

CHRISTIAN DISCIPLESHIP

The Purpose and Organization of Nazarene Discipleship International Ministries

How to organize and lead a dynamic Nazarene
Discipleship International Ministry

RAQUEL
RAMOS TORRES



School
of Leadership

Purpose and Organization of Nazarene Discipleship International Ministries

Book of the “School of Leadership” series
Specialty: Christian Discipleship

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NAZARENE DISCIPLESHIP
INTERNATIONAL
MESOAMERICA REGION

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Presentation

The book series, School of Leadership, has been designed with the purpose of providing a tool to the church for the formation, qualification and training of its members in order to integrate them actively in Christian service, according to the gifts and calling (vocation) they have received from their Lord.

Each book provides the study material for a course in the School of Leadership program sponsored by the Spanish-speaking Theological Institutions of the Mesoamerica Region of the Church of the Nazarene. These are: NBI (Nazarene Bible Institute, Coban, Guatemala); NTS (Nazarene Theological Seminary, Guatemala City); SENAMEX (Mexico City, Mexico); SENDAS (Nazarene Seminary of the Americas, San Jose, Costa Rica); SND (Santo Domingo, Dominican Republic) and SETENAC (Havana, Cuba). A good number of the leaders of these institutions (rectors, directors, vice-rectors and directors of decentralized studies) actively participated in the design of the program.

The School of Leadership has five Basic Courses common to all ministries, and six Specialized Courses for each ministry, at the end of which the Theological Institution grants the student a certificate (or diploma) in Specialized Ministry if the student is registered.

The general objective of the School of Leadership is: “To collaborate with the local church in the ‘equipping of the saints for the work of the ministry,’ strengthening in them a solid biblical theological knowledge and developing them in the exercise of their gifts for service in their local congregation and in society.” The specific objectives of this program are threefold:

- To develop the ministry gifts of the local congregation.
- To multiply ministries of service in the church and community.
- To awaken the vocation to diversified professional ministry.

The objective of this Specialty entitled “Christian Discipleship” is to train those who have gifts for discipleship and the desire to participate in the Great Commission, but do not currently have a professional ministerial education. The lessons in these six books have been written by missionaries, pastors and lay people throughout the Mesoamerica Region, and it is the desire of the authors that each student will receive an enriched vision of the Great Commission and the training to disciple others for Christ. We desire that God will be glorified through these courses and that each student will grow in their preparation and service as an effective worker in His work.

We thank Dr. Mónica Mastronardi de Fernández for her dedication as General Editor of the project, the Regional Ministry Coordinators and the team of writers and designers who collaborated in the publication of these books. We also thank the teachers who will share these materials. They will make a difference in the lives of thousands of people throughout Mesoamerica and the world.

Finally, we cannot fail to thank Dr. Rubén Fernández, former Coordinator of Education and Pastoral Development for the impetus given to the publication of these materials, and Dr. L. Carlos Sáenz, MAR Regional Director, for his ongoing support in this task, the fruit of his conviction of the priority need for a church that is integrally equipped.

We pray for God’s blessing on all the disciples whose lives and Christian service will be enriched by these books.

Rev. Monte Cyr
Discipleship Ministries Coordinator
Mesoamerica Region

What Is the School of Leadership?

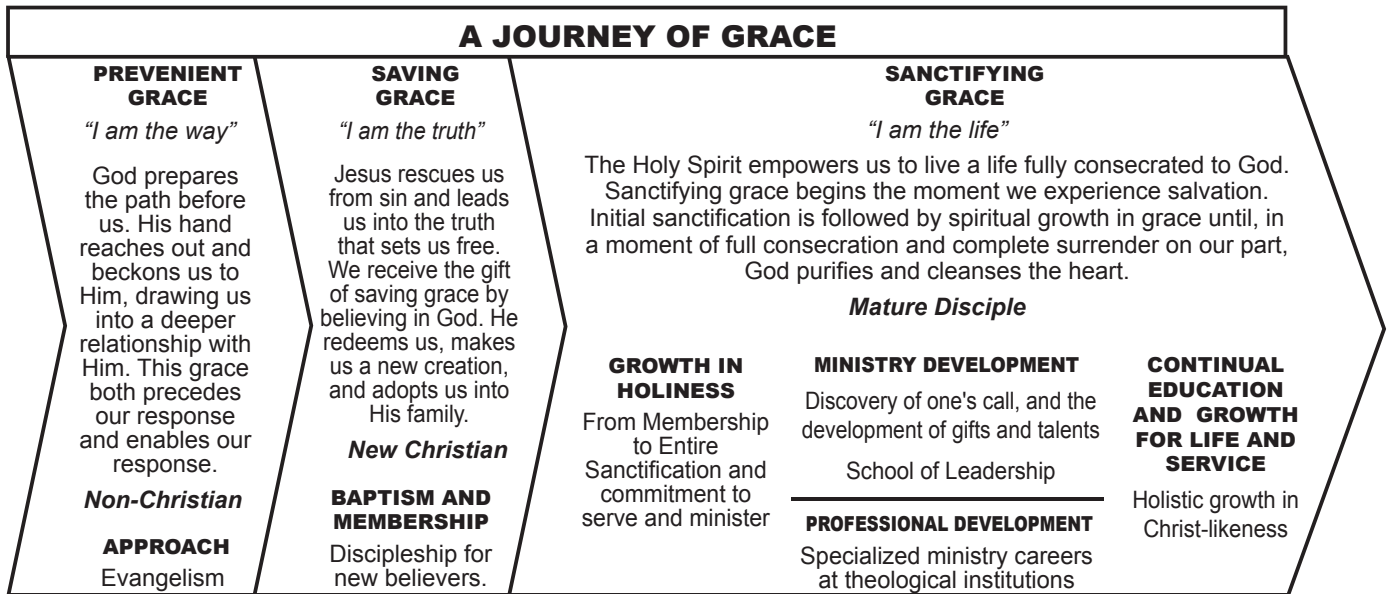
The **School of Leadership** is an educational program for lay ministry in different specialties to engage in the mission of the local church. This program is administered by the Theological Institutions of the Church of the Nazarene in the Mesoamerica Region and taught both at these institutions and in local churches.

Who Can Benefit from the School of Leadership?

It is for all the members of the Church of the Nazarene who have participated in the Saving Grace and Sanctifying Grace - Growth in Holiness parts of A Journey of Grace discipleship program, and who, with all their heart, wish to discover their gifts and serve God in His work.

The Plan - A Journey of Grace

In the Church of the Nazarene, we believe that making disciples in the image of Christ in the nations is the foundation of the missionary work of the church and the responsibility of its leadership (Ephesians 4:7-16). For this, at all levels of the church, the implementation of progressive discipleship is promoted as “A Journey of Grace” (John 14: 6), a lifestyle of discipleship. The School of Leadership is part of the “Sanctifying Grace - Ministry Development” section, and is designed for those who have gone through the “Prevenient Grace,” “Saving Grace,” and “Sanctifying Grace - Growth in Holiness” sections of the discipleship path.



The work of discipleship is continuous and dynamic; therefore, the disciple never stops growing in the likeness of his or her Lord. This growth, when healthy, occurs in all dimensions: the individual dimension (spiritual growth), the corporate dimension (joining the congregation), the holiness in life dimension (progressive transformation of our being and doing according to the model of Jesus Christ) and the service dimension (investing our lives in ministry).

For more information about A Journey of Grace, visit: www.mesonaz.org/journey

Dr. Monica Mastronardi de Fernandez
Managing Editor, The School of Leadership Book Series



How to use this book?

This book contains the eight lessons of a School of Leadership course with its activities and the final evaluation of the course.

How are the contents of this book organized?

Each of the eight lessons in this book contains the following:

- **Objectives:** these are the learning objectives that the student is expected to achieve by the end of the lesson study.
- **Main Ideas:** this is a summary of the key teachings of the lesson.
- **Lesson Development:** This is the longest section as it is the development of the lesson content. These lessons have been written thinking that the book is the teacher, so its content is expressed dynamically, in simple language and connected to the ideas of the contemporary world.
- **Notes and comments:** Boxes in the margin are intended to clarify terms and provide notes that complement or amplify the content of the lesson.
- **Questions:** Occasionally questions are included in the margin that the teacher can use to introduce, apply, or reinforce a lesson topic.
- **What did we learn? :** A box at the end of the lesson development provides a brief summary of what was learned in the lesson.
- **Activities:** This is a page at the end of each lesson that contains individual or group learning activities related to the topic studied. The estimated time for their completion in class is 20 minutes.
- **Final evaluation of the course:** This is a sheet inserted in the last page of the book and once completed, the student must separate it from the book and hand it in to the course teacher. The estimated duration for this final reinforcement activity is 15 minutes.

How long does each course last?

The courses are designed for 12 hours of face-to-face classes divided into 8 sessions of 90 minutes. The days and times will be coordinated by each Theological Institution, church or local study center. Within this hour and a half, the teacher must include time for the activities contained in the book.

What is the role of the student?

The student is responsible for:

1. Enrolling in the course on time.
2. Acquiring the book and studying each lesson prior to the face-to-face class.
3. Attending the face-to-face classes punctually.
4. Participate in class activities.
5. Participate in ministerial practice in the local church outside the class.
6. Complete the final evaluation and deliver it to the professor.

What is the role of the course teacher?

The professors for the School of Leadership courses are pastors and lay people committed to the mission and ministry of the church and preferably have experience in the ministry they teach. They are invited by the Director of the School of Leadership of the local church (or Theological Institution) and their functions are:

1. Prepare themselves in advance, studying the content of the book and scheduling the use of time in the class. When studying the lesson, the Bible and a dictionary should be at hand. Although simple vocabulary is used in the lessons, it is recommended to “translate” what is considered difficult for the students to understand, that is, to put the lesson in the language that they understand best.

2. Ensure that the students study the material in the book and achieve the learning objectives.
3. Plan and accompany the students in ministry practice activities. These activities should be planned and scheduled with the local pastor and the corresponding ministry director. These activities should not take time away from face-to-face classes.
4. Keep up to date attendance and grades on the Class Report form. The final average will be the result of the student's performance in the following activities:
 - a. Class work
 - a. Participation in ministry practice outside the class.
 - a. Final evaluation
5. Collect the "Evaluation" sheets, turn them in with the "Class Report" form at the end of the course to the local School of Leadership director. This should be after evaluating, closing averages and verifying that all data is complete on the form.
5. Teachers should not add study assignments or readings beyond the content of the book. They should be creative in designing in-class learning activities and in planning out-of-class ministry activities according to the reality of their local church and context.

How to teach a class?

It is recommended that the 90 minutes of each class be used in the following way:

- **5 minutes:** Link to the theme of the previous lesson and pray together.

- **30 minutes:** Review and discussion of the lesson development. It is recommended to use a printed outline, blackboard or poster board or other available material; use learning dynamics and visual aids, such as graphs, drawings, objects, questions, among others. In addition, students should be assigned to present parts of the lesson. It is not recommended to use speeches or have the teacher re-read the content of the lesson.

- **5 minutes:** Break, either in the middle of the class or as needed.

- **20 minutes:** Work on the activities in the book. This can be done at the beginning, middle, or end of the review, or the activities can be completed as they progress through the topics and relate to them.

- **20 minutes:** Discussion of the ministry practice they did and will have. At the beginning of the course, students should be presented with the schedule so that they can make arrangements to attend. In the classes where they talk about the previous practicum, the conversation should be directed so that the students share what they learned; both their successes and their mistakes, as well as the difficulties that were encountered.

- **10 minutes:** Prayer for the issues that arose from the practice (challenges, people, problems, goals, gratitude for the results, among others).

How to do the final evaluation of the course?

Give 15 minutes to the students in the last class of the course. If necessary, they can consult their books and Bibles. The final evaluations are designed to be an activity to reinforce what has been learned in the course and not a rote repetition of the contents of the book. The purpose of this evaluation is to measure the student's understanding and appreciation of the topics covered, their spiritual growth, their progress in their commitment to the mission of the local church and their advancement in ministerial experience.

Ministry Practice Activities

The following are suggested activities for out-of-class ministry practice. Included in the following list are several ideas to help teachers, pastors, local School of Leadership director and local ministry directors. From these, you can choose the ones that best fit the contextual reality and ministry of the local church or they can be replaced by others according to your needs and possibilities.

It is recommended to have no less than three ministry activities per course. You can have the entire class work on the same project or assign tasks in groups according to their interests, gifts and abilities. Involve students in a variety of ministry experiences that are new to them.

Suggested Ministry Activities for the Course, The Purpose and Organization of NDI Ministries

1. Organize a special worship service to celebrate the Sunday School ministry. Include a drama of the story of Robert Raikes, display photos of Sunday School in the local church, and testimonies of teachers and leaders who are part of the history of the local church.
2. Arrange a special month to promote Sunday School. It can be an exhibition of students' drawings, testimonies of students in worship services, visits to homes in the community, visits to those who are on the list but have been absent in the last few months, etc.
3. Schedule a day to promote the mission and ministries of Nazarene Discipleship International (NDI). You can use this activity for a variety of purposes: Informing, recruiting volunteers, collecting donations for classes, etc.
4. Conduct a survey to find out what church members think about NDI ministries. It can be useful for several purposes: to evaluate schedules, location, teacher performance, among others.
5. Arrange a collection or sales or paid volunteer work (such as washing cars, etc.), to raise funds to equip classrooms or one of the Sunday Schools.
6. Plan a local church camp with one of the target groups: children, youth, adults, seniors, etc.
7. Organize a workshop for NDI leaders and teachers to learn about the mission, roles and responsibilities of each position in the organizational chart.



Lesson 1

THE MINISTRY OF NAZARENE DISCIPLESHIP INTERNATIONAL (NDI)



Objectives

- To make the challenge implicit in the Mission of the Church and NDI our own.
- To identify the team called by God and its functions.
- To know the organizational chart of the Sunday School.

Main Ideas

- Our calling in NDI is to make disciples who make other disciples who follow Christ.
- NDI work is done in two categories: curriculum and program.

Introduction

It is a great joy to be able to serve our God in Nazarene Discipleship International Ministries. Congratulations on your calling and the gifts God has given you! Welcome to the NDI leadership team.

NDI: is the acronym used by the Church of the Nazarene for Nazarene Discipleship International.

The mission of NDI

In the following section we will review the goals of the NDI Ministry.

“Making Christ-like disciples” is more than a mission, it is a source, motivation and passion that drives people to learn and be transformed, to be guided and inspired by other disciples, and at the same time, to invest in other people, seeking Christ-likeness to reach others. This mission statement speaks to us of accountability, reason for being and going beyond Sunday School classrooms and personal preferences, in obedience, preparing children, youth and adults to follow Jesus through personal discipleship. This statement undergirds the mission and purpose of NDI Ministries and our call to minister by making disciples who make disciples who follow Christ.

Mission

The mission of Nazarene Discipleship International (NDI) is to carry out the Great Commission to children, youth, and adults in preparation for a lifelong journey of being and making Christlike disciples in the nations.

Purpose

The purpose of NDI is to assist local churches in:

- Reaching non-believers for Jesus
- Establishing new believers in their faith in Christ
- Walking with believers to a fully surrendered, heart-cleansed, fruit-bearing, and Spirit-filled life.

Core Principles

NDI promotes the following five Core Principles that are essential to the discipleship process:

- Fervent Prayer
- Compassionate Outreach
- Comprehensive Biblical Learning

Each committee, ministry and function are under the direct authority and leadership of the pastor. He or she has been called by God to minister and lead His people. They are the key leader of the church to give direction for success or failure and should be actively involved in this ministry.

- d. Intentional Mentoring and Equipping
- e. Authentic Relationships

These Core Principles, promoted and modeled on each region, field, district, and local church, will develop Christlike disciples of every age and in every culture.

NDI Ministries

We are going to learn about the ministries of NDI.



There are more than 14 different ministries under the umbrella of NDI.



Our primary purpose is to make Christ-like disciples...and each of the various ministries under our ministry umbrella exists to introduce people to Jesus and walk with them as disciples on the Journey of Grace.

“In a small church, even if there are no other ministries, the Sunday School should be organized, providing leadership and volunteer servants through a responsible council to manage the work in the best possible way.”



Next, we will learn about the local NDI team and its functions.



In your opinion, does the church today give sufficient importance to the Word of God?

Each local church should establish a Nazarene Discipleship International (NDI) Ministries Council or Educational Committee that will be responsible for the Christian education programs in the local church, with specific assignments, duties, and responsibilities. It is very important that the persons on this Council be chosen out of the members of the local church and that they be competent, experienced in educational ministry, and visionary. The pastor should care for these leaders and watch over the development of their abilities. They should be active members in evangelism and discipleship.

The Council of Nazarene Discipleship International (NDI) Ministries is made up of six ex officio members and three to nine members elected by the local church assembly. The six ex officio members are:

- NDI President
- Pastor
- NMI President
- Youth Discipleship Ministries Coordinator (NYI President)
- Children's Discipleship Ministries Coordinator.
- Adult Discipleship Ministries Coordinator.

They may be elected for staggered terms of two years, and until their successors are elected and qualified (Manual, article 137). The Council may elect other members as secretary and treasurer, if necessary, in order and according to the objectives of NDI (Manual 155.10). If your church is small, the NDI Council may function as an educational committee.

Duties and Powers of the NDI Council

Now, we will know the responsibilities of this Council.



In the Manual of the Church of the Nazarene 2023-2027, the duties and powers of the Nazarene Discipleship International (NDI) Ministries Council (or Educational Committee) are defined in the following articles:

155.1. To plan, organize, promote, and conduct the ministry of Christian education for the local church. This is to be done subject to the direct care of the pastor, and the leadership of Nazarene Discipleship International (NDI) president, and the direction of the local church board, in keeping with denominational objectives and standards established by the General Board and promoted through the Local Church Ministries Committee and offices of Adult Ministries (AM), Nazarene Youth International (NYI), and Children's Ministries (CM). These include both curriculum and program-oriented ministries for adults, youth, and children. The Sunday School/Bible studies/small groups, along with the preaching ministry,

provide the core of the church's study of Scripture and doctrine. Childcare/Schools (birth through secondary) and annual/special ministries and training, such as Caravan or other children's weekly programming, Vacation Bible Schools, and singles' ministries, provide opportunities through which scriptural doctrines are lived out and integrated into the life of the congregation. (125.15)

155.2. To reach the largest number of unchurched people for Christ and the church, bringing them into the fellowship, teaching the Word of God effectively, and encompassing their salvation; teaching the doctrines of the Christian faith and developing Christlike character, attitudes, and habits; helping to establish Christian homes; preparing believers for membership in the church and equipping them for appropriate Christian ministries.

155.3. To determine the curricula of the various ministries, always using Church of the Nazarene materials to form the basis of biblical study and doctrinal interpretation.

155.4. To plan for and organize the total Nazarene Discipleship International (NDI) of the local church in keeping with the NDI Bylaws. (812)

155.5. To nominate to the annual church meeting one or more persons approved by the pastor, for election to the office of Nazarene Discipleship International (NDI) president. The nominations are to be made in a meeting with the incumbent president not present.

155.6. To nominate to the church board persons approved by the pastor, to serve as a discipleship coordinator of Children's Ministries (CM) and a discipleship coordinator of Adult Ministries (AM).

155.7. To elect the Children's Ministries (CM) and Adult Ministries (AM) councils from nominations by the discipleship coordinators of CM and AM with approval of the pastor and the Nazarene Discipleship International (NDI) president.

155.8. To elect all age-group Sunday School/Bible studies/ small groups supervisors, teachers, and officers who shall be professing Christians, exemplary in life, and in full harmony with the doctrines and polity of the Church of the Nazarene, from nominations by the Nazarene Youth International (NYI) president and the discipleship coordinators of Children's Ministries (CM) and Adult Ministries (AM). The nominees shall be approved by the pastor and the Nazarene Discipleship International (NDI) president.

155.9. To elect a local coordinator of Continuing Lay Training (CLT), who shall organize, promote, and supervise regular training opportunities for Nazarene Discipleship International (NDI) workers and the entire membership of the church. The NDI Board shall have the option of naming the CLT coordinator as an ex-officio member to this board.

155.10. To hold regular meetings; and to organize, by electing a secretary and other officers considered necessary, at the beginning of the Nazarene Discipleship International (NDI) year, which shall be the same as the church year. The pastor or the NDI president may call special meetings. (116)

156. The Nazarene Discipleship International President. The annual church meeting shall elect by majority vote by ballot, of those present and voting, from among its full members, a Nazarene Discipleship International (NDI) president to serve for one year, or until his or her successor is elected. The NDI Board, with the pastor's approval, may call for an incumbent NDI president to be elected by a "yes" or "no"

Unfortunately, much of the leadership and membership of the congregations has become unconcerned, and why not say it, has totally abandoned the study of the Word of God and discipleship, and have focused on activities that do not doctrinally edify the members of the congregations.

Stan Stoler recommends:
"Schedule a monthly Sunday School leaders meeting. Be sure to address the four I's: Inform, Instruct, Involve, Inspire."

vote. A vacancy shall be filled by the local church at a properly called church meeting. The NDI president, newly elected, shall be a member ex-officio of the district assembly, the local church board, and the NDI Board.

ARTICLE IX. NDI ADMINISTRATION AND SUPERVISION (Article IX. Section 1) NDI is under the care of the pastor, accountable to the local church board, under the general supervision of the NDI Board and the immediate leadership of the NDI President and the ministry coordinators. The NDI Board should ensure the local church is protecting its youth and children (see Manual paragraph 139.30 and NDI Protection Policy for Children, Youth, and People with Special Needs.)

We direct our local churches to elect as church officers active members of the local church who profess the experience of entire sanctification and whose lives bear public witness to the grace of God that calls us to a holy life; who are in harmony with the doctrines, polity, and practices of the Church of the Nazarene; and who support the local church faithfully in attendance, active service, and with tithes and offerings. Church officers should be fully engaged in “making Christlike disciples in the nations.”

The **secretary** of this Council shall be responsible for:

1. Keeping the NDI files.
2. Keeping an accurate record of: Care and Responsibility List (enrollment), also called Care and Accountability Checklist, attendance, visitors, and other statistics as required.
3. Collecting attendance counts from each discipleship and/or Sunday School meeting and record the statistics for the local church, zone, or district.
4. Taking notes and keeping a record of the minutes of the council meetings throughout the year.

The responsibilities of the **treasurer** of this Council shall be:

1. To care for and administer, together with the NDI Council, the financial resources of NDI.
2. To keep an accurate record of all NDI funds each week and to authorize their disbursement in accordance with the instructions of the Council.
3. To submit a monthly report to the NDI president.

For further discussion of Nazarene Discipleship International (NDI), see the Nazarene Discipleship International By-Laws (Manual Chapter III, 812 pp. 365-381) and the NDI Ministry Handbook.

Responsibilities of the NDI President

In the next section, we will take a look at the duties of the NDI leader.



Along with the pastor, the NDI president is the most essential person in the NDI structure. His or her role is crucial in achieving the objectives. The church has the duty to elect them, pray for them and care for them. The Manual describes the election processes and their involvement (33, 115.11, 137, 155.5, 156 and 201). The Duties and Powers of the NDI President as stated in the Manual are:

There are four words that characterize the work of the local NDI president.

1. Administer. To administer and oversee the details of the NDI work.
2. Coordinate. Their actions and attitudes harmonize and unite the work of NDI.
3. Facilitate. Helps to achieve a smoother and warmer working relationship with the team.
4. Motivate. The enthusiasm to serve in the Kingdom of God within NDI.

1. To coordinate NDI under the supervision of the Pastor in the local church (156.1).
2. To administer the ministries of NDI according to the NDI bylaws (812).
3. To promote growth programs in enrollment formation, attendance, and leadership training (156.3).
4. To preside at regular meetings of the NDI Council or the Educational Committee of the church board, and to direct the NDI Council in the performance of its duties (156.4).
5. To present the annual NDI budget to the church board (156.5).
6. To present a monthly report to the church board and a written report to the annual church meeting (156.6).

*“The church must be culturally relevant and socially sensitive. It must base its ministries on evident needs and find a balance between evangelism and edification”
(Michael Anthon).*

In giving strong leadership to the growth and direction of NDI, their responsibility is to work with the Nazarene Discipleship International (NDI) Council in the following:

1. To coordinate an annual calendar of activities and programs.
2. To know what curriculum materials are used in each of the Sunday School, small group, and discipleship classes (Manual of the Church of the Nazarene, 155-156.6).
3. To start new Sunday School classes or new small-group discipleship groups in the local church.
4. To perform systematic studies of the local church enrollment and attendance trends and establish goals for increasing the Care and Accountability List (See NDI Bylaws, Article III).
5. On the last Sunday of each month, record statistics for the local church.
6. To plan annual growth campaigns and ensure that the campaigns become effective outreach programs.
7. To target nearby communities where there are no Sunday Schools and have it as a project of the local NDI Council.
8. To approve, in consultation with the pastor, nominations for local church age-group councils: children and adults only.
9. To approve, in consultation with the pastor, all appointments made by the children’s and adult ministries coordinators and the NYI president for Sunday School teachers, small group leaders, officers, other ministry workers, and necessary workers.

In making plans for training events, the NDI president shall provide regular seminars; encourage and report on training conferences provided by the zone, district, and the church; identify and recruit new Sunday School teachers and small group leaders with the spiritual gift of teaching; provide ongoing training and distribution of training materials designed to help Sunday School teachers, group leaders, and workers to be more effective.

In serving as a president of the NDI Council of Ministries, he or she shall:

1. Meet regularly with the pastor to discuss the work of NDI and schedule each meeting date, presiding at all regular and special meetings.
2. Make budget recommendations for NDI work to the church board and oversee that approved funds are distributed according to priorities, objectives, and goals.
3. Review the local NDI mission each year to ensure that it is being conducted to its fullest potential and to recommend the creation, adaptation, or discontinuation of programs as needed.
4. Serve on the local church board to represent the interests of NDI, submitting a monthly report on current attendance, Care and Accountability List totals, and any special emphases.
5. Submit an annual written report to the annual church meeting.

The work of NDI is carried out in two categories: curriculum and program. Along with the pastor's preaching, the curriculum should be oriented to provide comprehensive biblical and doctrinal formation to the congregation so that it can grow in holiness of life and service in the face of the challenges presented by the current context.

The rest of the NDI ministries focus on planning activities for the teaching of Scripture according to the interests, characteristics and needs of the different target groups.

NDI growth structure

In this section, we will learn about the organizational chart of NDI.



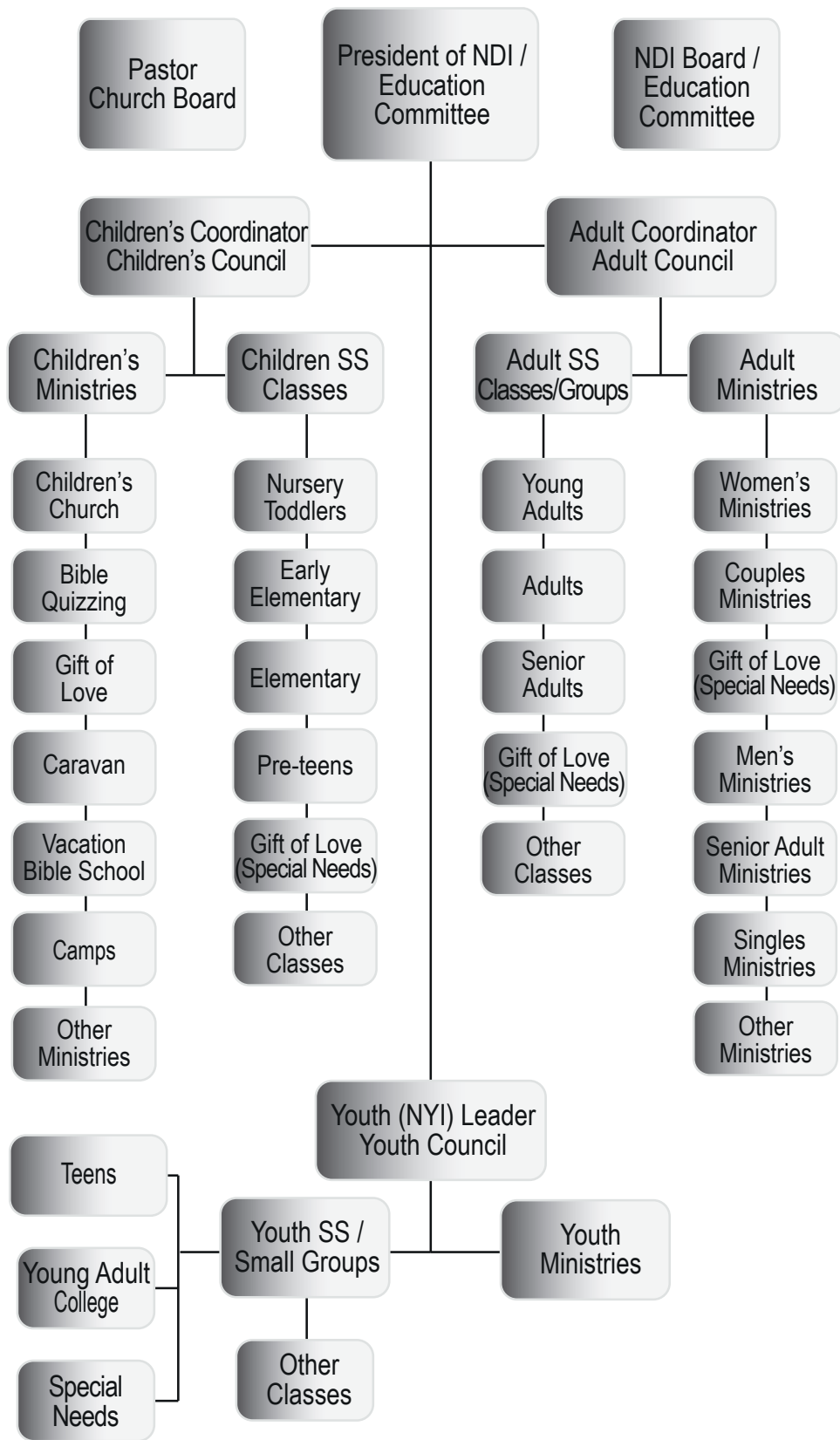
The NDI structure is flexible and adaptable to different sizes of local churches. Small churches do not have the staff to fill all the organizational positions that large churches have, and should not attempt to do so. The structure should be tailored to the needs of the local church.

On the following page we include the complete NDI organizational chart for a local church.



WHAT DID WE LEARN?

NDI ministries are foundational for each age group. Sunday School/ Small Groups is the foundational ministry, but the local church is encouraged to provide additional ministries for each age group according to its own needs, size, context and resources.



Activities

Time



INSTRUCTIONS:

1. List the goals that the church at Antioch had for ministry and growth according to Acts 11:19-26 and 3:1-4.

a. 11.20 _____

b. 11.21 _____

c. 11.26 _____

d. 11.29 _____

e. 13.2 _____

f. 13.3 _____

g. 13.3 _____

The result they achieved 11.21 _____

2. What is your personal experience regarding the organization of NDI in your local church?

3. What is the pastor's role in NDI?

4. In groups of 3 or 4, discuss the characteristics, abilities, skills, or gifts that the NDI president should have.

_____	_____
_____	_____
_____	_____
_____	_____

5. Think about a personal challenge for your work in NDI and write it down.



Lesson 2

PLANNING THE WORK

Objectives

- To relate organization to ministry effectiveness.
- To learn how to conduct NDI council meetings.
- Explore ideas for recruiting and training NDI workers.

Main Ideas

- The first meeting with the elected NDI council should be held as soon as possible after the local church annual meeting.
- Ongoing worker training provides resources to educate, equip, and train men and women for Christian service in their church and community.

Introduction

For the development of an effective work, we need to involve other people because we cannot carry out a ministry as challenging as NDI by ourselves. Churches have spiritual resources that human institutions do not have.

The Bible speaks of men and women who, depending on God, were able to change people and even nations. When human efforts fail, the Holy Spirit breaks down barriers, opens closed minds, dissipates resistance and creates readiness for change and improvements in His work. Nehemiah was a man of constant prayer; he trusted in the Lord at all times; he waited for the right time to present his idea; he created in the Jews a feeling of dissatisfaction about the condition of Jerusalem and shared with them the hope of filling that need. As a result, everyone was encouraged to work: *“So we rebuilt the wall till all of it reached half its height, for the people worked with all their heart.”* (Nehemiah 4:6 NIV). They clearly understood the plan, participated and exerted their hands for good. Nehemiah, their leader, had the respect of the people and that was positive.

In this lesson, we will see how it is possible to be used by God to make the necessary changes and encourage others to work in the Lord’s work, so that they may be raised and built up.

Planning Meetings

In this section, we will learn to lead the different NDI meetings.



The first meeting with the elected NDI council should be held as soon as possible after the annual local church meeting. This meeting will require a long time, as ministry coordinators and other necessary members will need to be nominated. The second meeting should be scheduled soon after the first meeting to include all those who have been elected to this council.

Sample agenda for the first NDI organizational meeting:

1. Begin with a devotional/testimony/prayer.
2. Appoint an interim secretary.
3. Introduce new members.
4. Nominate persons to serve as children’s and adult coordinators. Their names will be presented to the church board for appointment. Remember that the NYI president is an ex officio member of the NDI council.

So we rebuilt the wall till all of it reached half its height, for the people worked with all their heart. (Nehemiah 4:6 NIV).

Some of NDI’s children’s ministries are: VBS (Vacation Bible School); CBQM (Children’s Bible Quizzing Ministry); Children’s Church and Children’s Camp.

5. Designate a date for the second organizational meeting of the NDI Council to include the newly elected ministry coordinators. (Remember to ask the children's, youth, and adult ministry coordinators to bring names of persons to be nominated to fill teacher vacancies.)
6. Elect a secretary, treasurer (if needed), and other officers as you deem necessary.
7. Make assignments to each person by communicating verbally and in writing the responsibilities of each person.
8. Close with a prayer.

Sample agenda for the second NDI organizational meeting:

1. Begin with a devotional/testimony/prayer.
2. Introduce newly elected council members and ministry directors.
3. Receive nominations for councils according to the ministries of your church: Children's Ministries (VBS (Vacation Bible School), CBQM (Children's Bible Quizzing Ministry), Children's Church, Caravan, etc.) and Adult Ministries: Couples Ministry, MIG (Men in the Image of God), Fullness of Life, Women's Ministries, One by One, etc.), Ministries for all ages (Sunday School, Nazarene Sports Ministries, Gift of Love, etc.). Conduct the election.
4. Receive nominations for all supervisors, teachers and officers. Conduct the election.
5. Start working on the NDI budget for your work year.
6. Ask each ministry coordinator to give you an annual budget request. Include per diem for sending your coordinators to NDI trainings, zone, district and regional meetings.
7. Review last year's work, budget and calendar of events or activities. Use this as a starting point for developing the calendar and plans for the new year. Announce zone and district events and place them on the local calendar.
8. Research the needs for NDI in each ministry and Sunday School/Small Group class and start planning.
9. Brainstorm ideas for growth campaigns, programs, activities and events. Give special attention to events or activities that will take place before the next meeting.
10. Designate dates for monthly meetings. Monthly meetings should be planned and dates should be put on the calendar for the entire year. (To save time and extra trips, it always helps to plan meetings before or after other scheduled church activities.
11. Make work assignments, communicate everyone's responsibilities.
12. Close with a prayer.

*Adult NDI Ministries are:
 Couples Ministries.
 MIG/ Men in the Image of God.
 Women's Ministry:
 Daughters of the King.
 Fullness of Life: Senior Citizens.
 One to One: Single Adults.*

*NDI Ministries for all ages are:
 Gift of Love: Special Needs.
 Sunday School: Small groups/cells.
 Nazarene Sports Ministries.
 Personal Discipleship.*

Sample monthly agenda for local NDI Council meetings:

Since the NDI President will conduct council meetings, careful attention should be given to the description of the president's work in the Ministry Manual and Bylaws. Agenda items should be listed and placed in the correct place on the monthly council agenda. Each meeting should provide time for:

1. Praying.
2. Refine and complete plans made at previous meetings.
3. Discuss and develop new ideas and plans as needed, keeping the annual calendar up to date.
4. Work sufficiently in advance for all special days and campaigns for maximum effectiveness. Evaluate the outcome of each activity or program.
5. Work steadily on long-term objectives and goals.

Communication. Regular communication among NDI council members is mandatory and essential. It will be helpful to have a list of names, addresses, and phone numbers of council members. If the church has a weekly newsletter, the NDI president or ministry coordinators will need to include information there on a regular basis. This should include upcoming meetings with time and place, special days and activities, Sunday School growth campaigns, etc. Be sure to publicize each event well in advance. This will help with planning and participation.

Strategies for Improving Council Meetings

In this section we will see some tips to improve our meetings.



The following is a list of suggestions for making NDI Council meetings more dynamic:

1. Start the meeting at the appointed time with prayer.
2. Conduct the meeting with a pre-prepared agenda. This will help others have confidence in your leadership. The agenda should be approved by the meeting members. It is good to add additional items before approval. You can set the time to conclude the meeting.
3. Be prepared with the necessary information to present the issues for discussion. If possible, always have accurate data. It will help if you delegate some of the preparation to other members.
4. Follow the agenda and avoid detours. If new issues arise, it would be better to put them under miscellaneous or new business and deal with them if there is time or you can keep them for the next meeting.
5. Ask for reports from committees or ministries and be specific in assigning new tasks for them.
6. Expect changes and even surprises. Changes should be anticipated rather than looking for solutions after they have already occurred. Be proactive rather than simply reactive.

In meeting agendas, it is good to leave a space at the end for other urgent issues that arise at the meeting. It is possible that some items may need more time for discussion and planning, which can be scheduled for the next meeting.

7. Prepare an atmosphere that contributes to the comfort of the members and their participation in the meeting. Each member should be visible to the others. Avoid large meeting rooms and benches. If possible, arrange chairs in a circle or square around a table.
8. When dealing with a problem that requires a solution:
 - a. Define the problem.
 - b. What are the parts of the problem?
 - c. Find and evaluate at least two possible solutions.
 - d. Choose the best solution.
 - e. Determine who is responsible for carrying out the group's decision.
9. Look for ways to help each member of the group become a better member (knowing their responsibilities, developing their gifts, etc.).
10. Be a good leader:
 - a. Study methods to improve your leadership.
 - b. Be an example for other members of the group.
 - c. Beware of dominating the group. Nor should you allow any other member to dominate the group.
 - d. If you have a problem with a member, your goal should be to get closer to that member and help them become a good council member.

Recruiting teachers and workers

Now, we will learn how to recruit people for the NDI team.



In many churches, there is a lack of workers for NDI ministries or other ministries, and this causes distress. Jesus Christ recruited many workers. When he sent out the 72, He clearly explained their responsibilities, the sacrifices they would go through, the procedures to follow and the kind of responses they would get (Luke 10:1-16). At the end of their mission, the disciples returned with joy. Your co-workers in NDI Ministries can also experience that joy.

Recruiting leaders involves three problems: people inadequately prepared for their task, too few church people who are already overworked, and church members who never get involved (10 percent of church people do 90 percent of the work).

After prayerfully considering the human capabilities and leadership needs of a role, it is important to follow an appropriate procedure for recruiting volunteers:

- Present the proposal in person: it is best to make an appointment to speak with the candidate in their home or at a church office.
- Begin with an explanation of the work of the ministry, emphasizing the time when the Holy Spirit's guidance was requested.
- Describe and explain the role and other details related to the work, including preparation opportunities and description of other privileges and responsibilities.
- Encourage questions and give answers (if the task is not easy, do not make it seem so).

Management is the development of actions through others: delegating responsibilities, supervising, motivating, seeking progress and achievement. But to get others to carry out the activities, an administrator must rely on prayer and know how to effect change.

- Emphasize that the work of Christ demands willingness and sacrifice and may even appear to be cross-bearing, remembering that the commission comes from Christ.
- Do not ask the person to make their decision at the first interview: recommend that they pray. If they have to say no, they should tell God first.
- Set a time and place for the response.
- If the candidate does not accept, suggest that they seek divine direction on how they can invest their time and talents in the Kingdom of God.

When issuing an invitation, never apologize, e.g., “I know you are too busy to help us, but I would still like to ask.” By apologizing, you are communicating the idea that the potential volunteers have something more important to do or that what you are asking is not worthwhile. The invitation should be positive, simple and straightforward.

Phrases you should not use when inviting a potential volunteer are:

- “I know you’re busy, but...”, “Would you mind doing one small thing for our program?”
- “We are desperate for people to help us; we need you to say yes.”
- “Would you by any chance be able to do this...?”
- “We can’t find anyone else to do it.”

It is best to use simple, clear sentences such as:

- “We are looking for someone with gifts for this responsibility in this area.”
- “Do you have interest to work in this area?”
- “How can you contribute with any of your many talents to the Sunday School?”
- “I have observed that you are qualified for this area.”

Volunteers want to know three things:

1. Does it make sense? Does it fulfill God’s plan? Does it matter to me?
2. Will I have authority and guidance? To whom am I accountable? Will I be free to pursue activities?
3. Will someone train me or help me to do what I am asked to do.

Remember to be careful when responding individually to people, regardless of whether they decline or accept your invitation. God’s love can convince through your willingness to listen, support and understand those with whom you minister. Building a personal relationship with the volunteers and appreciating their work and family situations will be important.

Training the team

The following are some strategies for training the NDI team.



Ongoing training provides resources to educate, equip and train men and women for Christian service in their church and community. Its objective is found

in Ephesians 4:12 “... to equip his people for works of service, so that the body of Christ may be built up.”

Emphasize the need for training. Training for the work should include not only the details of the task, but also providing guidance on the use of the materials and facilities available. Guidance should also be provided on how to work with the ministry team. For example: What are the lines of authority? What is the duration of the appointment? And any other pertinent information. It is the responsibility of the church education officers (NDI) to provide this training and coaching.

Some activities that can be organized to provide training for the NDI council and workers are:

- School of Leadership, 5 core courses and 6 specialty courses in Christian Discipleship.
- Training for Sunday School teachers and small group leaders.
- Training for the NDI president.
- Individual or group courses.
- Face-to-face, video conference or online courses offered by Theological Institutions.
- Zoom meetings. Webinars, Podcast of NDI ministries.

It is important to encourage all NDI workers to take advantage of local, district, national, regional courses, as well as Theological Institution programs for training.

If you have not already started it, the School of Leadership program can be implemented in your local church.

It is important to include training on ethical and moral issues as well. Although the subject of sex is not an easy issue to deal with, instruction should be provided to leaders on what the Manual of the Church of the Nazarene says in the section on Contemporary Moral and Social Issues (Appendix, Chapter IV, para. 916). (See also “Policies for the Protection of Children.”)

The church is not exempt from having among its members and attendees, people with problems who will want to take advantage of their position in interpersonal relationships. That is why leaders must be trained to avoid these situations that can lead to conflict. Two persons of the same or different sex should be prevented from working alone, as well as between teachers and students. Leaders should be observant of the behavior of their fellow ministers and report any abnormalities to the pastor. It is important to use good judgment and not to comment or start unfounded rumors when a conflict situation arises.

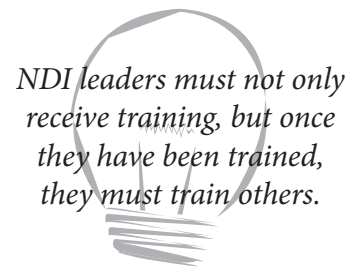
The dynamics of change

In the next section we will talk about the process of making changes.



An effective president is interested in NDI’s progress and faces the challenge of making changes. How do you make a change? What can you do? How do you overcome resistance to change? How do you avoid opposition to your new ideas? How do you best “sell” your point of view? Observe the following principles:

1. Pray for and depend on the Holy Spirit.



NDI leaders must not only receive training, but once they have been trained, they must train others.

Over the centuries, the Christian church has expanded and diversified its ministries. The work of the Spirit of God is to challenge each generation to perceive the needs of the people and to implement ministries to meet those needs.

2. Know that people resist change. This is because it reduces their security; they feel criticized; it requires a lot of effort; it may mean a personal loss; it may seem unnecessary or of little use.
3. Try to avoid resistance. Avoidance will be easier than overcoming accumulated resistance. Think about the above reasons and avoid emphasizing them.
4. Handle resistance wisely. Watch your reactions; show that you understand the opposing point of view; recognize the strengths in the other person's position. When the position is intense, remain neutral, evaluate the other person's objections and note their strengths and weaknesses.
5. Create a feeling of unhappiness with what is in the present.
6. Allow people to participate in the change planning.
7. Make sure they understand the plan.
8. Be kind and earn respect from others. Show respect and interest in the person.
9. Start with small changes or one change at a time.
10. Don't be too enthusiastic or pushy, as forcing an idea increases opposition.
11. Be timely by looking for the right time and the way to do it.
12. Be positive by highlighting the benefits and advantages and do not criticize the past or the present.
13. Allow time for discussion, give time to analyze and get used to the new.



WHAT DID WE LEARN?

The NDI ministry is very broad and is the largest program in the church because it includes different age groups and the needs they may have, so it is essential to have excellent administration, organization, communication and training.

Activities

Time



INSTRUCTIONS:

1. In groups of 3 to 4 members, make a list of the changes that NDI needs to make in your church.

2. Based on your answer above, in the same groups, respond:

a. What has prevented these changes from taking place?

b. How can we be part of the change?

3. Write two lists. On the first list, write down the problems you have faced in carrying out your role as part of the NDI team. On the second list, write down what you will do to prevent your staff from going through the same thing.

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4. What training needs do the NDI leaders in your church have?

5. Gather in groups of 2 or 3. Share your answers to activity 4 and merge the lists into one. Then answer: How can we meet these training needs of our NDI team members? (Brainstorm)

Notes



A series of horizontal lines for writing notes, set against a light gray background image of a desk with a laptop, a pen, and a calculator.

Lesson 3

TRAINING DISCIPLE-MAKING TEACHERS



Objectives

- To be committed to be an example of life and teaching improvement.
- To value a healthy relationship with students as essential in teaching.
- To understand that students need to be inspired and guided.

Main Ideas

- Being a teacher is more than giving information: it is collaborating to transform lives.
- It is necessary to develop some aspects of ourselves to improve the ministry of effective teaching.
- The disciple-maker's life should reflect Christ in his or her attitudes, actions and words.

"The task of teachers supplement the work of the pastor, for they are under-shepherds because they feed the flock with fresh food. They are worthy examples and faithful friends."

Introduction

Being a teacher does not depend only on being trained. Although that is necessary and provides techniques and resources to teach a good class, it is not enough if there is no call to this ministry from God. A teacher is not recognized by their knowledge, but by their heart full of love for the Word and the students, and this is a gift from God.

The factor that determines an effective biblical education is the teaching staff. That is why the NDI president must ensure an excellent staff of well-prepared teachers and leaders. Every good work requires that whoever directs it has the necessary gifts to achieve the desired success. The Sunday School teacher must meet certain conditions and present certain qualities in their own character. Every teacher should aim to transform the lives of their disciples. The teachings that they offer have their value and place, but they are of no use if the purpose is not achieved: that is, the conversion of the disciple, their surrender to God and growth in Christian life and service.

The Christian teacher

In the following section we will recall God's call to teach.



- An effective teacher...*
- Is personally committed to Christ and the Church.
 - Makes Christianity vital, living and important.
 - Demonstrates concern for those they teach.
 - Provides the opportunity to experience God in their midst.
 - Does not just talk about Christianity, but lives it!
 - Knows the Bible.
 - Plans for their class to grow.

The major requirement of a teacher is to approach, teach, feed and serve people, responding to the call to love. The Bible gives a place of importance to this call to education. The qualities of a teacher in the Word are threefold:

1. They receive a gift from the Holy Spirit (1 Corinthians 12:4-5, 7-11; Romans 12:7; Ephesians 4:11).
2. They are faithful and qualified to teach (2 Timothy 2:2).
3. They obey the call of Christ (Matthew 28:19).

It is imperative that these characteristics are present in the lives of those chosen to teach for the following reasons:

1. It affects their attitude toward the class. Teachers who are motivated by love for Christ will love their students and will be concerned about developing

their lessons well. On the other hand, teachers who feel compelled to teach because there is no one else willing to do it will probably see their students as a burden to be endured every week.

2. It affects their preparation and presentation of the lesson. Teachers who respond to God's call feel a great responsibility to teach God's truths through good, well prepared lessons with the needs of their students in mind, and these will help the growth and maturity of each one of them.
3. It affects their faithfulness to the position they hold. Well-motivated teachers will be faithful in fulfilling their calling and responsibility.
4. It affects the success of their teaching. Motivated and dedicated teachers will be more successful in their classes, reaching established goals and producing results.

Requirements of a disciple-making teacher

Next, we will talk about the profile of the Christian teacher who disciples.



Being a teacher of the Word is one of the greatest privileges offered by the Christian ministry. It means to be intimately connected to the Master Teacher. Jesus delegated power and authority to His followers to continue His own work. The requirements are also high:

- Have a growing personal relationship with Christ.
- Live in obedience to the Word of God. They cannot live in disagreement with biblical principles.
- Be in agreement with the doctrine of the church in which they serve.
- Be sensitive, tender and interested in the needs of others.
- Not afraid of hard work, since teaching requires hours of preparation and study, in addition to the emotional and spiritual toll that comes with teaching and discipling.
- Be creative, with original ideas, knowing how to seek ideas from other sources, adapting and applying the lessons to the students with varied activities.
- Have a positive and enthusiastic attitude. The teacher's character influences teaching.
- Be a person who knows how to exercise authority. This can be developed when there is a genuine conviction that we are engaged in an important ministry. Insecurities cause many people to not develop their leadership qualities.

The desire to teach that comes from the deepest part of the teacher's being is but the call of the Lord. In calling teachers, Jesus Christ calls them to help others learn. No matter how old or young the person is.

First I learned to love my teacher, then I learned to love my teacher's Bible, and then I learned to love my teacher's Savior (Marion Lawrence).

The discipling teacher and their experience with God

Now, we will talk about the example of the discipling teacher's life.



*"We teach more through who are then by what we know. One bit of a good life is the equivalent of tons of knowledge."
(Jorge Herbert).*

It is not possible to share experiences that have not been lived. Theoretically, the teacher can explain many things, but they will only impact the lives of their disciples when they back up their words with personal experiences. The new birth is their first and greatest experience with God in order to be able to teach. Being filled with the Holy Spirit is extremely important so that the things of the world find no place in their heart: selfishness, envy, hypocrisy and so many other sins have no place in the heart that is occupied by the Spirit of the Lord.

The teacher who opens their life to the Lord will produce the Fruit of the Spirit and will be able to back up their teaching with real experiences; the teacher who is not sanctified is only a "blind guide" (Matthew 15:14). Paul could affirm: "I know whom I have believed" (2 Timothy 1:12). This firm faith in the Lord and in His Word should characterize every teacher, every day of the week and in any situation or place.

To live an exemplary and fruitful life, it is indispensable to develop a daily and intimate communion with God through spiritual disciplines: study and meditate on the Word, pray constantly for each of the disciples, always ask for wisdom to teach, etc. By means of prayer, the teacher speaks with God and listens to God; by means of the reading of the Word, God speaks with the teacher.

The teacher must be a model for the disciple with their example. It is a terrible mistake to entrust the souls of disciples to people who have not been regenerated by the Holy Spirit. The teacher must be sincere with their disciples and believe what they themselves teach. The disciple perceives the feelings of the teacher. If they do not live in their own flesh what they teach, or what they say they believe, very soon the pupil discovers it. As a good teacher, you should be able to say: ... "We proclaim to you what we have seen and heard" (1 John 1:1-3). If the teacher always tries to speak from their experiences of a heart and life that are imbued with the influence of Jesus, they will have good success..

What the teacher must do

In the next section, we will discuss the work of the teacher.



The work of a Christian teacher includes the following responsibilities:

- Continually read and study the Bible and other books that will help them increase their knowledge. To build up their own library of materials in order to have all the necessary resources for the preparation of the lessons.
- To pray during the week for their disciples, remembering their needs and visiting them from time to time. The cultivation of the teacher-student relationship is fundamental.
- To identify with their students where they are in their studies, recreation, thoughts and aspirations. To know the personalities of each one and guide them towards God's way of life with persuasion, affection and energy.

- Choose a quiet place to study (have a table, chair, air and light to be comfortable) and choose a time of the day when the mind is awake and active.
- Be disciplined: do not wait for “inspiration” to start studying. It must be done as a habit for the Lord. To communicate the message, the teacher must study and obey the teaching of the Bible. This requires self-discipline.
- Prepare their lesson each week, dedicating the necessary time to make it part of their own life, and adapt the teaching to the needs of their students. Leaving study to the last hour will always result in poor preparation, insecurity in teaching and loss of desired results.
- Plan the methods to be used, review the purpose and outline, memorize the main text and use the Bible when teaching.
- Organize class time and have materials ready (practice in advance the use of equipment and materials).
- Take care of your personal grooming and the arrangement of the classroom.
- Entrust your preparation to the Lord (an excellent class requires the power and anointing of the Holy Spirit).
- Arrive early for each class and encourage your students to be on time. Failure to do so shows that you do not consider the work of teaching important.
- Train and meet with other teachers and workers, attending teachers’ meetings, workshops, and teachers’ conventions.

What do you remember about your first Christian teachers? What has impacted you the most, their life or their teachings?

Goals for the Disciple-making Teacher

In this section, we will discuss the results of effective teaching.



The influence of godly men and women committed to God edifies and builds up others. Their victory over circumstances and attitudes actually motivates their disciples to follow and be like Jesus. The teacher must love their students, really know them and accept them.

The supreme task of Christian education is to present Christ as the Savior so that the Holy Spirit can work and develop a full relationship between the student and God. That is why the objectives or goals of the teacher’s work are:

- That the student learns the lesson, understands it and embodies it.
- That the student keeps the biblical truths and principles in their mind and heart.
- That the disciple’s life be transformed as a result of the teacher’s teaching and example.
- That their spiritual and daily life needs are answered through the lessons.
- That the student becomes a tireless researcher of the Word of God, always seeking to grow from the revealed truth and learns to apply it in their daily life.
- That the student is so motivated as a disciple of Christ that they become a discipler as well.

Most people come to church confused. What they believe relies too much on their life experiences and too little on biblical truth. As Christian educators, we have the task of helping them balance their life with biblical truth.

The Influence of the Disciple-making Teacher

In this section, we will talk about the impact of the teacher's life.



The teacher is a representative of Jesus to their students, and what they see the teacher do will guide their lives. The teacher's life and personality are the most powerful lesson they can teach. It is not the eloquent words but the holy life of the disciple-maker, a life fully devoted to the Lord Jesus, that are most powerful!

The teacher teaches a little by what they say, a little more by what they do, and a lot more by who they are.

The most important part of the teacher's life is not teaching but learning, and especially learning from Jesus! They must read and study good books, learn about pedagogy, psychology and improve their teaching methods. But the most important thing is to learn from Jesus Himself through a life of intimate communion with Him. Jesus is the Teacher of the one who teaches!

The success of the class requires that the teacher has an innate enthusiasm which drives them to teach. The teacher must communicate that they have something not just good, but great, to communicate to their class. Their words, countenance and feelings must contribute together so that a spark of the holy fire that burns in their heart is also kindled in their disciples. The teacher's enthusiasm is born of their sincere conviction of the truthfulness of what they teach and this gives authority to their teaching.

The teacher's life should be transparent as the light. It should be possible to say of them what Paul says in 1 Corinthians 11:1; 2 Timothy 2:15, 21 and Galatians 2:20.

The teacher teaches a little by what they say, a little more by what they do, and a lot more by who they are.

WHAT DID WE LEARN?

The role of the teacher is primarily to be a model of Christian life, to love and care for their students. They must be able to transmit vital teachings for the Christian life, guide the students through the experiences of the educational process, recognize their responsibility before God, and depend totally on the Holy Spirit to achieve the desired results.

Activities

Time



INSTRUCTIONS:

1. Make a list with the characteristics of a good disciple-making Christian teacher.

2. Write down the strengths you see in yourself that can help you be an effective disciple-making Christian teacher.

3. Read Proverbs 2:1-9 and answer: What is my part? What is God's part? What are the results? Record the answers in the columns:

My Part	God's Part	The Results

4. What do you need to do in the next few months to improve in your ministry as a disciple-making teacher?

5. Colossians 1:9-10 is part of a prayer of the apostle Paul where he makes five requests that constitute basic steps of discipleship to grow in the Christian life. What are they? Relate them to the work of the teacher and the Holy Spirit.



Lesson 4

THE POWERFUL SUNDAY SCHOOL MOVEMENT



Objectives

- To know the origin and history of Sunday School.
- To relate Sunday School to the Great Commission.

Main Ideas

- During His earthly ministry, Jesus Christ divided His time like this: 5 percent in preaching and 95 percent in teaching.
- Robert Raikes is known as the founder of the Sunday School.
- We need to move from Sunday School to intentional discipleship every day.

Introduction

Sunday School is the heart of the Church because it gathers all the members of the church together to give them Christian instruction. In its principles and purposes, it is a biblical institution, for the duty of teaching the Word of God is declared in it.

It is considered an evangelistic agent; no other department of the church has greater opportunities to reach people and teach so effectively. It is a center to train workers. It is the workshop of the church where children and youth receive training to become the leaders of the present and future, and it is here where the Christian character of their lives is built. In fact, 85 percent of the church's workers and 95 percent of our pastors have come out of the Sunday School.

85% percent of church workers and 95% of our pastors have come out of the Sunday School.

Biblical basis of Sunday School

In the following section, we will study the biblical origin of Christian education.



Sunday School has its origin in God's eternal plans for His people. God established that men, women, and children should gather together to hear, learn, fear God and be concerned to put God's Word into practice: *"Assemble the people—men, women and children, and the foreigners residing in your towns—so they can listen and learn to fear the LORD your God and follow carefully all the words of this law. Their children, who do not know this law, must hear it and learn to fear the LORD your God as long as you live in the land you are crossing the Jordan to possess."* (Deuteronomy 31:12-13).

Religious education in the Old Testament

In the days of the early patriarchs, the father was responsible for the religious teaching of the family (Genesis 18:19). Parents had a profound influence on the lives of their children (1 Kings 15:1, 2, 9 and 11). Moses was charged with teaching God's law to the people, and parents, in turn, were to teach it to their children (Deuteronomy 6:6-9; 4:9-14). God's blessing for the family depended on obedience to His Word.

Genesis 29:34 recounts the origin of the ministry of the Levites. They were "dedicated to serve God" (Leviticus 10:1; Deuteronomy 10:8). From them would come the priests in charge of presenting the people to God, and God to the people; and the other Levites were in charge of taking care of the house of God.

Once installed in Palestine and before the captivity in Babylon, the people of God worshiped Him in the temple of Jerusalem. But during the Babylonian captivity, this was impossible, so synagogues were built, not for ceremonial sacrifices, but for prayer and instruction. The people were prospered by God in proportion to their faithfulness in teaching (2 Chronicles 17:9-12). The Levites had the responsibility to teach God's truths to the people. Good teaching resulted in revival (Nehemiah 8-10). There was a close relationship between the faithfulness of the Levites and the spiritual condition of God's people (2 Chronicles 15:1-5).

Religious education in the New Testament

The Great Commission that Jesus gave to His followers had two aspects:

1. **Preaching:** The Greek word *kerygma* means "to publish, to proclaim." The proclamation of the gospel was for the purpose of making disciples for Jesus Christ (Mark 16:15-16).
2. **Teaching:** The Greek word *didaskalia* means "to teach, to impart knowledge, to train in doctrine." Teaching forms disciples who have been won by preaching and testifying (Matthew 28:19-20).

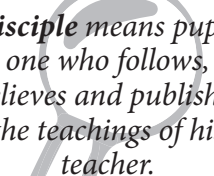
The ministry of our Lord Jesus Christ consisted mainly in teaching (Matthew 4:23; 13:54; Mark 1:22; Matthew 5-7). During His earthly ministry, He divided His time as follows: 5 percent in preaching and 95 percent in teaching. He taught His disciples who followed Him everywhere so they could learn from Him. "Disciple" means pupil, one who follows, believes and reproduces the teachings of his/her teacher.

The apostles in the early church "did not cease teaching and preaching the good news of Jesus." Acts 5:42 records that "Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah." They learned from their teacher and gave great importance to the teaching of the Word of God.

We must never forget that the Lord Jesus Christ said to His disciples: "You study the Scriptures diligently because you think that in them you have eternal life. These are the very Scriptures that testify about me" (John 5:39).

The Apostle Paul considered teaching to be a major part of his ministry. According to the second letter he wrote to Timothy, the apostle said: "God has commissioned me to preach this message, and has sent me as an apostle and teacher." He commissioned Timothy to teach and also to prepare others to teach, and wrote to him: "Command and teach these things." (1 Timothy 4:11) and also: "The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching." (1 Timothy 5:17)

The leaders of the early church were to be people prepared to teach. The ministry of teaching is one of the gifts of the Holy Spirit, mentioned in 1 Corinthians 12:28. In Ephesians 4:11-13 Paul states: "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ."



Disciple means pupil,
one who follows,
believes and publishes
the teachings of his
teacher.

How did the Sunday School come about?

Now, we will know the historical origin of the Sunday School.



Historically, the birth of the Sunday School is marked more than 200 years ago, although, as we saw before, its seed was planted 5000 years before by the Israelites.

It all began in the year 1780 in a town called Gloucester, England. A Christian journalist named Robert Raikes did not accept the idea that the poor children of the city could not have a basic education that would contribute to a good educational formation. On Sundays, he watched from his window as the poor, ragged, dirty children who filled the streets caused disorder and disturbances in urban life, transforming the streets into schools of vice and wickedness.

The parents of the children, due to carelessness and extreme misery, were not bothered by this situation. But Robert Raikes, who employed many of these children during the week in the sale of his newspapers, was concerned about the fate and destiny of those little ones. Without changes, they would later become thieves, murderers, counterfeiters to be deported by the English government to the Indies, thus removing them from the social milieu. In the seaports, Raikes observed old and young people who would be deported, others even executed, and his heart was anguished to know that he had done nothing to prevent it. For several years he meditated and studied to see what he could do to improve the lives of the children and their future.

One day, he invited the children who sold his newspapers and presented to them the great advantages of studying something useful. He spoke to them about the need for morality and the ability to read and do something of importance with their lives. In this way, he attracted many for the first Sunday, and then he asked the children to bring other children to the next class. On the second Sunday, the attendance doubled, and so it was on the third Sunday onwards, forcing him to organize several classes with the help of other teachers. Raikes received criticism and came to be called: “teacher of the ragged,” “father of the ragged,” “teacher of beggars,” and “benefactor of the poor.” Nevertheless, he offered children an opportunity to learn and feel loved.

In 1787, seven years later, Raikes’ school had reached over 20,000 pupils. Enthusiasm for the organization spread through all social classes, for the results were evident and real. The Queen of England herself was informed of the social changes occurring in her kingdom, and Raikes was officially called to the Royal Palace to present his project, which, from that date onwards, received many contributions from the rich and caused other schools to be created, producing abundant fruit in the lives of the children, thus changing an entire society. For this reason, Robert Raikes is currently known as the founder of the Sunday School, created with simple and modest methods, very different from the Sunday School of today, which has gone through several transformations, always in search of improvement.

During the time called “religious obscurantism” (1100-1517) the Christian church, contaminated by the world, neglected the instruction of children, or rather, of all its members.

After the Reformation, under the influence of Luther and his collaborators, catechisms were prepared and taught by pastors in adult classes. The idea of having special classes for children had not yet appeared.

What motivated journalist Robert Raikes to start Sunday schools for children?

Sunday School in the Church of the Nazarene

In this section, we will learn how the Sunday School began in our Church.



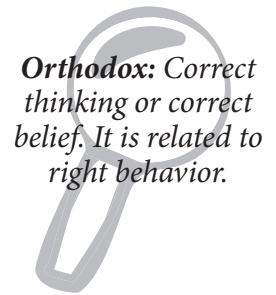
Many Sunday Schools began and others are beginning through the work with children, and by God's grace, they continue to grow and be blessed because this valuable means of spiritual growth is not neglected. Praise God for the Sunday School!

From the beginning of the Church of the Nazarene (1908), the Bible Institute at Pilot Point, the University of Texas, and Arkansas Holiness College were incorporated into the denomination. Feeling the need for definite principles, it was recommended to the General Assembly that a General Board of Education be formed to administer and supervise the schools. This was only the beginning of the educational stream that would be under the new denomination, with theological, academic, Christian and trade education being provided in these schools.

In 1911, the General Assembly proposed that a Publishing Board be elected to establish and administer a central publishing house to provide Sunday School literature for the entire denomination, agreeing to purchase three printing presses and establish it in Kansas City, USA. The leaders at the time saw education as the key to success, so the Publishing House increased interest in education through literature. The editors of Sunday School materials adopted the methods of the new “progressive” system of Christian education, focusing on the child in the task of instilling orthodox Christianity in the young.

It is not possible to chronicle the Church’s educational program without noting the influence of the Sunday School. During the 1920s-1930s, Nazarenes laid the foundation for a serious Sunday School program by electing E.P. Ellyson as general director of Sunday School publications at the 1922 General Assembly. His report to the 1928 General Assembly noted that in the first five years, enrollment had increased by 12,865 each year, or 16% annually. The General Sunday School Committee had adopted age-level lessons, instituted a program for the preparation of teachers in the local churches, published a booklet on how to organize Vacation Bible Schools, and outlined a complete program for the general, district, and local organization of the church school board. The assembly unanimously approved his report and ruled that the Sunday School Committee continue to function separately from the Board of Education to increase its effectiveness.

During those years, and even long after the children’s and youth camps became popular, discipleship in the home continued to be an important tool for teaching children the path of holiness. Camp meetings, “Children’s Hours” and “Testimony Meetings” were added to instill in the minds of children and adolescents the fear of God and the example of parents and leaders. In the local congregations, families attended Sunday School together. The organization of classes by age had not yet reached many churches, but the music and narrated sermons attracted everyone. The development of Nazarene education in these years shows that zeal for Christian education is the reflection of a determination to preserve the heritage, cultivate a broader vision, and strengthen internal resistance against external pressures.



Orthodox: Correct thinking or correct belief. It is related to right behavior.

From the Past to the Present: Fulfilling the Mission

In the following section, we will analyze our obedience to Christ's command.



How have we succeeded? What is our present situation? What do we desire for the future? What are those around us learning? Is it possible that we can help them follow Jesus as we ourselves are learning to follow Him?

The mission of the followers of Jesus has significant implications for our daily lives and leadership. God has placed us where we are to be the love of Jesus to those around us. This mission speaks to us about an incredible responsibility: to move beyond Sunday School to everyday intentional discipleship, influenced by others and influencing people to follow Christ. This requires discipline and obedience, learning from the Master, following Him in obedient fellowship and renewal and fresh anointing from God's Holy Spirit.

"In the Church of the Nazarene, education and evangelism are two 'yokefellows,' two faithful instruments linked by the same yoke and pulling the same burden: the redemption of the lost" (E.P. Ellyson).

WHAT DID WE LEARN?

God gives supreme importance to education in the truth He has revealed in His Word to people of all ages. Church history leaves us a rich heritage and a great challenge to continue biblical education to present and future generations. NDI must be driven by the mission of making disciples of Jesus Christ.

Notes

The background of the page features a grayscale photograph of a smartphone and a laptop keyboard. The smartphone is positioned diagonally from the top left towards the bottom right. The laptop keyboard is partially visible at the bottom right. The entire page is overlaid with a series of horizontal lines, creating a template for notes. The word "Notes" is written in a white, sans-serif font inside a dark, rounded rectangular box in the upper left corner.

**IDEAS FOR PROMOTING AND
GROWING SUNDAY SCHOOL
AND SMALL GROUPS**



Objectives

- To know how to take advantage of the Sunday School/Small Groups in the growth of the church.
- To know how to plan promotion and expansion programs.
- To evaluate the success of new disciples serving others.

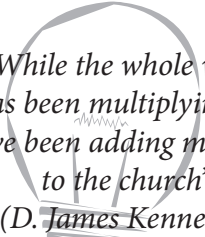
Main Ideas

- To win souls through Sunday School and Small Groups we must coordinate well the leaders, materials, organization, finances, records and equipment.
- Recognizing the actual condition of each Sunday School/Small Group will help to apply corrections as needed to produce good results.

Introduction

What are we doing to increase the number of visitors to the church? How are we attracting them? How do we treat visitors when they enter the church? Do we introduce ourselves, introduce the pastor or leaders, offer them a Bible and invite them to become part of God's family? What do we do after they have visited the church and left? Do we follow up or do we simply wait to see if they return?

Today, the pastor, leaders and lay people can "sell" (marketing term) their Sunday School/Small groups and church in many ways, they just have to be ahead of the curve. If you love NDI ministries and want others to know about them, congregations should be prepared to promote them. Here are some ideas that can help.


"While the whole world has been multiplying, we have been adding members to the church"
(D. James Kennedy).

Marketing Crash Course

In this section, we will look at some promotional tools.



According to the Royal Academy, there are four definitions of promotion:

1. Action and effect of promoting.
2. A group of individuals who, at the same time, have obtained a grade or employment.
3. Elevation or improvement of living conditions, productivity, intellectual conditions, etc.
4. A set of activities whose objective is to make something known or to increase its sales.

Activities aimed at increasing sales, making something known or boosting and improving the conditions of something are known as promotion. Among the elements of promotion, the following stand out:

1. The product that is made known: In the church, the product is relationships; each person connects with those who are similar to him or her. Every Christian can find a friend.

2. The price: Our price is commitment. We tell people that when they join our church, they will have the opportunity to participate in many activities and ministries, which will require an investment of time and effort, but which will result in great benefits for their lives.
3. The place: The location is the people of God, to be where other believers gather.
4. Promotion: Is the meeting place clean, painted, lighted and with visible signs? Is the name of our church in the yellow pages of the telephone directory? Is it easy to get to our church? Does our church promote its activities with radio, local press or internet ads? Do we use attractive brochures and pamphlets?

Marketing should respond to the needs, interests, desires and goals of others. It tells them how they can achieve their goals if they use the specific resources that we offer them.

The main ingredients of good promotion are:

1. It must focus on meeting needs. Meeting the needs of one's potential audience includes analysis, projection and production. The objective of Sunday School and Small Groups is to meet spiritual, emotional, and social needs by creating programs in which the audience might respond when variety, schedule, and availability are factors to be considered in the development of programs, ministries, and services.
2. Target a specific audience. Select a focus group in the community and find out what their needs are. From their responses, you can derive ideas for promotion and programs that would be most effective. Their feedback will help you evaluate your church's effectiveness and develop your ministry further. These specific audiences may be, for example, children, youth, married couples, among others.
3. Know your target audience. Know exactly which demographic audience you want to reach and to whom you will channel your resources and programs. Otherwise, you will be offering something inappropriate that does not meet the needs of the target group. Before you begin advertising, you should study your target audience. Researching and studying the particular audience and identifying and appealing to their particular perspectives will produce a favorable response.
4. Strive to reach out to the people on the Sunday School roll who may no longer attend. In committing to take responsibility for disciples, have a current enrollment, a roster and extended ministry list; have classes that promote loving ministries to others; plan events or activities that bring people together; lead people to full salvation and consecration.

Merchandising:
A set of techniques and studies aimed at increasing demand and improving the commercialization of a product in the market. It is synonymous with marketing.

Focus group is a sample or small group of the type of population to be reached.

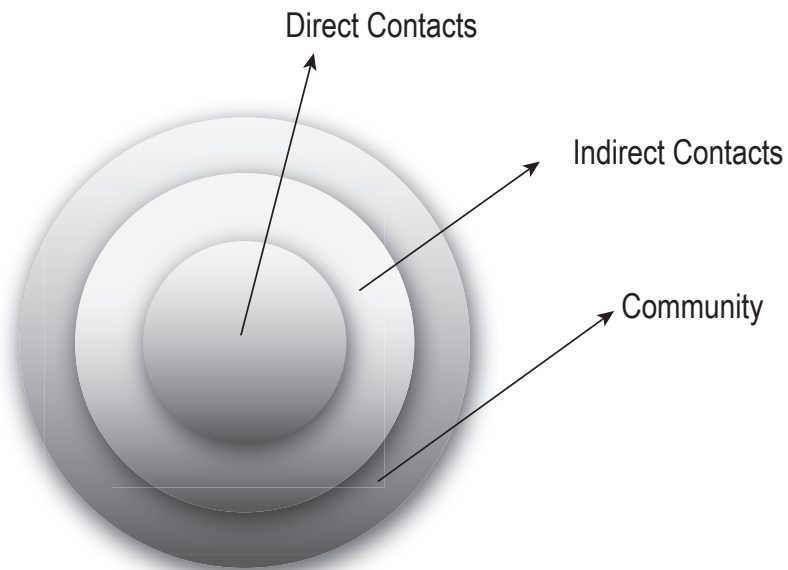
Evangelism for growth



Next, we will review ideas for reaching people.

Sunday Schools/Small Groups grow when they have an effective plan to reach their community and win them to Christ. The gospel never changes, but the methods of evangelism do (what worked in the 90's no longer works today). Today we have to relate to people and establish networks of relationships to accomplish something for the kingdom. Every year we have to implement new growth strategies.

*“We have the obligation to give the gospel to every person in the same way we have received it”
(Phineas Bresee)*



Direct Contacts are the immediate people the church has: children, youth, and adults who attend certain meetings but do not regularly attend Sunday School / Small Groups (VBS, Children's Church, special services, among others). Teachers / disciplers, ushers, and the visitation team should keep a record of names and addresses of all newcomers and visit them personally. A teacher visits a child; an adult of the same age and sex visits another adult. It is best to shake hands with all persons entering and leaving the church and then send a letter, card or text the day after their visit, expressing appreciation for their presence, and briefly informing them of what ministries your church offers the family.

Indirect Contacts are the people who live in the homes of those who attend the church: spouses, children, parents, children who stay at home. It will be important to take time to get to know them; go to their homes and if necessary, offer transportation. A good idea is to bring the children's Bible lesson sheet; invite the parents to have coffee and talk about their children (their problems and age characteristics). You can also invite them to an informal meeting with other parents and their children and organize sports, games or parent-child competitions. Other ideas could be: one believing couple "adopts" another and invites them to lunch, a special meeting or social at the church, a picnic. Each month a Sunday School class / Small Group can prepare special numbers: choir, exhibition of works and demonstration of learning or other, to invite family members to.

In the **Community**, there is always some contact with neighbors, shop workers, co-workers or schoolmates. It is necessary to strengthen relationships by showing interest and offering some service to them. Parents can be invited to attend special programs; children can be invited to join a children's club such as Caravans, evangelistic visits, counseling or talks on topics of interest. You can also offer different kinds of courses at night or on Saturdays for the community; exercise and weight control clubs, etc. It is important to know their needs and help them and communicate that we are praying for them. In order to attract people, it is necessary to infect them with enthusiasm for the church and its ministries. It is very useful to have a brochure with information about what the Sunday School and other NDI ministries have for them and to promote special activities. A nice touch is to share a gift we have made ourselves (cookies, a bookmark with a Bible text, a small decoration, among others).

Caravans is a weekly ministry (like Boy Scouts) designed to help children from 6 to 11 years old grow mentally, physically, socially and spiritually.

Mobilizing Sunday School/Small Groups to evangelize

In this section, guidelines will be established to respond to the call to go and teach.



To mobilize the Sunday School and Small Groups in a Growth Campaign, we need to follow a step-by-step plan. Here are some ideas that we could implement:

1. Start with a strategic plan.
 - Gather your leaders together to pray and ask God to give them a vision for soul winning in Sunday School and Small Groups.
 - Research and discuss new ways to do this.
 - Evaluate your ministry capabilities: What are your strengths and weaknesses? What helps or hinders your evangelism efforts?
 - Define what you want to accomplish during your evangelistic efforts.
 - Take an inventory of your resources (finances, committed people, facilities, materials, etc.).
 - Develop a plan (type of activity, topics, dates, locations, action steps, etc.).
2. Mobilize the lay people.
 - Develop a strategy for total church participation in prayer (e.g., day of prayer, prayer chain, etc.).
 - Promote the Growth Campaign through your local church publications and announcements.
 - Gather staff and training materials (personal evangelism, evangelism and discipleship materials).
 - Train on how to present the plan of salvation.
 - Publicly recognize the workers who have completed the training.

3. Launch your Growth Campaign.
 - Focus on specific people groups by age (children, youth, adults, elderly); by needs (married, single, divorced); by ministries (first-timers, absentees, neighbors), etc.
 - Plan and conduct evangelistic events: concerts, short courses, new classes, special days, neighborhood activities, classes or seminars on specific needs, etc.
4. Strategically plan for the follow-up and consolidation of new converts.
 - Distribute discipleship materials.
 - Assign mentors and prayer partners.
 - Offer classes for new believers led by the pastor.
 - Plan fellowship activities.
 - Care about people; nurture them, engage them, and love them.

Tools to build the NDI:

- Provide excellent childcare.
- Make connections between faith and practical life.
- Talk about contemporary issues.
- Create companionship through volunteer work.
- Recruit for short-term jobs.
- Encourage team teaching and group fellowship.
- Offer fellowship meals.
- Provide Bible study.
- Develop a unique Christian education program.
- Schedule worship services on days other than Sunday morning.
- Initiate new programs on a regular basis.
- Advertise widely.

Prepare for growth

Now, we will learn how to predict and provide in response to growth.



The process of evangelism is not complete until those who have responded to Christ's invitation become members and minister in the local church: the goal is to make disciples who make disciples.

To retain what has been gained and continue to grow, there must be concern for preparing more spaces, preparing more teachers, dividing classes, and having laypeople who continue to engage in personal contact with consistency and dedication. What does this mean for the NDI President? How can they plan and prepare for growth and follow-up? Here are some suggestions:

- Bend your knees and ask God for a vision of what you can do, and share it with your co-workers.
- Monitor your classes and open classes for new converts. Consider having the teacher live near them. Observe if the classrooms and spaces are sufficient and adequate.
- Make sure you have enough teachers. Begin to prepare teachers to meet the growth of the groups. Place them as assistants in a class and then divide it. Keep in touch with your teachers, cheer them up and encourage them.
- Seek out, obtain and distribute discipleship materials from your denomination, assign mentors and prayer partners.
- Plan fellowship activities.
- See that absentees are visited. Build a bridge of communication with unconverted households and plan new activities for outreach and growth.
- Fulfill the Great Commission; adopt the priorities of Christ and His church; return to the Word, to the vision of the expansion of God's kingdom, and compassion for others.

- Adopt a discipleship system, like the Journey of Grace, that provides a small, functional group structure designed to care for people, facilitate biblical learning, and incorporate them into the church family and service.

Challenges to evangelizing in the 21st Century

In this section we will talk about the barriers to overcome in our society.



Throughout its history, the Sunday School ministry has faced great challenges. In the present, we must prepare ourselves to face the following:

1. Sunday Schools / Small Groups must face the challenge of a new religiosity, characterized by being syncretistic (merging different religious expressions), anthropocentric (its central axis is the human being and not God), emotional, self-sufficient and mystical. People need Jesus and they have spiritual receptivity, but they are searching in all the wrong places. Spiritualism, astrology, reincarnation, Eastern philosophies and beliefs in UFOs occupy people's minds, time and resources.
2. Sunday Schools / Small Groups must face the changes in today's society: the dominance of technology and mass media, the advance of Islam, the growth of the single population, the increase of the elderly, the increase of extreme poverty, marginalization and misery, the spread and tolerance of sin, the expansion of violence and insecurity, and the globalization of the economy, among others.
3. Sunday Schools and Small Groups must face the challenge of the "barriers" to evangelization. The attitude of a church that "sleeps", the indifference of a church unconcerned with the needs of the community, the lack of commitment to the Great Commission, the lack of training in methods for sharing the faith and the fact that it has to move from contemplative solidarity to the real practice of solidarity commitment and efficient love.

Paradigm shifts and other unexpected changes will increase in the coming years, demanding a Church sensitive to the voice of the Holy Spirit and willing to accept the creativity of that same Spirit.

It is easy to rely on human methods and forget that true growth comes only by the power of the Holy Spirit. We honor God when we pray and seek His blessing on our efforts. When the Lord works, mankind is amazed. God is not limited by any plan to do His work. Any method can be justified and some are better than others, but the secret is to seek God's blessing on the best methods we can discover.

Paradigm: From the Greek *paradeigma*, means model, type, example. A paradigm is the result of the customs and habits of established beliefs of half-truths. A paradigm is law until it is superseded by a new one.

"The secret to church growth is genuine love and service to others"
(Bill Sullivan).



WHAT DID WE LEARN?

Keeping sustained growth requires planning and preparation to provide sufficient, adequate and personal space for effective teaching, but above all things, it requires a commitment to love people.

3. In the same groups, identify the needs of your church and community and complete the columns on the chart. Then, reflect on how NDI ministries could meet these needs. Ministries may already exist or some may need to be developed. Complete the chart with your ideas.

Needs of my Church	Ministries that meet them	Needs of the community	Ministries that can respond

4. In the same groups, and based on the two previous activities, develop a plan for evangelism and growth for your church through NDI ministries.

Goals	Actions	Date, Place, Time	Economic Resources	Human Resources	Person in Charge

5. In the same groups, answer the following question: How will you follow up and consolidate the results?



Lesson 6

CHILDREN AND YOUTH DISCIPLESHIP MINISTRIES



Objectives

- To recognize the value of children and youth.
- To know the work of children and youth leaders.
- To commit to minister effectively to children and youth.

Main Ideas

- God's plan is for children and youth to be disciplined and serve as part of God's people.
- God gives a place of honor to children and desires the church to do the same.
- Children's and youth ministries should meet the holistic needs of each child and youth.

Introduction

The Manual of the Church of the Nazarene 2023-2027 in Article 922 recognizes the value of children and youth. Let's take a look at some of its paragraphs:

"We believe that God has commanded us to care for, love, nurture, protect, sustain, guide, and defend all children. God's plan is that we lead children to salvation and growth in grace. Salvation, holiness, and discipleship are imperative and possible in the lives of children. We recognize that children are not a means to an end, but full participants in the Body of Christ. Children are already disciples in formation. Therefore, developing a holistic and transformational ministry to children and their families in all local churches will be a priority, through:

- Providing efficient and empowering ministries that help the child: physically, mentally, emotionally, socially and spiritually.
- Articulating Christian positions on current social justice issues that affect children.
- Guide children to the central purpose of the mission and towards the ministry of the faith community.
- Disciple children and enable them to disciple others.
- To equip parents to nurture the spiritual formation of their children.

The Church of the Nazarene envisions a multigenerational faith community where children and youth are loved and valued, where they are ministered to and incorporated into the church family. Through a wide variety of resources and methods, they join the church family, where children and youth are given the opportunity to minister to others according to their age, development, abilities, and spiritual gifts."

Connecting a new generation to Jesus Christ

In the next section, we will look at the importance of children to God and the church.



Today, young people and children in many places have lives marked by neglect, abuse, exploitation, spiritual oppression, poverty, pagan ideologies, materialism, family disintegration, insecurity, dangers and fears. Let's take a look at some facts:

Children are spiritual beings just as adults are. Although their bodies are less mature, their potential for spiritual growth is the same (Lynda Boardman).

- According to ILO (International Labor Organization) data, there are more than 218 million working children between 10 and 17 years old around the world; 126 million carry out dangerous jobs and 40 million live in Latin America.
- Children and youth make up more than one third of the world's population.
- Children and youth are increasingly influenced by people other than their family and church.
- Many children and youth live scarred by uprootedness and broken families with lives marked by hopelessness.

Jesus is the hope for children and youth. Every child who knows God has the opportunity to enjoy His love and to serve God in His purpose for their lifetime. The ideal age to win a person to Christ is between 4 and 14 years old. But statistics show us that 3 out of 5 young people leave the church when they reach adolescence.

Have we really listened to Jesus' teaching about the place of children in the kingdom of God? The faith of the child is the model for all those who desire to live for the Kingdom and be with King Jesus. The Gospel elevates children to a place of honor in the Kingdom. Jesus said very clearly how harshly anyone who hurts a child will be punished: *"If anyone causes one of these little ones—those who believe in me—to stumble, it would be better for them to have a large millstone hung around their neck and to be drowned in the depths of the sea."* (Matthew 18:6).

Giving children and youth hope, holistic formation and opportunities for worship and ministry requires balanced leadership to meet these needs.

1. Children and youth need to know that they are important to God and that they have hope in Jesus Christ.
2. Children and youth need holistic formation by meeting their basic needs: unconditional love, acceptance, protection, and security. Addressing these needs will focus the church on developing children holistically: mentally, emotionally, socially, physically, and spiritually.
3. Children and youth need to know and experience God through worship at all stages of their lives from birth onwards.
4. Children and youth need to be active participants in ministry inside and outside the church as disciples and disciplers, reaching not only their neighbors but other communities with Christian love.

To meet the challenges of society, the church must face its commitment to reach every child, every youth and every family, effectively teaching them, winning them to Christ and discipling them as soon as the Holy Spirit gives the opportunity. To accomplish these critical tasks, the Church of the Nazarene, together with NDI, have envisioned two organizations that focus specifically on children and youth. These are Children's Discipleship Ministries and Youth Discipleship Ministries.

To make Christ-like disciples of children, we must invest love, prayer and time in them. Help them learn through godly role models. Allow them to interact with people of integrity and commitment.

*Jesus said, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."
(Matthew 19:14)*

Children's Discipleship Ministries

Next, we will learn about the organization and functioning of this ministry.



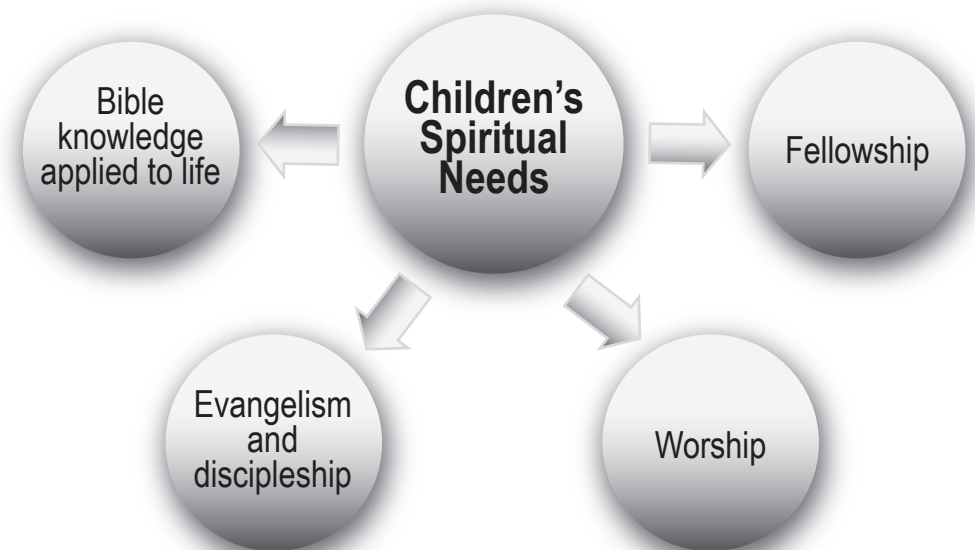
Children's Discipleship Ministries is the organization in the local church responsible for carrying out the Great Commission towards and with children. The NDI mission must be adjusted according to their age and abilities. This mission is expressed through the 5 fundamental principles:

1. Fervent prayer - Intentional and consistent praying to nurture and develop their relationships with God and others.
2. Compassionate outreach - Reaching out to children who are part of the church and those who are not.
3. Comprehensive Bible learning - Engaging them in individual and group Bible study according to their age.
4. Intentional mentoring and equipping - Helping them grow and help others grow like Jesus.
5. Authentic relationships - Engage them in relationships that honor God and build up the body of Christ.

The spiritual needs of children encompass four areas:

1. Bible learning - They need to know what the Bible says and means and how to relate those truths to their own lives.
2. Outreach and Discipleship - They need to understand what Christ did for them and accept His grace to become disciples and disciple-makers.
3. Worship - They need to learn about the greatness of God and how to honor God in all they do.
4. Fellowship - Fellowshiping with all ages of life will help them respond to Christ.

- Do you want to enter the Kingdom of God? Become a child.
- Do you want to be great in the eyes of God? Then, be like a child.
- Do you want to know, welcome and receive Jesus in your heart? Then, welcome the children.
- Do you want to avoid the judgment of God's hand? Don't lead the children astray.
- Do you want to embrace God's plans? Then, value the children.
- Do you want to follow Jesus' example? Well, love, pray for, accept, protect and bless the children.



To accomplish these goals, the local children’s ministry should coordinate a unified program of ministries that reaches out to children outside the church and meets the spiritual, mental, emotional, and social needs of children from birth until they are twelve, coordinating ministry activities with a program that includes Sunday, weekday, weekend, annual, and special activities.

The Children’s Discipleship Ministries Coordinator / Pastor should be a member of the local church. Their job is to coordinate the ministry, i.e., to administer, equip, train, and support their council, leaders, and workers. This leader is nominated by the NDI Council with the approval of the pastor and church board. They are an ex officio member of the NDI Council. Their responsibilities include planning, training, and assigning tasks and responsibilities to others, not doing all the work of the ministry themselves. They should know how to delegate responsibilities and work in harmony with others.

Every church, no matter how small, should have a local Children’s Ministries coordinator, and two or more classes for children. The Coordinator is responsible for supervising the teachers, and recruiting and training new teachers for the children. They should work closely with the NDI President and Pastor in helping to meet the needs of the children. At the beginning, if the church is small, the children’s ministries council shall be composed of the Coordinator and a Sunday School teacher and any other person who works with children. (For more information, see the Manual of the Church of the Nazarene (2023-2027), paragraphs 157-158.2)

The Local Children’s Ministries Council is responsible for planning the total Sunday School and discipleship ministry for children in the local church from birth to age 12. It shall be composed of: the Local Children’s Ministries Coordinator and the coordinators of: Sunday School, Children’s Church, Missionary Education, Vacation Bible School (VBS), Children’s Biblical Quizzing Ministry (CBQM), Caravans, Evangelism and Discipleship, Gift of Love, Camps, and others as deemed necessary according to the needs and available leaders.

If your church has a children’s pastor, he or she should work with the Children’s Ministries Coordinator as their support, and work together with the NDI Council. (Nazarene Discipleship International Handbook, 2024, Sec. “Responsibilities Of The Children’s Ministries Coordinator/ Pastor”).

In order to coordinate children’s Christian education, each church should have at least one teacher for each age group. Make this classification flexible, according to the needs of the local church:

- 0-3 years Cradle Roll / Nursery Class
- 4-5 years Kindergarten class
- 6-8 years Elementary class
- 9-11 years Pre-teen class

Since the church is not exempt from having among its members and visitors some who might try to take advantage of the innocence of children, it is strongly recommended to make a thorough evaluation at the time of choosing leaders to work with children. Those who serve in these ministries should also be instructed to be extremely careful in their treatment of children and young people.

What would be the advantages of having one experienced teacher and one or more apprentice teachers in each class?

The functions of the NDI Ministries coordinators can be downloaded at: <https://www.mesonaz.org/en/package/ndi-ministry-manuals/>

We leaders are responsible for the safety of children and young people in the church. Since they trust in adults and respect authority, they are vulnerable to people with hidden and malicious intentions. Although the subject of sex is an issue that is not always easy to deal with, leadership should be clearly instructed to prevent and deal with such situations (See Manual of the Church of the Nazarene 2023-2027, Chapter IV, paragraph 916 on Contemporary Moral and Social Issues. See also the document “Child Protection Policies.”)

Sunday School and NYI: two structures that support youth ministry

Now, we will get to know the coordinated effort in youth care.



Sunday School provides a platform of Bible teaching essential for the growth and development of youth through weekly contacts. In our Church of the Nazarene, we have materials designed specifically for youth.

NYI is intended to call young people to a dynamic life with Christ and provide opportunities to effectively address the diverse needs of teens, youth, and young adults beyond the Sunday School setting. So the adult leadership represented in NYI is involved in the youth ministry of the local church and is responsible not only for the youth Sunday School, but also for the NYI program in order to meet the needs of youth to be addressed in a coordinated effort.

All local church youth ministries are to be served by NYI under the supervision of the pastor and local church board. They should be organized to meet the following youth needs:

- **Need to belong:** Sunday School closely relates young people to the church in a special way. This organization tells the young people: You are unique, you belong, you are welcome here!
- **Need to have a voice:** Young people need to feel that they have influence over the functioning of their group, in the planning of its activities; they should have a place, a commitment and responsibilities in the ministry of the church.
- **Need to serve:** When people are involved in the process of ministry itself, it results in a more effective ministry. Young people like to feel they are useful. It represents a real attraction for them to serve and not be seen as mere spectators.
- **Need to be understood:** This must be the first priority of NYI, Sunday School, and youth-focused ministries to respond to the questions of young people and identify with them by addressing current issues.
- **Need to be trained for Leadership:** Adolescents and young adults need to serve in responsibilities that prepare them for Christian leadership. Much of the current leadership of the Global Church and local churches have been formed through NYI ministries while they were in their adolescence and young adulthood.

Today's children and youth are called the "Internet Generation" because the Internet is their primary influence. They live in a postmodern era that contradicts their Christian values, affecting their identity and changing the way they view home, school, church and society.

Youth Discipleship Ministries

Now, we will see the organization and functioning of NYI within NDI.



Today's youth don't think twice about sharing their opinions online. They want to be heard and make a difference through creativity and openness. How can we use this as a tool for NDI and NYI ministries?

The NYI president is an ex-officio member of the NDI Council and is responsible to the Council for the Christian education of youth. In matters related to youth Sunday School, the local NYI president is the chief administrator and responsible for the organization of youth ministries.

His/her responsibilities include:

- Organizing, promoting, and coordinating the entire ministry for young people from 12 to 25 years old and up to 40 in the case of single young adults.
- To give leadership to the Sunday School, promoting enrollment growth programs and youth attendance at the local church, in cooperation with the NDI Council.
- Nominate Sunday School teachers for the youth classes to the NDI Council. Nominees must be approved by the pastor and the NDI President.
- Recommend to the NDI Council any supplementary books, materials, and resources to be used.
- Provide training for youth workers.
- Chairing the local NYI Council.
- Submitting annual budget requests to the Nazarene Youth International Council.
- Presenting to the Nazarene Youth International Council its quarterly or annual Sunday School report according to previous agreements.
- To present a quarterly or annual calendar of youth activities for Sunday School.

In the event that a local church appoints a paid staff member (or volunteer) to fulfill Youth Pastor responsibilities, it is understood that this person will oversee all aspects of NYI program and ministry in cooperation with the local elected officers.

For the purpose of coordinating the work of NYI in Sunday School, the youth group may be classified as follows:

Adolescents	12-14 years
Youth "A"	15-18 years
Youth "B"	19-24 years
Young single adults	25-40 years

Each church should have teachers for each age group, although the classification is flexible, according to the needs of each church.

In addition to the Sunday School program, each NYI should plan and hold worship services, evangelism, devotionals, and other appropriate meetings to achieve the purpose of the NYI and respond to the needs of the members.



WHAT DID WE LEARN?

Children and youth need to be disciplined according to the characteristics and needs of their age. NDI and NYI ministries instruct them, connect them to the Body of Christ, and train them to serve Christ from their youth as responsible and participatory members of the church's ministries.

Activities

Time



INSTRUCTIONS:

1. *In pairs, discuss the questions and record your responses in the columns. Then compare the chart with other pairs and add what you missed.*

What needs can we see in the children and youth who attend our church?	Which ones do we consider to be a priority?	How are we addressing them?

2. *In what ways is your church helping children and youth grow spiritually?*

For children

For youth

3. Make the following chart on the board and complete the columns as a whole group.

Needs and/or problems of children and youth in our community	Church ministries we use to meet those needs

4. How does your church integrate youth into the local work or ministry?

5. For whole class discussion: How can we link Children's and NYI ministries for an effective transition of growth between childhood and adolescence?



Lesson 7

ADULT DISCIPLESHIP MINISTRIES



Objectives

- To discover the “why?” and “what for?” of Adult Ministries.
- To know how they are organized and how they work.
- To commit oneself to give full care to adults.

Main Ideas

- Adults at different stages and crises of life need full pastoral care.
- Local adult ministry is concerned about making the adult a complete disciple who will leave a mark for the next generation.

“The time of life called adulthood is best described as a journey rather than a destination.”

It is imperative for leaders of the Church of the Nazarene through NDI to help adults become Christlike in the midst of a world and culture that is rapidly moving towards individualism, materialism, secularism, and moral relativism.

It is vital to keep alive the unity and passion for holiness of heart and life among the brethren of a local congregation. These challenges provide a foundation and a way to achieve the results we desire and help adults become models for those who observe them.

Introduction

Adult Discipleship Ministry

In this section, we will look at the importance of discipling adults.



The mission of Adult Discipleship Ministries is:

- To reach unbelievers for Jesus.
- To establish new believers in their faith in Christ.
- To walk with believers toward a fully surrendered, pure in heart, fruitful, and Spirit-filled life.
- To prepare, challenge and inspire men and women to a life of Christian discipleship. It is our desire and mission that every adult becomes a holy disciple of Jesus Christ, and that every person has a passion to invest his or her life in Christian service.

The challenge is intensified when thinking about the different stages or phases associated with adulthood. The key for an effective adult ministry is to recognize that in each of these phases or stages, adults will face a new set of questions, issues or challenges. Adult Ministries pays special attention to the needs of women and men from the age of 25 onwards and those under the age of 24 who are already married. From young adults to older adults the focus of this local ministry is multi-faceted and requires coordination between materials, resources, curriculum, and events for adults on their Journey of Grace.

Ministry to Women:
Its mission is to offer a comprehensive ministry to ladies through meetings, offering resources, providing acceptance, winning other women to Christ, teaching them to be disciples who serve the Lord filled with the Holy Spirit.

The season of life called adulthood is best described as a journey rather than a destination. Growth, change and maturity are all applicable words for adults at each stage, emphasizing that life is like an ascending line that has no goal to reach a place of stabilization. This kind of definition of adults as learning and growing people is especially helpful for us as holy Christians, those of us who know God who calls us to grow and mature in Him. This will make a total difference in the way we approach adult ministry.

The purpose of the adult ministry program covers three areas of concentration that should guide the work of the church:

- **Discipleship:** its goal will be to help the adult individual grow in spiritual maturity and become more Christ-like every day.
- **Fellowship:** this goal points toward the mutual support and encouragement we give and receive in community with other believers.
- **Expansion:** this area includes evangelism and service in ministry, inside and outside the church. This component of expansion is fundamental for our church, so we seek ways to make new disciples and thus fulfill the Great Commission.

Adults are often the largest group in a church. On the other hand, we must recognize that our adults are the majority of those who are ministering to the children and youth. It is necessary to maintain a balance between adults ministering and the Ministry to Adults.

The functions of the Adult Ministry Coordinator

Next, we will learn about the working area of the Adult Ministry Coordinator.



The coordinator of adult ministries is fundamental to the organization of this ministry. They will be responsible for directing, training, equipping and supporting the ministry workers, thus coordinating a total ministry program for adults in the local church.

The NDI Council recommends the candidate to the church board. Once elected, they shall be an ex officio member of the NDI Council (Manual, par. 155). Their responsibilities focus primarily on planning and working through others, not fulfilling the ministry personally. Therefore, they should have administrative skills and the ability to work in harmony with others.

Their job functions will be:

- a. To chair the Adult Ministries council.
- b. To lead the council in the organization, promotion, and coordination of the different ministries.
- c. To recommend candidates for ministry work to the NDI Council.

Men's Ministry, Men in the Image of God (MIG) fosters the spiritual growth of each man to become committed to God, faithful to their wives, families and church.

- d. Recommend and obtain NDI Council approval for any materials to be used.
- e. Provide training to the leadership under their charge.
- f. Submit an annual budget request and administer those funds.
- g. Present a calendar of activities to the NDI Council.
- h. Submit a quarterly or annual report to the NDI Council as previously agreed.

The Adult Ministries Council (AMC) is a committee composed of the local Adult Ministries Coordinator and the Coordinators of Sunday School, Couples Ministry, MIG, Women, Fullness of Life, Gift of Love, and others, according to the needs and the available leaders. The task of this Council is to work in the planning and running of the different ministries.

Every church, no matter its size, should have an Adult Ministry. It is also important to have a Council because:

- Many heads are better than one.
- Several hands make light work.
- Working through a council strengthens the coordination of the ministry.

The new council should meet immediately upon appointment to get organized and should make plans to meet on a monthly basis to refine and complete plans that were made in previous meetings. They should discuss and develop new ideas and work on their long-term goals.

A council meeting should have time to:

- Share spiritual experiences and pray together.
- Assess the needs of the adults in the church.
- Develop and refine the program and calendar.
- Plan ways to train and communicate with leaders.
- Prepare a budget.
- Assign responsibilities.
- Evaluate programs and activities.

Marriage or Couples ministries are the right place to discuss topics of interest to couples, foster good communication and romance, learn to solve problems together and learn to live a full life in marriage, flooded by the presence of God.

Adult Ministries Coordinator's Guide

Now, we will learn some tips for working with adults.



The responsibilities of the Adult Ministries (AM) Coordinator are many and varied. Therefore, the following are suggestions for a better personal organization of their functions:

1. Begin and maintain a regular time of prayer seeking the guidance and wisdom of the Holy Spirit. This work consists primarily of administration and coordination. However, it is more important to focus on spiritual development to help adults mature in Christ. Never let the details of planning overcome the fact that you are ministering to and with God's people. The best plans will fail if they are not administered in love through prayer.
2. Begin by learning all about your ministry and seek answers to your questions, review organizational charts and council job descriptions. You will benefit by learning about administration and how to coordinate your responsibilities with the entire NDI program. (See NDI Ministry Manual.)
3. Meet with your pastor and the NDI President as soon as possible to determine how the adult ministries program fits into the overall ministry picture of the church. Ask them to share their ideas and dreams about adult ministry. Schedule regular meetings throughout the year to evaluate the program. Establish a list of priorities for the coming year.
4. Talk with the outgoing coordinator to assess the strengths and weaknesses of the local ministry. Review past statistics and reports to find problems or helpful information.
5. Contact your District Adult Ministries Coordinator. Ask for information from your District Superintendent or by calling the district office. The District Adult Ministries Coordinator is a link to keep you informed about district events, materials, programs, personal resources and ideas.
6. Make sure you have a full council. Find people who can serve in the various ministries. Working in coordination with the council will increase resources and the program productivity among adults. You can fill some of the positions, but don't limit others from helping on the council. Nominations for council positions are made annually by you to the NDI Council, and you can talk to past coordinators and ask if they wish to continue in their position.
7. Determine the date of the first meeting of the full council. Plan the meeting as soon as most of the council positions are filled. At the first meeting review the budget, calendar and determine where and when the next meeting will be held.
8. Assess the structure, characteristics and needs of your adult group. Use surveys, interviews, discussions or your own knowledge to determine the strategy to be used in the ministry.
9. Research available resources, be responsible for reviewing materials, training, special guests, and other resources for the work. Find out what resources are currently being used and compare them with the denomination's resources for ministry, along with the pastor and the District Adult Ministries Coordinator. Nazarene materials should be used in all areas for adults unless there is sufficient reason to use different materials.

*The ministry **Fullness of Life** is a call to the church to extend its ministry to the elderly, who need to feel loved and accepted. Seniors desire to share their advice, experiences and skills with others. This ministry seeks to minister to and involve senior adults.*

10. Don't be intimidated by all that you have to do. As you review this ministry program and the areas where improvements are needed, look for new programs that can be developed. Some ideas will need to wait until human or financial resources are available. Some plans may need to be implemented the following year.



WHAT DID WE LEARN?

Adults go through different stages and crises where they must be disciplined in an integral way. The Adult Ministry is in charge of generating actions that favor the outreach of unconverted adults and the full and harmonious development and discipleship of young adults to older adults through each of its ministries.

Activities

Time



INSTRUCTIONS:

1. As a whole group, brainstorm two lists on the board of the needs of the adults in your community and how Adult Ministries can meet them.

Needs of adults in the community	Ideas for meeting their needs

2. What adult-related ministries are not working in your church? Why?

3. What are the needs of the adults in your church and through which ministries would you meet them?

Priority needs of our adults	Ministry that should meet them

4. By what actions would you give relevance to discipleship within Adult Ministries?

5. What would you do to strengthen teamwork in the Adult Ministries Council?



Lesson 8

**NAZARENE DISCIPLESHIP
INTERNATIONAL MINISTRIES ...
MOVING FORWARD**

Objectives

- To learn how to develop a comprehensive work plan.
- To recognize that evaluation before and after the work is indispensable.
- To know different models of Sunday School/Small Groups.

Main Ideas

- Planning in the present for a better future is the team's greatest responsibility.
- Continual evaluation will lead to growth in quality and quantity in NDI ministries.
- It is good to be open to using different methods to fulfill the mission.

“Success is not synonymous with prosperity, power, popularity or any of the worldly notions of success. True success consists in doing God’s will, whatever the cost”
(John MacArthur).

The success of your task depends on how you address the needs of your NDI.

Behind every project there is always a group of people working to turn today’s vision into tomorrow’s reality, and that reality into tomorrow’s impact. Disciples are the instruments for the preparation of future men, women and young people that God is calling to the fulfillment of the Great Commission.

Introduction

The participation of the team in planning the work

In the following section we will see the need to work according to a plan. 

In order to develop an annual plan, it is necessary for the local NDI Council to meet with sufficient time and do the following:

1. Develop a diagnosis of your local NDI (weaknesses and strengths), the needs of each ministry and/or each class. We can answer questions such as: Which ministries are not being carried out and why? Which have not been successful and why? Which needs do we have to meet and through which ministry? Which ministries or classes do we need to start or end? Why has this or that ministry or class not been successful? What are the real needs of each age group (cradle, youth, etc.)? What is the need in terms of workers or teachers, training, discipleship, change of schedule, etc.? (See appendix 2).
2. Determine the priorities in order to write the goals (objectives) that we intend to achieve this year. Consider, for example, issues such as increased attendance, application of what has been learned, improved teacher performance, spiritual growth, etc. (See appendix 3).
3. Establish actions or activities to achieve the goals such as: campaigns, programs, workshops, training, special ministry activities, events, changes to another day of the week or place, establishment of small groups, accountability, among others.
4. Designate dates for these actions, as well as assign tasks to those in charge of ministries or groups (teachers), that is, delegate responsibilities.
5. Supervise that everything planned is carried out in the best way and under the established plan, adjusting for unforeseen events in a flexible manner.

The participation of the work team in the evaluation of what has been accomplished and in the planning of the work is fundamental to keep everyone motivated and committed to reach the new goals.

6. At the end of the activity or quarter or year, evaluate to find out: What went well and why? What did not work? Who worked well? How did they feel ... was it edifying? Were they able to meet the needs and achieve the goals? From this evaluation, what did not work is discarded or improved, and the good things are continued and improved upon for the future.

Development of a study plan

Next, we will see how to create an educational plan.



To create a curriculum for Christian education in the local church, we need to take at least three steps:



Set Learning Objectives

The learning objectives are the intended outcome of the education and training program, i.e., the profile of the student who will graduate from this program of study. The curriculum will therefore need to state:

- What the students should know when they finish the course (knowledge).
- What the students should know how to do (aptitudes).
- The personal qualities they will have (attitudes).

Translating Objectives into Activities

It is necessary that both the learning activities and the experiences available to the students are well organized and that their needs are taken into account, dividing the material into sequences, so that it is coherent and useful for learning. The new plan needs to maintain a balance between its different elements: content, methods and materials. In addition, it must be designed to be interpreted, adapted and implemented locally, i.e., according to need and context.

Evaluate participation and the curriculum

Evaluation is an essential part of the curriculum. It is often addressed only at the end of the teaching-learning process. But it should be emphasized in a way that the forms and criteria of evaluation are defined in advance, i.e., before and during the curriculum development process, in order to be implemented successfully. Evaluation considers the value of the curriculum as well as its effectiveness in implementation, and it should be carried out by all participants.

While there are many factors that go into making a Sunday School ministry a success, the two most important ingredients in formulating a work program are:

1. Trained and dedicated teachers.
2. Effective, Bible-centered curriculum.

Learning Objective:
Outcome expected to be achieved through the planned teaching-learning activities.

The study plan (curriculum)

The word “curriculum” comes from a term that means “track” or “course.” Technically, curriculum is a course or plan of study designed to guide the learner to the attainment of specific objectives through the appropriate use of content, experience, ancillary material, the teacher’s influence, application, and motivation. Therefore, a Sunday School or small group curriculum is a course or plan of study of the Bible and related topics, organized into learning goals and activities.

The curriculum should be planned and comprehensive. It should meet the needs of the various groups and provide for the study of the Bible in its entirety.

The curriculum is not the purpose of the Sunday School/small group. It is the means by which the Sunday School/small groups carry out their purpose.

The curriculum materials may include books and visual aids that will facilitate the student’s learning experience. These should provide a wide variety of teaching methods and guide the sharing of student experience.

Studying the Bible without clear objectives is no more effective than shooting at a target without aiming. Someone said, “Aim at nothing and you are sure to hit it.” Therefore, it will be important to take care of the emphasis in the study plan. It must be:

- Christ-centered: Sunday School/Small Groups should make known the historical truth of Jesus Christ, His life, His ministry, His miracles, death, resurrection and ascension to heaven.
- Bible-based: The objective basis of our faith is in the Bible. No Christian can grow in Christ without knowing it.
- Related to the learner: Christ’s ministry was centered on the needs of those around Him. The Bible lesson must meet the needs of our students.

Teaching methods are those strategies that the teacher employs to direct the learning experience in their students. Those who teach in Sunday School/Small Groups have the fundamental purpose of having the gospel change the lives of their students.

The central purpose of learning will then be to change the learner. The methods we can use are of an infinite variety. For example:

1. Teaching by explaining the Word of God.
 - Dissertation, lecture by the teacher.
 - Dissertation and participation of the student, through questions.
2. Teaching by using activities.
 - Especially young children are very active.
 - Informal learning is best when there is prior preparation.
 - Teaching by meeting needs.
3. The teacher needs to know his students to be able to help them.

They need to attend to both fast learners and slow learners, know their interests and how they learn.

While there are many factors that go into making a Sunday School class or small group a success, the two most important ingredients in formulating a program of work are:

- 1. The trained and dedicated teacher.*
- 2. An effective Bible-centered curriculum.*

4. Teach by example.

Remember that the teacher's most important lesson is their own life and example. The identification of the student with their teacher helps to change lives, especially in those students who come from broken homes.

When choosing materials for study, it is very important to evaluate them. The Board of Christian Education and the Sunday School teachers are responsible for developing the curriculum and evaluating the materials to be used. The following are some criteria to consider in this crucial decision:

1. Theological content.

The materials should agree with the doctrines of the church.

2. Thematic/didactic content

- Do the lessons relate to the curriculum?
- Is the material appropriate to the ages of the students?
- Is the teacher's guidance adapted to the needs of the group?
- Are the topics interesting to the students?
- Will the lessons lead to a decision for salvation, spiritual growth and Christian service?

3. Presentation of the material

- Are the materials to be used attractive?
- Does the format of the books appeal to teachers and students?
- Are the pictures and illustrations contemporary and colorful?
- Are the materials durable?

4. Teacher's Guide

- Is there an outline or general guide to help?
- Are the materials to be used recorded?
- Are there clear applications of the lesson?
- Is there a variety of materials in all lessons?
- Are there suggestions for other illustrations?
- Are special days planned: Easter, Christmas, etc.?
- Does it include stories that are not necessarily biblical, but edifying?

5. Activities for the students

- Does the curriculum provide the student with adequate materials, books, handouts, homework, etc.?
- Does the curriculum encourage active Bible study?
- Do the classes challenge the student's learning and interest?
- Do the classes respond to the experience and age of the student?
- Are the illustrations used comprehensive and relevant?

The curriculum should have clear objectives that aim at the integral growth of the students. (See Appendix 1).

Studying the Bible without clear objectives is no more effective than shooting at a target without aiming. Someone said: "Aim at nothing and you are sure to hit it."

Teachers communicate more by their actions than by their words. We remember: 20% of what we see, 40% of what we hear and 80% of what we do.

How to evaluate the results of the curriculum

Now, we will learn how to identify the relevance of the planning.



Evaluating in order to assess learning achievements and difficulties, evaluate successes and mistakes, improve the organization and the environment, and take advantage of materials and time, will lead us to improve our work and respond adequately to the needs of our church and to the spiritual growth and maturity of the students.

Evaluation is part of the process of transforming the knowledge, skills and attitudes that constitute education and training. There are two main approaches to evaluation. The first (achievement of goals) asks whether the goals of the curriculum or the learning objectives were achieved, and what kind of learning took place and how. The second (impact) asks what that learning means for the students, their lives, their work and their relationships with others.

Evaluation asks how changes in learning can be assessed. It will also ask how the impact of the program can be measured. As we note, the goal of all education and training is to achieve learning. Evaluation serves as feedback for educational planners to know not only whether learning is being achieved through the programs (the curriculum) they designed, but to know what kind of learning was achieved and how important and effective it is. So, they must ask themselves:

Goals and objectives: do they still correspond to the needs of the students?

Content: is it at the appropriate level and in the proportions that students need?

Teaching-learning strategies: are they acceptable and appropriate for the learners?

Context, materials and other resources: are they useful for the learners?

Additional questions can be added to the evaluation such as:

- Is there interest in attending our Sunday School/Small Groups?
- Do the activities and ministries being carried out really meet the needs of our church and community?
- Are we ministering to the disciples in a holistic way?
- Are the students applying what they learn to their lives?
- Are there fruits of transformed holy lives?
- Is there spiritual and numerical growth?
- Is the performance of teachers and workers what is desirable and necessary?

Beyond Sunday

Now, we will see how to go from Sunday School to everyday discipleship.



The traditional model of Sunday School that teaches Bible classes by age, from babies to adults, only on Sunday morning in the church, has to change due to the contemporary context, the new church models and the new approaches to mission.

Why is it important to evaluate the NDI study program and its results?

One of the greatest challenges is to reinterpret the mission and purposes of NDI in light of discipleship (Journey of Grace), so that it can meaningfully and intentionally be an effective means of making Christlike disciples. This will require considering the use of another model of Sunday School, implementing the Journey of Grace discipleship strategy, and focusing on service-oriented spiritual formation to meet the challenges of the future of a united, growing, living and holy church.

Some contemporary Sunday School models we can consider are:

1. Model 154: This model is based on the following principles:

1= Driving force, the Great Commission.

5=Essential functions: evangelism, discipleship, ministry, fellowship, worship.

4=Results: numerical growth, spiritual growth, expansion of ministries, missionary advancement.

2. Small groups in homes

3. Levels of discipleship: instead of being organized on the basis of age and sex, heterogeneous groups will be established which in turn will progress through the established parts of the discipleship journey.

4. Intergenerational: starting from the family.

5. Diverse study options: organized around contemporary topics of interest: whole books of the Bible, Christian support books, etc.

6. During different times and days of the week: during the week in small groups that meet outside the church.

7. Multiple: several sessions during Sunday in coordination with various worship services.

8. Rotation of workshops: teaching through multiple workshops of art, drama, music, games, audiovisuals, puppetry, storytelling, multimedia, memorization, etc.

Discipleship revolutionizes the walk with Christ and changes the direction of the Sunday School and the church to fulfill the mission. The goal is not to make students, believers or members but to make disciples. Discipleship is investing time in someone's life, giving ourselves in a mentoring relationship that teaches the way of Christian holiness along the Journey of Grace, learning together to be nurtured through personal and collective spiritual disciplines and to be engaged in service to others.

“Discipleship is investing time in someone’s life, giving ourselves in a mentoring relationship that teaches the way of Christian perfection; learning together to be nurtured through spiritual, personal and collective disciplines and to be engaged in service to others”.



WHAT DID WE LEARN?

The local NDI team is responsible for creating an annual study plan that is comprehensive, inclusive of the different age groups and that sets goals according to the needs of the church and community. The evaluation of the plan before, during and at the end will allow correcting deficiencies in order to move forward in the mission of forming Christlike disciples.

Activities

Time



INSTRUCTIONS:

1. Explain why and for what purpose it is necessary to develop a Sunday School study plan.

2. Why is it essential to evaluate our ministries and Sunday School classes/Small Groups?

3. In groups of 3 to 4 members, make a study (diagnosis) of the needs of your local church by completing the following chart. Add on the lines below the names of the other ministries that NDI has in your local church.

Study of needs			
Area	Current Situation	Desired Expectation	Needs and Alternatives
Mission			
Vision			
Human Resources			
Physical Resources			
Financial Resources			
Functionality of: Sunday School			
Functionality of:			
Functionality of:			
Functionality of:			

4. At the end of the previous activity, share the results with the rest of the groups, and then as the whole class, work together to make a list of priorities to be addressed. (In the NDI planning process, the people responsible for establishing these priorities are the participants in the planning process, i.e., the NDI Council / Education Committee.)

PRIORITIES TO BE ADDRESSED:

5. In groups of 3 to 4, practice designing an annual work plan aimed at achieving NDI goals, with an emphasis on addressing identified needs. To write the plan, fill out the following form. The form also includes specifying the strategies for evaluation and the signatures of those responsible for developing the plan.

Work Plan				
Church: _____		Year: _____		
Area	Objectives	Activity	Time	Person Responsible

It will be necessary to indicate by what methods or strategies the evaluation of each of the planned activities will be carried out and who will be in charge of doing it.

Evaluation _____

Participants in the planning:

Pastor _____

NDI President _____

NDI Council _____

Appendix 1

Curriculum: *Propose the curriculum, attending to the needs and expectations of the students, according to the purposes of NDI, which should be translated into the educational service and integral formation*

LOCAL NDI VISION:

LOCAL NDI MISSION:

JUSTIFICATION:

COMPETENCIES:

- What students should know by the end of the course (knowledge)
- What they should know how to do (skills)
- What kind of people they should be (attitudes).

GENERAL OBJECTIVES OF THE SUBJECT/COURSE:					
MODULE/UNIT TITLE:			MODULE/UNIT OBJECTIVES:		
Learning Outcomes: (Derived from the Module/Unit Objective. These are Specific Objectives)	Contents: (Derived from the Objective of the Module/Unit. These are Specific Objectives)	Strategies: (They are the ways how I will introduce the contents according to each one of the learning outcomes).	Resources: (How I will execute the strategies selected for each of the learning outcomes).	Time: (How much time I will use to execute the strategies for each of the learning outcomes).	Assessment: (How I will determine if each of the learning outcomes was met)

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Appendix 2

Evaluation and Self-Assessment

ASSESSMENT			
AREA	STRENGTHS	WEAKNESSES	PROPOSAL FOR IMPROVEMENT

Appendix 3

EVALUATION FOR TEACHERS, DISCIPLE-MAKERS AND NDI WORKERS				
Evaluation questions	Always	Almost always	Sometimes	Never
1. Did the teacher organize the course topics in such a way that the student could follow the instructor's thoughts and develop their understanding of Christian education and teaching?				
2. Did the teacher strive to create a climate of unity and cooperation in the classroom? Did the teacher treat the students with respect? How? What could the teacher have done differently to improve?				
3. Were the teaching methods appropriate for the students and the context?				
4. Were the assignments appropriate and useful for the course objectives?				
5. What were the most useful parts of the course (content and activity)?				
6. What needs to be changed and improved (content and activity)?				
7. In their teaching of the lesson, do the students feel confident in themselves and in their presentation?				
8. Do the students feel the passion to win others to Christ and equip them for ministry (as individuals and congregation)?				
9. Does the teacher's life model the Master in their motivations, intentions, words, attitudes and actions?				
10. Does the teacher show interest in preparation, training and accountability?				

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Final Evaluation

Time



COURSE: Purpose and Organization of Nazarene Discipleship International Ministries

Student's name: _____
Church or Study Center: _____
District: _____
Course Teacher: _____
Date of this Evaluation: _____

1. How are you going to be involved in the mission of NDI?

2. What are the qualities of a discipler?

3. How can you help expand NDI?

4. What did you learn in the ministerial practice of the course?

5. In your opinion, how could this course be improved?

About this book

The Purpose and Organization of Nazarene Discipleship International Ministries is a practical guide for the organization and development of Nazarene Discipleship International ministry in the local church. Topics include: The ministry of Nazarene Discipleship International (NDI), Planning for local ministry, The training of master disciplers, The Powerful Sunday School Movement, Ideas to promote Sunday School, Children Youth, and Adult Discipleship Ministries, and NDI heading towards the future.



The Author

Lic. Raquel Ramos Torres is from Mexico and has served for 48 years in NDI and for 35 years as a teacher and pastor's wife. Since 2010, she has worked on the NDI regional team for the Mesoamerica Region. Since 1986 she has lived in Puebla, Mexico, where she serves alongside her husband. They are parents of 3 children and grandparents of 3 grandchildren.

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