish with One Another**

### **1. Common Mistake—Bypassing the First Two Bases or Levels**

**Baseball Option:** It has happened before—in baseball. A batter swings really hard and hits the ball, but instead of heading for first base, he gets confused and runs to third base. His joy of a big hit is soon turned to sorrow as he is tagged out by an amused fielder. Even though the ball was a big hit, the batter fails because he doesn’t touch the bases in the right order.

Many a leader has failed to accomplish a “big hit” because he enthusiastically cast his vision without getting to first base. It is a common mistake of leaders to

challenge people to accomplish great things without first getting to know them and care for them. Remember, people want to know that you care before they care what you know. And people want to believe that you care about them before they care about what you want to accomplish with them.

**Futbol Option:** It happens all the time in futbol—offsides. A player, in the excitement to score a goal, gets ahead of the play before the pass is made and a whistle is blown and offsides is called.

Many a leader has failed to accomplish scoring a goal because he enthusiastically cast his vision without getting to the first level, using his defenders to help him. It is a common mistake of leaders to challenge people to accomplish great things without first getting to know them and care for them. Remember, people want to know that you care before they care what you know. And people want to believe that you care about them before they care about what you want to accomplish with them.

Read Luke 5:1–11. Jesus understood this principle as he called his disciples. He let himself be known to them as he sat in their boat teaching. He encouraged and served them in their profession as he went with them for the catch. And he built trust by accepting them, not rejecting them, as sinful men. Then he was able to call them to aid him in “catching men.”

It is so easy, as leaders who are confident in our call from God and anxious to see him work and the ministry grow, to want to bypass the first two bases or levels.

**Baseball Option:** A triple, or three-base hit, is one of the most difficult things to accomplish in the game of baseball. More homeruns are hit than triples. Why is that so? There’s a lot of work that goes into a triple. And there’s a lot of work that goes into reaching the base of support and accomplishment.

**Futbol Option:** An effective long pass is one of the most difficult things to accomplish in the game of futbol. More times than not, the pass is simply a way to give the goalie and the defense a chance to rest. There’s a lot of work that goes into executing a play in futbol. And there’s a lot of work that goes into reaching the level of support and accomplishment.

- a. As we’ve already said, you have to reach the first two bases or levels. It takes work to get to first and second. It’s the longer route, but it’s the right route. It takes time to build relationships of care and trust. It can get messy to serve. But it’s the best way, and most lasting way, to accomplish things together for God’s kingdom (Philippians 1:3–6).
- b. It’s important as leaders to change “my vision” to “our vision.” The Great Commission (Matthew 28:19–20) could also be called the Great Vision, as

Jesus spent more than three years caring, teaching, and modeling until Peter could live it out in Acts 3:6 when he said to the crippled man, “Silver or gold I do not have, but what I have I give you. In the name of Jesus Christ of Nazareth, walk” (NIV).

- c. Give support to others in accomplishing “their” job even when it’s not your job. Several times in Jesus’ ministry, we find him aiding them in fishing, paying taxes, and other things that pertained to their lives, yet nothing that Jesus might worry about. He did it to let them know that their lives and ministry was important and relevant. As leaders, we must expect to support others as we expect them to support us (1 Corinthians 9:19).
- d. **(Use this point and activity only if you have FD)** Give thanks and credit where due. Romans 16 is a long list of Paul thanking and giving credit to those who have helped him accomplish his ministry. Who do you need to thank for helping you to accomplish your ministry for God? Write their names down:



3 min

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Next to their names, write how you will thank them and when.

Third base, or level, is where we all want to get—many see it as the tangible evidence of their ministry “worth.” But just as it’s frustrating to be called out in baseball for running the wrong way or being called for offsidess in futbol, it is also frustrating, and self-defeating, to expect people to buy into the vision without our investing into their lives. Investing in lives takes time. The first two bases, or first two levels, often take months and sometimes a couple of years before you can move around the bases or down the field.



1 min

**E. Home Plate (Baseball) or Goal (Futbol)—We Become Creative and Connected, Not Just Cooperative**

**1. Same Game, Different Version**

**Option #1:** Another round of Bible Baseball, except everyone is on one team working to score as many runs as possible.

**Option #2:** Another round of Bible Futbol, except everyone is on one team working to score as many goals as possible. When a goal is scored, have people stand and shout, “GOAL!”



4 min

**2. Connected vs. Competitive**

How did the game feel different this time? (Allow sharing of answers.)

Probably one of the first things that will be said is that the competition between the teams disappeared. There was still competition, but against the game, not against each other.

Lesson: Too many churches, or groups within the church, compete against each other rather than trying to win the souls of people. Instead of building a body of connectedness, we have built competing entities within the church for finances, workers, and recognition.



6 min

Becoming creative and connected means we strive for a common goal like the Great Commission. We are on the same team. It is where we spend our effort on finding ways to assist each other in doing the best for God's kingdom together.

So, what might it look like to cross home plate or score a goal?

- a. We have the experience of mutual connection, of being a *team*. We care about the whole rather than focusing on one individual part. First Corinthians 12 challenges us to take care of the whole body. Why?
  - 1) We all need each other to use our gifts God has given us.
  - 2) God created all the parts.
- b. We learn to sacrifice for mutual growth, for the *team*. John the Baptist understood this as some of his followers were upset by the popularity of Jesus' ministry. In John 3:30, he says, "He must become greater; I must become less" (NIV). Wow, what an awesome recognition of the power of sacrifice for the good! If only we could put this into practice as leaders and recognize when God is using another ministry for his glory and be willing to sacrifice to make it work to touch lives.
- c. More and more people are buying into the vision with their time and money. The two most precious resources we have are our time and money. When people start investing those resources, you know they have adopted the vision as their own. The rich young ruler (Matthew 19:16–24), the teacher (Matthew 8:18–21), several men (Luke 9:57–62), and countless others have walked away because their time and money were more precious than the vision of Jesus.

### 3. International Vision of Church of God Youth Ministries

What if all around the world Church of God youth ministries were working toward the same goal? What if we all worked toward the vision of "raising up a new generation of Christ-centered leaders" through a simple threefold strategy of Reach, Disciple, and Empower—reaching those who don't know Jesus, discipling them, and then empowering them to be used by God in mighty ways. What if all of us all over the world were on the same page working toward the same vision to raise up a new generation of Christ-centered leaders to spread the love and hope of Jesus.

Whatever your vision as a leader, locally, nationally, or internationally, we challenge you to invest in people to share and help you accomplish what God has laid before you.

## Conclusion



In baseball or futbol, we admire and commend those players who take the talent they have and make the most of it to help the team win games. In the parable of the talents, Jesus commends people who take what God gives them and uses it to their best for his glory. Whatever talents, passions, and vision God has given you, use it for his kingdom, not yours, and you too will hear: “Well done, good and faithful servant!”

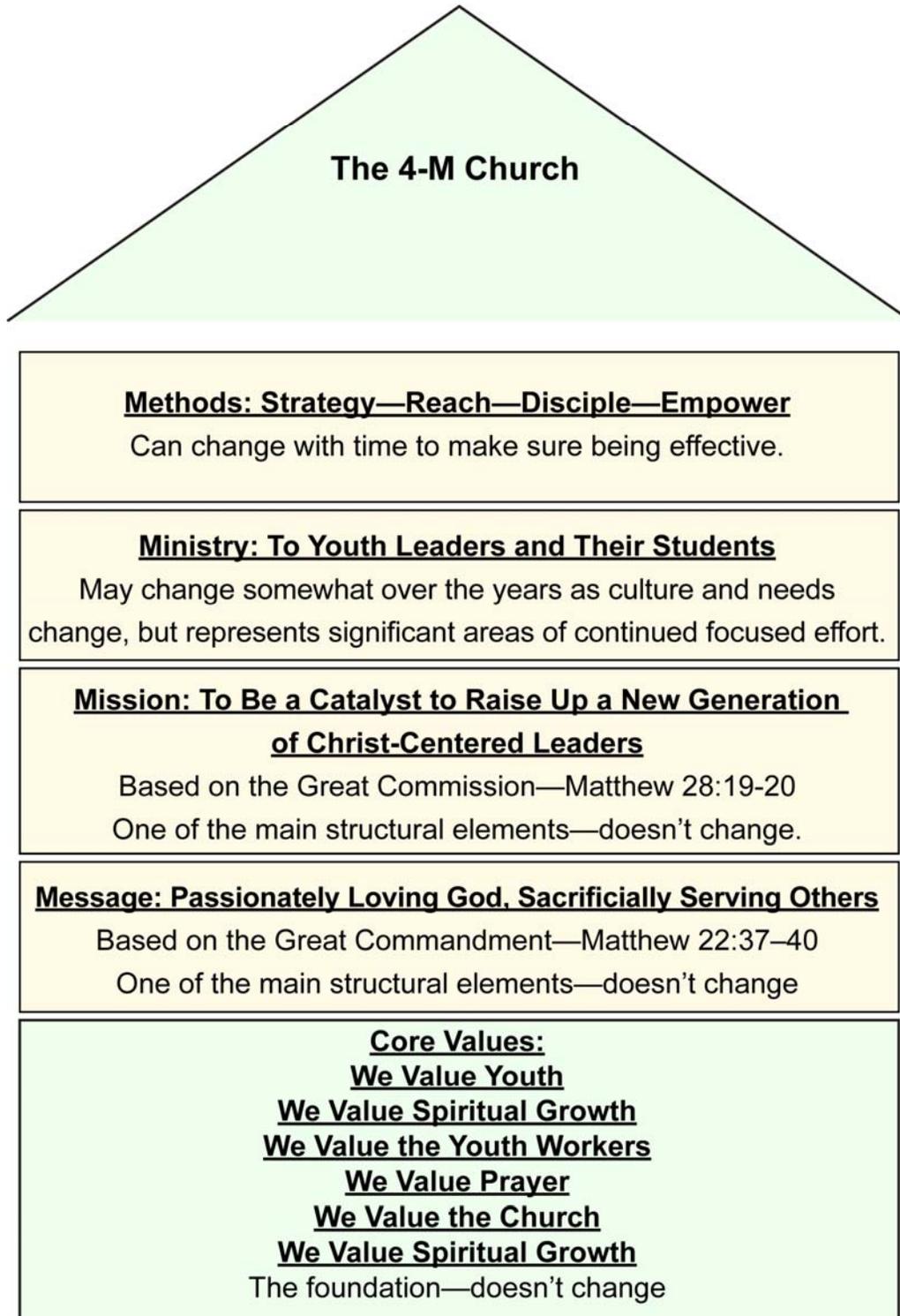
## Reflection Time



Recap training.  
Give two or three things that are have-to-remembers.  
If you have time, ask your students if they have any questions.

Close with Prayer.

*A visual illustration of the frame  
that guides all of our decisions and directions.*



# Baseball Handout

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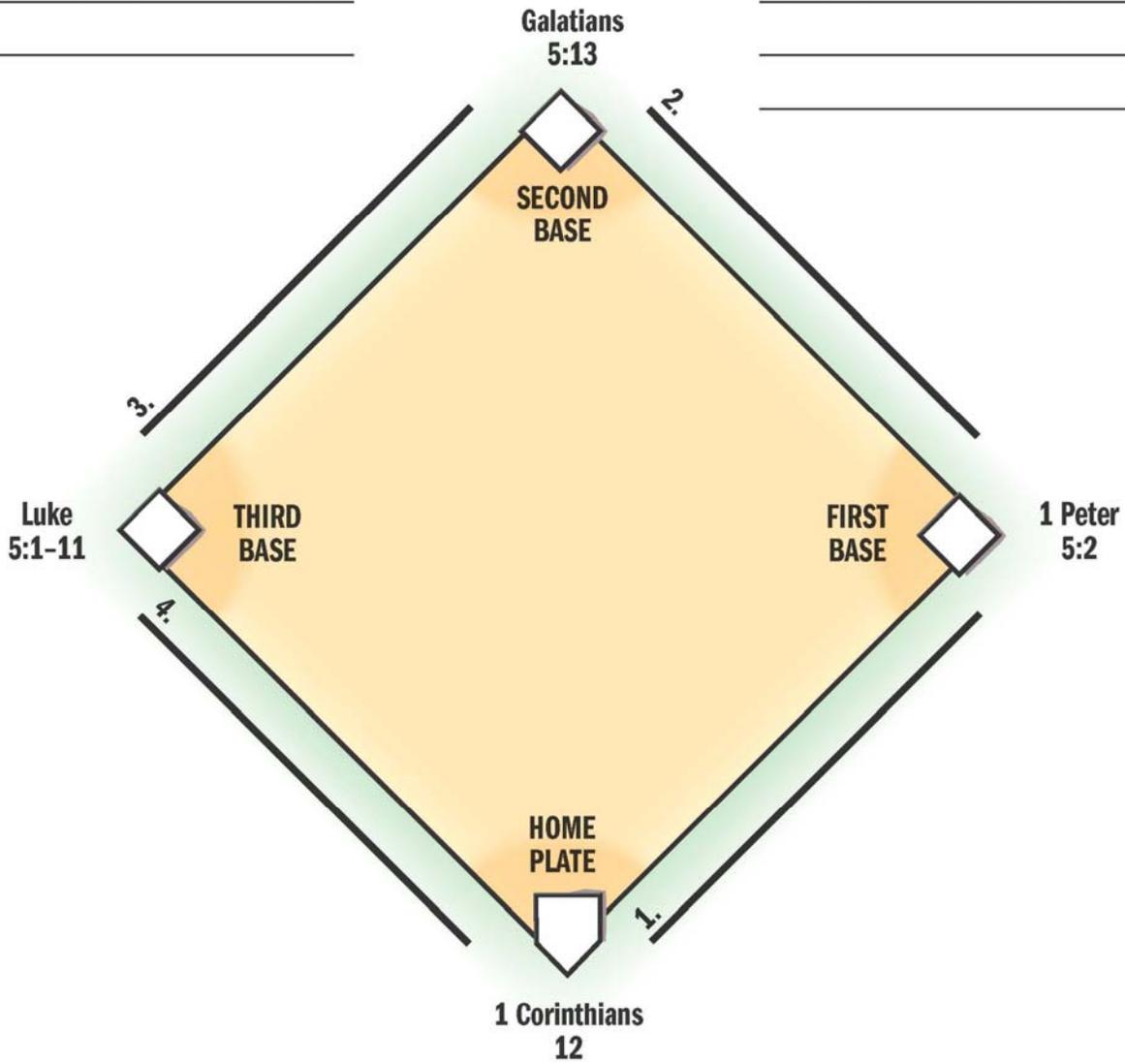
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# Futbol Handout

**GOAL!**

4. \_\_\_\_\_

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**FORWARDS: Third Level**

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**MIDFIELDERS: Second Level**

2. \_\_\_\_\_

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**DEFENDERS: First Level**

1. \_\_\_\_\_

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**THE VISION** →

**GOALIE** \_\_\_\_\_