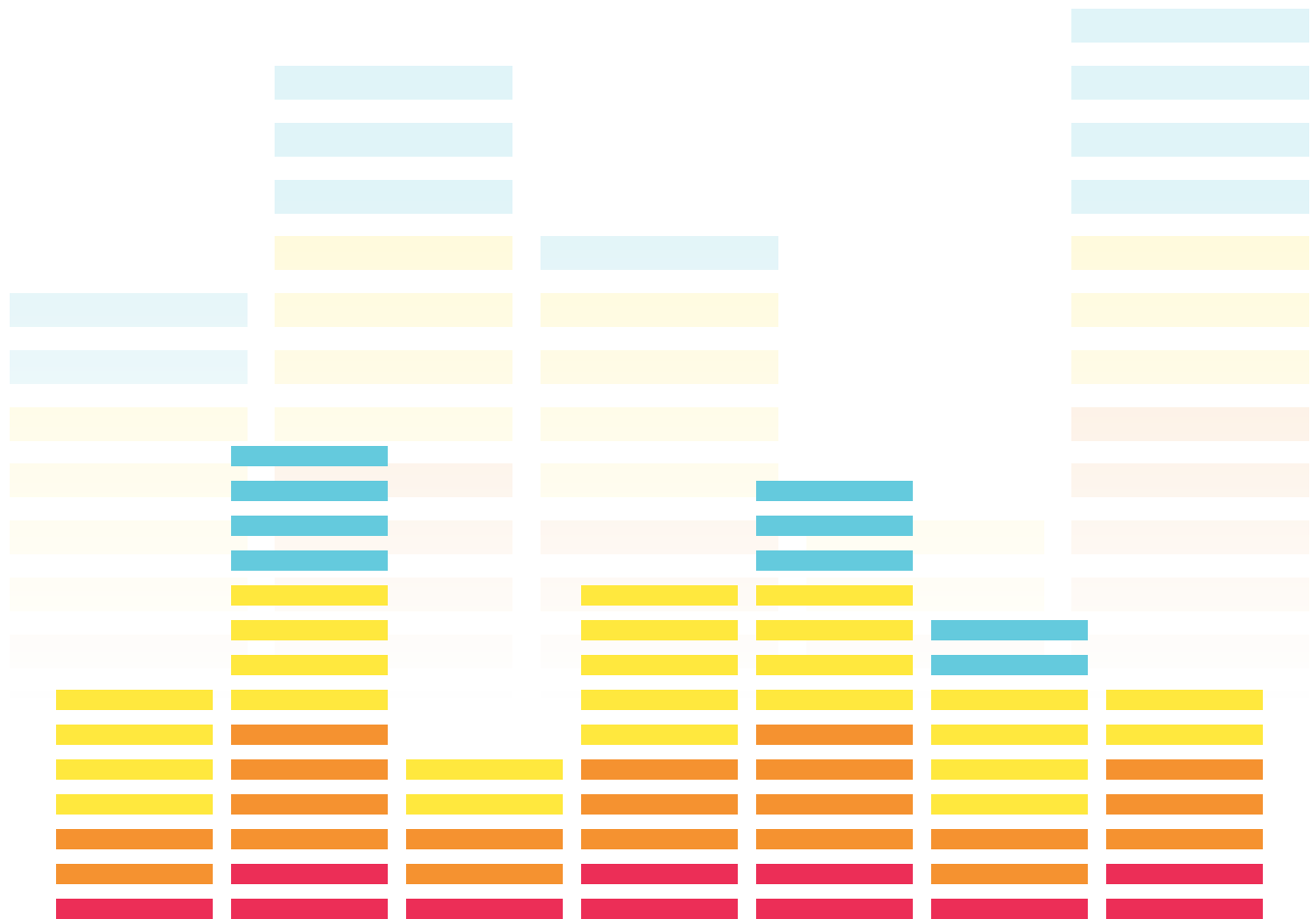


Help your ministry prepare  
CHRIST-centred, OTHERS-focused disciples



# EQUALIZER

*Find and Adjust Your Ministry Frequency*

SPIRITUAL LIFE  
DEVELOPMENT



CAN BDA  
YOUTH



Developed in partnership between  
Spiritual Life Development and Canada Bermuda Youth

SPIRITUAL LIFE  
DEVELOPMENT



CAN BDA  
YOUTH





## INTRODUCTION TO THE EQUALIZER

We love that you're invested in the lives of those in your ministry so much that you're willing to "push pause" on your Program long enough to take a look at & evaluate the effectiveness of what you're currently doing.

It's like music to our ears!

That's why we've developed the reCalibrate EQUALIZER—to help you determine intentional next steps in becoming even more effective in making CHRIST-centred, OTHERS-focused disciples. When this is our intentional focus, we live and breathe our territorial vision, hold fast to our values, contribute to our strategy, and help accomplish our mission. We help strengthen the spiritual health of our people when we encourage them to live in this way. We follow Jesus, we live out his example in front of others, and we encourage others to do the same. We share the love of Jesus so that others may know it for themselves.



This tool will help you identify:

1. key aspects of the discipleship journey (**Process**);
2. essential irreducible minimums of healthy disciple-making (**Person**) within The Salvation Army;
3. how we can help individuals integrate discipleship into daily living (**Practice**); and
4. what tools and environments are at our disposal to help us accomplish the task effectively (**Program**).

The EQUALIZER will help you recognize key aspects of the gospel story that should be like a "playlist on loop" in your life and ministry. It will also show how nothing is ever as neatly packaged as what we might like—and so we need to be intentional in every aspect, because the reality of ministry is always "on shuffle".

By taking the time to evaluate your current efforts, you'll be able to identify areas of strength and need, imagining how those efforts could be "even better if...", and making a plan to help make that vision a reality. Then you'll be ready to "release pause", "push play", and let every beat of your life and ministry help keep the call to "make disciples" central.

# reCalibrate

re-envisioning discipleship of the next generation of Salvationists



The Canada Bermuda Youth department is seeking to address and reCalibrate its approach to ministry in the following 14 areas, which significantly impact the effectiveness of discipling the next generation of Salvationists:

## STRATEGY

### 1. Strategy

Adopting a long-term strategy for discipleship encompassing a young person's development from birth to emerging adulthood.

### 2. Family

Reinvesting in partnership with families—the most significant influence in a young person's faith.

### 3. Vitality

Maintaining a pulse on youth & children's ministry across the Canada & Bermuda territory, identifying and responding to needs and strengths.

### 4. Emerging Culture

Understanding, navigating, and engaging the ever-changing youth culture, utilizing emerging technologies and social media to enhance mission.

### 5. Collaboration

Recognizing and resourcing satellite ministries to youth & children (i.e. camping, social service institutions, etc.) as integral parts of an overall discipleship strategy.

### 6. Creativity

Developing, encouraging and inspiring a culture of innovation, redemptive imagination and excellence in all areas of youth & children's ministry.

## ESSENTIALS

### 7. Essentials

Identifying irreducible minimums of healthy discipleship within The Salvation Army, providing a filter for leaders to best determine next steps in their setting.

### 8. Resources

Assessing and developing resources, (curriculum and other program helps) to help keep disciple-making central across multiple ministry contexts.

### 9. Soldiership

Re-emphasizing junior and senior soldiership, intentionally developing young people who are fully engaged, active Salvationists.

### 10. Regional Gatherings

Leveraging the unique opportunities of territorial and divisional gatherings, by providing effective and flexible resources with unified vision, emphasis and themes.

## LEADERSHIP

### 11. Leadership Development

Providing foundational, strategic & practical training and tools, helping make an effective discipleship strategy a reality.

### 12. Trust & Accountability

Establishing relationships of trust and accountability across local, regional, divisional and territorial levels of ministry.

### 13. Partnered Commitment

Embracing a unified plan and set of expectations for investing in the personal growth, training, and development of volunteer and employed youth & children's ministry staff, recognizing the merit of a partnered commitment.

### 14. Networking

Identifying and utilizing the perspectives, expertise and experiences of youth & children's ministry specialists to help shape effective, contextualized Salvationist ministry within the Canada and Bermuda territory.



## WHAT IS CENTRAL?

The primary mandate of followers of Jesus Christ is found in the Great Commission:

Make \_\_\_\_\_.

This is central to all our ministry efforts.

*"So wherever  
you go, make  
disciples..."*  
Matt. 28:19  
(GW)



MAKE  
DISCIPLES

**Disciples** make disciples. They are bound and motivated by their love for God and by God's love through them towards others. They find themselves in the gospel of Jesus Christ, and look to him as the governing authority over their entire life and worldview.

This is what shapes and drives healthy disciple-making ministry.



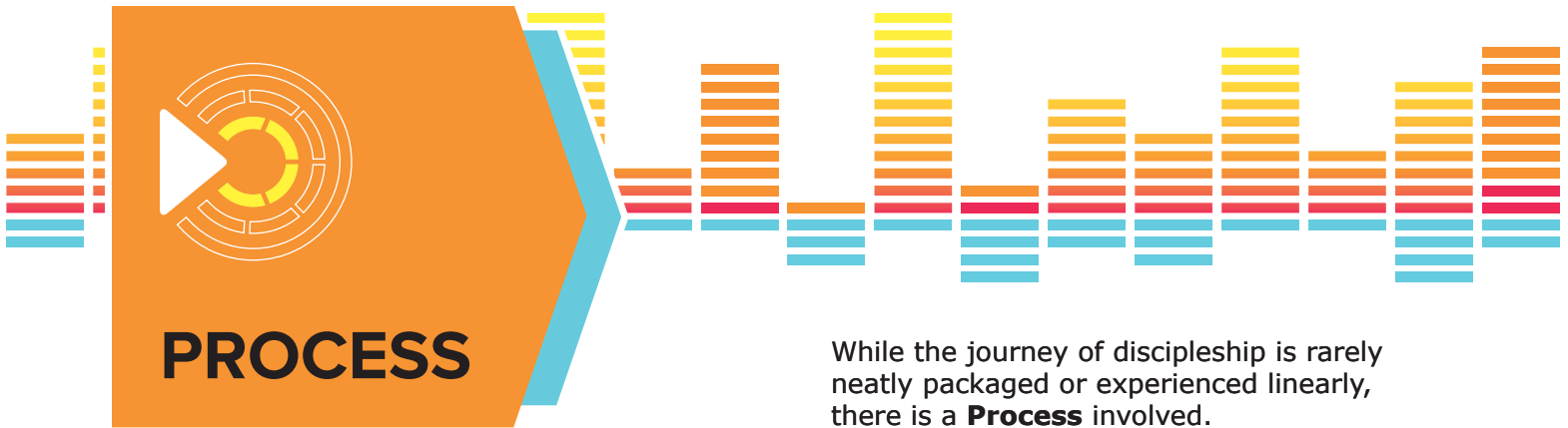
## A DISCIPLE IS...

Discipleship is a journey of faith.

It is at once immediate and gradual: A person begins the journey discipleship when he or she chooses to answer Jesus' call to follow him. Yet, discipleship is a life-long undertaking of learning and obedient faith, being formed in the image of Jesus Christ.

When you think of a disciple, what do you envision?

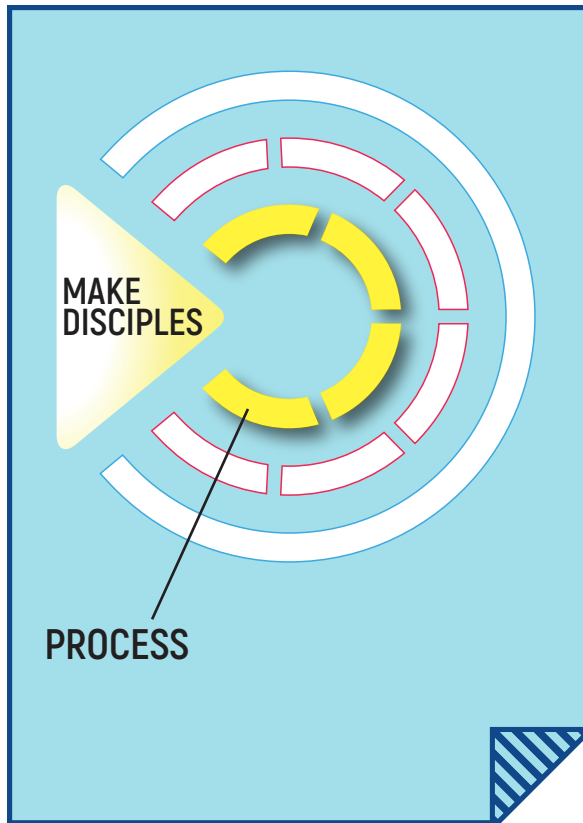
*A disciple is...*



# PROCESS

While the journey of discipleship is rarely neatly packaged or experienced linearly, there is a **Process** involved.

The desire is to help people move along a particular trajectory:



leading them to a saving  
knowledge of Jesus Christ,

↓

having them grow in their faith,

↓

be equipped for service,

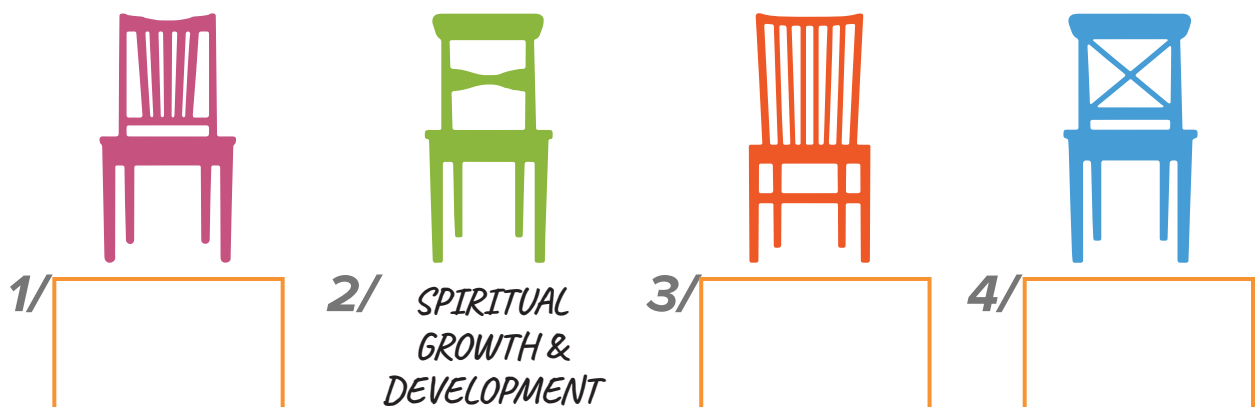
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mature in their faith,

↓

and pass it on to others through  
life, ministry and leadership.

The trajectory of the faith journey can be seen in an overall ministry emphasis on:



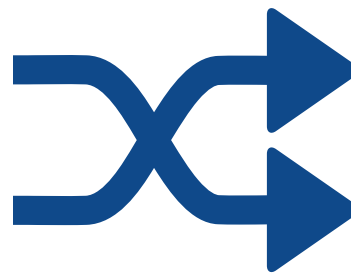


Context is key. The diversity of our settings, and of the people we minister to, will mean that we will constantly need to observe and adapt to the multiple ways and places people can enter the discipleship **Process**.

In reality, the trajectory of the discipleship Process is often experienced “on shuffle”.

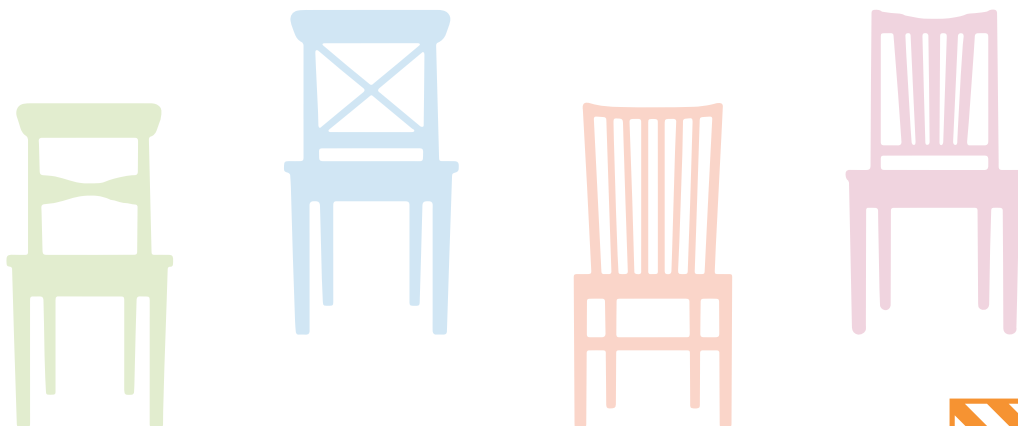
This includes considering:

- Family & cultural backgrounds
- Socio-economic backgrounds
- Social circles & groups
- Intellectual development
- Life experiences
- Physiological & psychological development
- Level of interest & seriousness
- Familiarity with the Bible, The Salvation Army, church, etc.
- Level of spiritual maturity



*Where  
are they  
on their  
spiritual  
journey?*

Perhaps you can think of a few more areas of consideration as you think about your ministry context. Write them here:



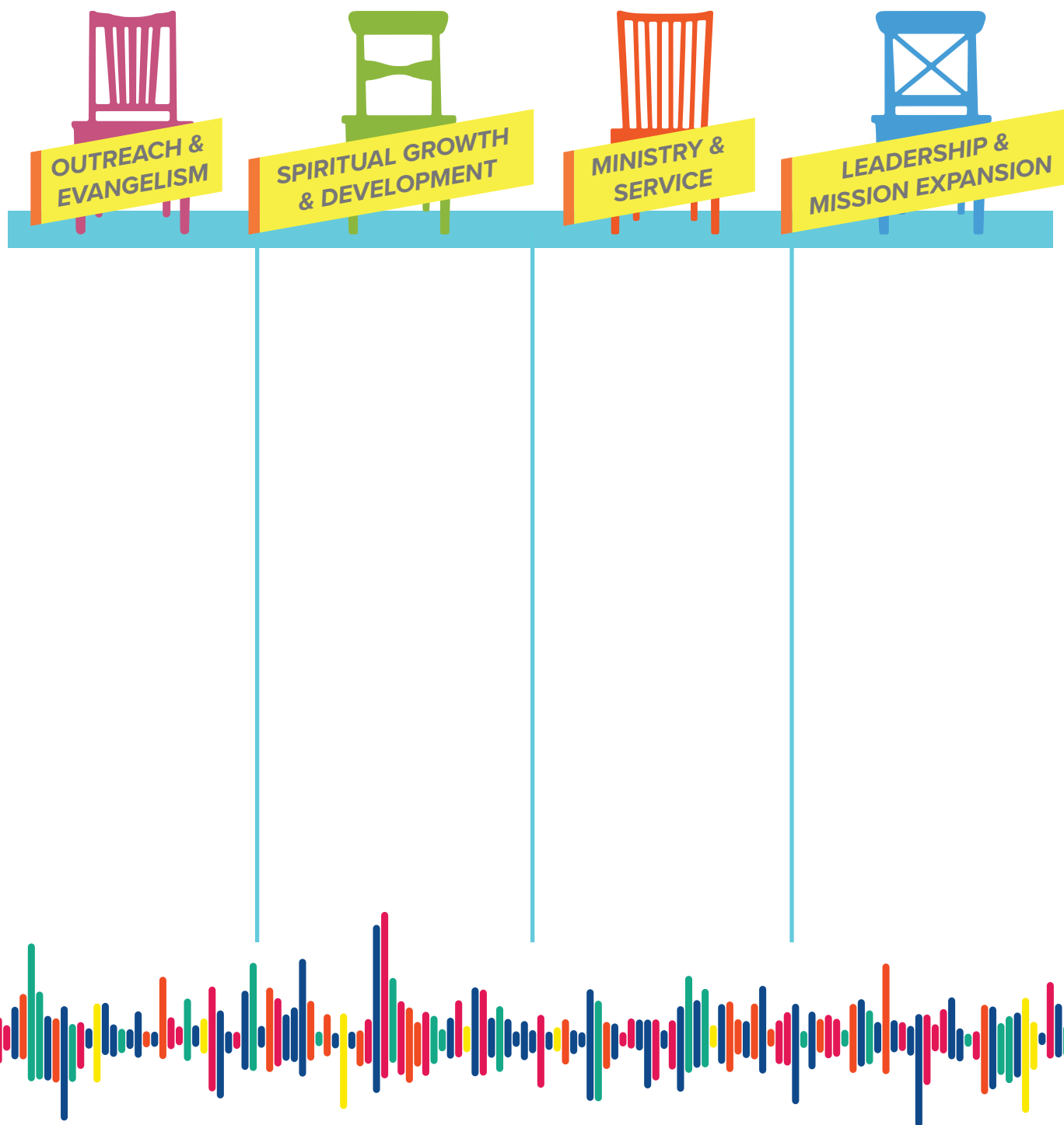


# FINDING YOUR FREQUENCY PART ONE

## What are we doing?

Think through a typical week (along with special events during the year) and identify the specific ministry efforts and programming that are taking place in the four areas of the discipleship **Process**. Write them in the space below.

Remember, the EQUALIZER is intended to help you see the current picture of your disciple-making efforts. This is not the time to identify “what we should be doing” or “what we hope or plan to do in the future”. That will come later on... but for now, what are we currently doing?



# FINDING YOUR FREQUENCY PART TWO

As you consider what your ministry is doing in each of the areas of the discipleship **Process**, now ask, **How are we doing?**

Answer the following questions in each category, giving an initial "gut response" on the effectiveness of your ministry's efforts.

Chart your response from 1 to 10 on the EQUALIZER soundboard sliders below:

(10 = we are very effective;  
1 = we are not hitting the mark at all)

## OUTREACH & EVANGELISM

How effective are we at making regular contact with those who are not connected to our community of faith, and providing opportunities for them to respond to the gospel?

## SPIRITUAL GROWTH & DEVELOPMENT

How effective are we in helping move disciples from a stage of spiritual immaturity to spiritual maturity, in knowledge, understanding and expression of faith?

## MINISTRY & SERVICE

How well are we providing opportunity for disciples to regularly and effectively express their faith through ministry and service?

## LEADERSHIP & MISSION EXPANSION

How well are we developing leaders, recognizing new opportunities for mission, and taking the necessary steps to continue to advance God's kingdom in our community?

The form consists of a grid of 40 sliders arranged in 10 rows and 4 columns. The rows are numbered 1 to 10 on the right side, corresponding to the effectiveness scale. The columns correspond to the four ministry categories. Each slider is a vertical dashed line with a horizontal tick mark in the center, allowing for a visual rating.

OUTREACH &  
EVANGELISM

SPIRITUAL  
GROWTH &  
DEVELOPMENT

MINISTRY &  
SERVICE

LEADERSHIP  
& MISSION  
EXPANSION



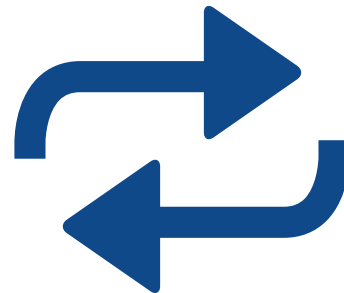
**PERSON**

The Salvationist disciple develops a

\_\_\_\_\_ -centred,  
\_\_\_\_\_ -focused faith,

lived in relationship. This is the **Person** - the “product” of the discipleship Process - that is being formed.

The CHRIST-centred story becomes the soundtrack of a disciple’s life, played constantly **on repeat**.



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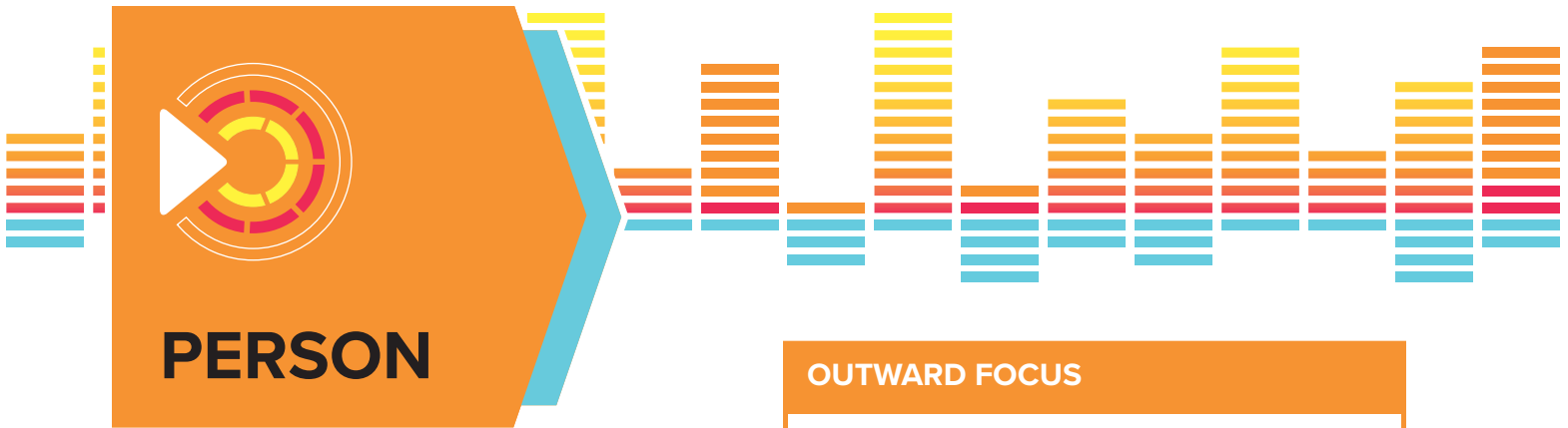
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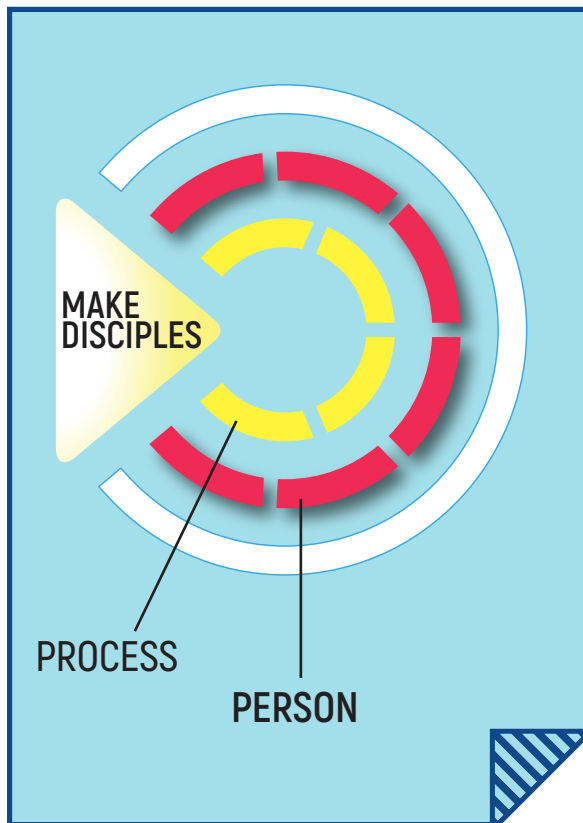
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What does it look like for a disciple to live out a CHRIST-centred story?

It looks \_\_\_\_\_-focused.



***A CHRIST-centred,  
OTHERS-focused  
faith is multifaceted  
and holistic.***

#### OUTWARD FOCUS

+

+

+ *Active Engagement in the World*

#### TENACITY OF FAITH

+

+

#### HOLY LIVING

+

+

#### ENGAGED IN MINISTRY

+

+

#### RESPONSIBILITY

+

+ *Discernment & Decision-making*

+

+

#### SALVATIONISM

+

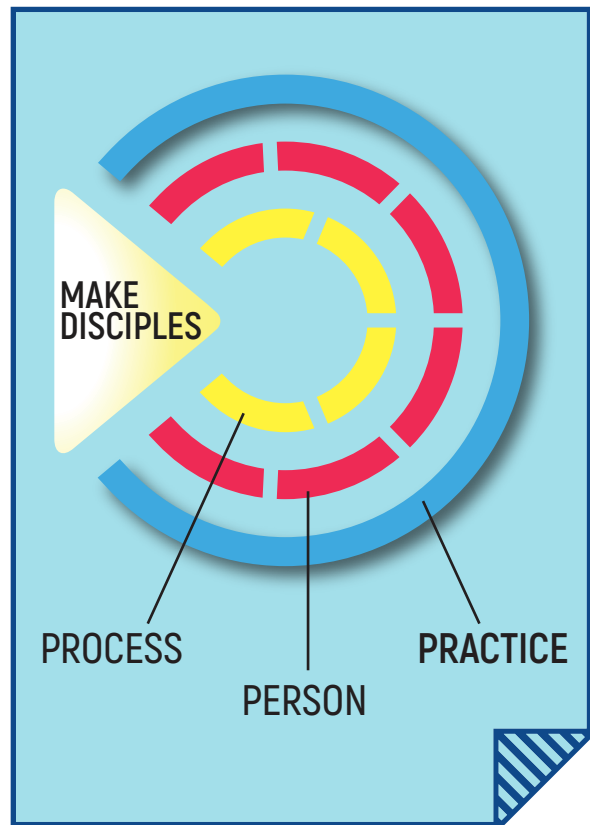
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# PRACTICE

*The Practice of healthy  
discipleship ought to be  
primary in the spiritual  
formation of individuals,  
groups and leaders in any  
disciple-making ministry.*

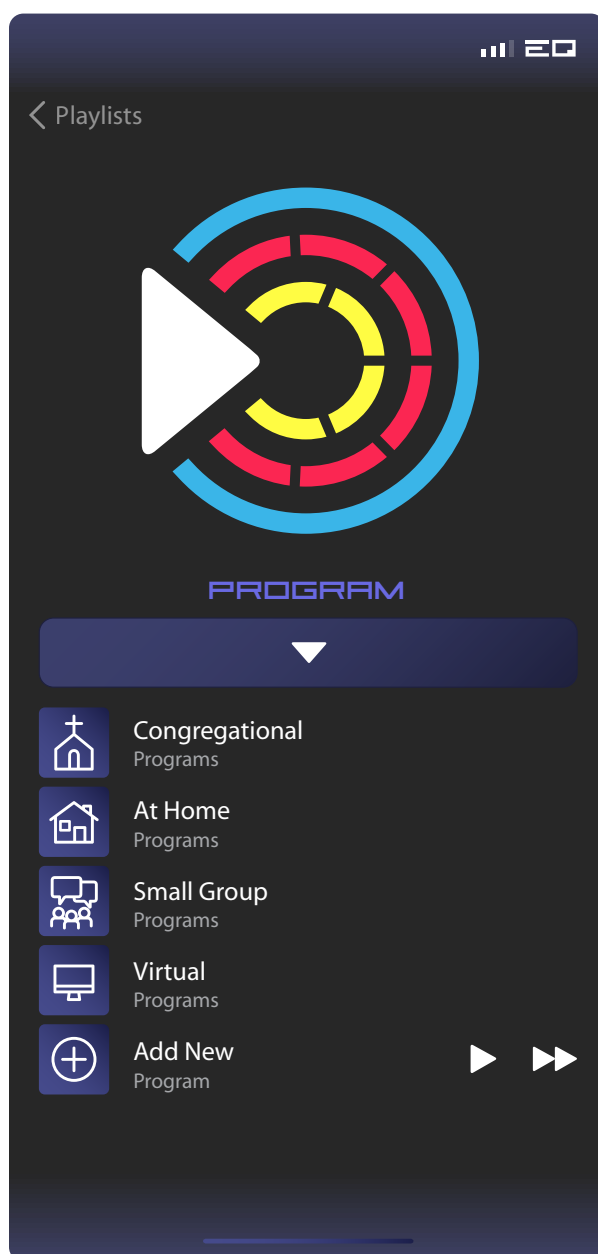


*How do we help  
people practise being  
a CHRIST-centred,  
OTHERS-focused  
disciple?*



**Programs** are not central. They are simply tools—vehicles and environments designed to help individuals practice being a CHRIST-centred, OTHERS-focused disciple as they are being shaped to be the person God is calling them to be, as we journey through the discipleship process together.

Programs should help groups of people travel along the discipleship Process in community.

[illegible]



## PROGRAM

No single **Program** is designed or intended to bring an individual through the whole Process of discipleship on its own. Programs work best in a coordinated effort.

How coordinated are the efforts between the programs you are running?

Does everyone see where their piece fits within the overall discipleship process?

In what ways can you build better bridges between programs?

# FINDING YOUR FREQUENCY

## OUTWARD FOCUS:

### Effective Personal Witness

1. How well are we preparing disciples to articulate the gospel and their own personal testimony?
2. To what degree do we see our people actively engaged in being a witness?
3. Do those in leadership make this a priority in their own lives?

### Sacrificial Compassionate Mission

1. How regularly are we providing opportunity for the hearts of individuals to be moved by compassion, and for them to sacrificially meet those needs?
2. Do we see our people recognizing and responding to the needs of those around them?
3. Do our leaders model sacrificial compassionate mission?

### Active Engagement in the World

1. Are we intentionally encouraging our people to live and share their faith beyond the parameters of corps programming?
2. Are our people transforming influences in their world?
3. Do our leaders model how faith makes a difference to the way they live in their world when they are not at church?

## TENACITY OF FAITH:

### Healthy Spiritual Habits

1. Does our curriculum, strategy and teaching intentionally lead our people toward integrated spiritual understanding and lived out experience?
2. Do we see evidence that individuals are developing the ability to care for their own spiritual growth & development, integrating discipleship practices in their daily living?
3. Do our leaders provide an example of being regularly engaged in developing healthy spiritual habits?

### Healthy Spiritual Community

1. Are we intentionally facilitating and equipping multiple godly influences to speak truth and life into our people? (Peers, families, mentors, etc.)
2. Do we see individuals developing healthy relationships both inside and outside the church?
3. To what degree do our leaders engage in the Body, sharing life and faith together, with accountability?

## HOLY LIVING:

### Salvation

1. How well are we communicating biblical concepts of sin, repentance, atonement and forgiveness, as well as providing space & opportunity for individuals to respond to the gospel?
2. Are we seeing people come to saving faith?
3. Do our leaders have an experience and testimony of salvation?

### Sanctification

1. Do we provide clear and biblically sound teaching on what it means to live a holy life?
2. Do the actions of our people demonstrate that they are being responsive to the Spirit's leading in their lives, growing in and working out their salvation?
3. How spiritually mature are our leaders - are they growing spiritually and living holy lives?

	OUTWARD FOCUS		TENACITY OF FAITH		HOLY LIVING	
Effective Personal Witness	Sacrificial Compassionate Mission	Active Engagement in the World	Healthy Spiritual Habits	Healthy Spiritual Community	Salvation	Sanctification



# PART THREE

## ENGAGED IN MINISTRY:

### Equipped for Ministry

1. How well does our programming help people learn about, interact with, and be equipped in a variety of ministry opportunities?
2. Are we seeing individuals discover their gifts, as well as areas where they can serve within the Body?
3. Are we adequately equipping our leaders in their areas of ministry?

### Entrusted with Ministry

1. Are we identifying up and coming leaders among our people and providing a means of apprenticeship for their development?
2. Are the individuals in our ministries engaged in real ministry experiences and taking opportunities to lead?
3. How well do we foster an atmosphere of trust and accountability among our leaders, upholding a high standard of ministry?

## RESPONSIBILITY:

### Stewardship

1. Do we regularly challenge our people to wisely use their resources, time, talents, service, etc. for God's glory in the Church and their world?
2. Are we seeing evidence that individuals understand that all they have and are rightfully belong to God?
3. Do our leaders model this mindset and lifestyle?

### Discernment & Decision-making

1. How effective are our tools and teaching in providing a biblical perspective and filter as a lens through which choices are made?
2. Are we seeing individuals make wise and godly choices in their daily lives?
3. Do our leaders model and impart godly wisdom?

### Relation to Authority

1. Are we helping our people understand that the authority of God in their lives should be reflected in their relation to authority in their daily living?
2. Do the attitudes and actions of our people display a respect for and consideration of authority?

3. Do our leaders model godly authority and humility in their attitudes towards authority, and in the roles they hold?

### Response to God's Calling

1. Are we identifying and presenting options of service, full-time ministry, and vocational calling to our people?
2. Are we seeing individuals seek, listen for, and trust God's desires for their lives above their own ambitions?
3. Do we see our leaders seeking first God's kingdom and righteousness in their lives and vocations?

## SALVATIONISM:

### Beliefs, Values & Behaviours

1. Do we integrate Salvationist doctrine, distinctives and practice into our teaching and programming?
2. Do our people understand and live according to our beliefs and values, and are we seeing the growth of fully engaged, active Salvationists in our congregation?
3. Do our leaders embody a spirit of Salvationism, valuing the standards, practices and covenants of The Salvation Army?

ENGAGED IN MINISTRY		RESPONSIBILITY			SALVATIONISM	
Equipped for Ministry	Entrusted with Ministry	Stewardship	Discernment & Decision- Making	Relation to Authority	Response to God's Calling	Beliefs, Values & Behaviours

# FINDING YOUR FREQUENCY PART FOUR

## AREAS OF STRENGTH

Observe the **areas of strength** (where you have evaluated with the highest levels) in both parts 2 & 3 of the Finding Your Frequency sections of the EQUALIZER. (p8, 14-15)

Identify and list three of these strengths.

1

2

3

## AREAS OF NEED

Observe the **areas of need** (where you have evaluated with the lowest levels) in both parts 2 & 3 of the Finding Your Frequency sections of the EQUALIZER. (p8, 14-15)

Identify and list three of these areas of need.

1

2

3

# ADJUSTING YOUR FREQUENCY

## PART 1

For each of the identified areas, operate on an “even better if...” principle: Consider how your disciple-making efforts might be refined, adapted or built upon by completing this sentence for each area listed:

1 would be “even better if...”

2 would be “even better if...”

3 would be “even better if...”

1 would be “even better if...”

2 would be “even better if...”

3 would be “even better if...”



# ADJUSTING YOUR FREQUENCY

## PART 2

Now consider what may be needed to turn your “even better if...” into reality. Discuss what you’ll need to do, who will take the lead on each step, and set goals for checking in on progress and completing each item.

1. Making	“even better if...”		
Action Step	Who’s Responsible	Check-in Date	Completion Date

2. Making	“even better if...”		
Action Step	Who’s Responsible	Check-in Date	Completion Date

3. Making	“even better if...”		
Action Step	Who’s Responsible	Check-in Date	Completion Date



1. Making "even better if..."			
Action Step	Who's Responsible	Check-in Date	Completion Date

2. Making "even better if..."			
Action Step	Who's Responsible	Check-in Date	Completion Date

3. Making "even better if..."			
Action Step	Who's Responsible	Check-in Date	Completion Date

## ADJUSTING YOUR FREQUENCY

### PART 2






## THE EQUALIZER

You've taken the hardest step: actually taking the time to evaluate your Program to get a picture of what your current ministry EQUALIZER looks like. Now it's time to "release the pause button".

You've charted the first steps of your intentional plan to make your disciple-making efforts more effective in the days and months ahead.

You can expect a lot of work and effort ahead, but seeing those in your ministry grow in the depth of their discipleship together will be worth it! You will probably find yourself growing in the Process and as the Person you are called to be as well.

Look back on where you've journeyed, and continue to refine and "adjust the frequency" of your ministry as you seek to be faithful to Jesus' call to "make disciples" in your corps, community and world.



*Revisit your  
EQUALIZER on  
a regular  
basis.*

*Find a time  
at least once  
a year to  
"push pause"  
and  
reCalibrate.*

