HELP YOUR MINISTRY PREPARE THE THE SEADY CHRIST-CENTRED, OTHERS-FOCUSED DISCIPLES







re-envisioning discipleship of the next generation of Salvationists

Based on research, experience, and vision for the discipleship of the next generation within The Salvation Army, the Canada Bermuda Youth department is seeking to address and reCalibrate its approach to ministry in the following areas:

1. STRATEGY

Adopting a long-term strategy for discipleship which encompasses the whole of youth & children's development and ministry from birth to emerging adulthood.

2. FAMILY

Reinvesting in ministry to families, recognizing the home as a primary place where a young person's faith and discipleship ought to be nurtured and developed.

3. VITALITY

Maintaining a pulse on the state of youth & children's ministry across the Canada & Bermuda Territory, assessing needs, identifying strength, and responding accordingly.

4. EMERGING CULTURE

Continually pursuing a deeper understanding and clearer navigation of, and engagement in the ever-changing issues and realities of youth culture, including the utilization of emerging technologies and social media platforms to enhance mission.

5. COLLABORATION

Connecting satellite ministries to youth & children (i.e. camping, social service institutions, etc.) with the overall strategy for discipleship programming, and providing resources and training to this end.

6. CREATIVITY

Developing, encouraging and inspiring a culture of innovation, redemptive imagination and excellence in all areas and levels of Youth & Children's Ministry.

7 FESENITIALS

Identifying essential and irreducible minimums of healthy youth & children's ministry within The Salvation Army, providing a filter by which leaders can determine how best to cover these essentials in their unique ministry settings.

8. RESOURCES

Assessing resource needs, and developing additional or new material (curriculum and other program helps) to help meet those needs, keeping 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

Enhancing unified vision, emphasis, and themes for territorial and divisional gatherings, providing effective and flexible resources for divisional contextualization.

11. LEADERSHIP DEVELOPMENT

Providing foundational, strategic & practical training, as well as resourcing with effective tools, helping make the discipleship strategy a reality.

12. TRUST & ACCOUNTABILITY

Fostering and building relationships of trust and accountability across structural lines of local, regional, divisional and territorial levels of ministry.

13. PARTNERED COMMITMENT

Further investing in volunteer and employed youth & children's ministry staff, recognizing the merit of a partnered commitment in relation to personal growth, training, development and values, as well as a unified approach and set of expectations in ministry to the next generation of Salvationists.

14. **N**ETWORKING

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







Developed by: Kevin & Sheryl Slous, 2015. Last updated: 2019.



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 **EQUALIZEP**—TO HELP YOU DETERMINE INTENTIONAL NEXT STEPS IN BECOMING EVEN MORE EFFECTIVE IN MAKING **CHRIST-centred**, **OTHERS-focused** Disciples.



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 **EQUALIZEP** 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".

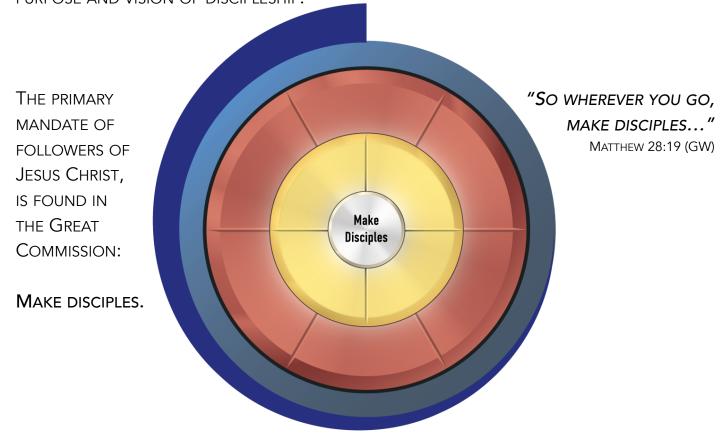
BY TAKING THE TIME TO EVALUATE YOUR CURRENT EFFORTS, YOU'LL BE ABLE TO IDENTIFY AREAS OF STRENGTH AND NEED, IMAGINING HOW THOSE EFFORTS COULD BE "EVEN BETTER IF...", AND MAKING A PLAN TO HELP MAKE THAT VISION A REALITY. THEN YOU'LL BE READY TO "RELEASE PAUSE", "PUSH PLAY", AND LET EVERY BEAT OF YOUR LIFE AND MINISTRY HELP KEEP THE CALL TO "MAKE DISCIPLES" CENTRAL.

ON THE SAME PAGE

GETTING ON THE SAME PAGE WITH OTHERS IS OFTEN A DIFFICULT AND CHALLENGING TASK. AND SOMETIMES WE CAN FIND IT RESTRICTIVE.

BUT HAVE YOU EVER THOUGHT THAT BOILING THINGS DOWN TO THEIR IRREDUCIBLE MINIMUMS COULD ACTUALLY RESULT IN MORE FREEDOM?

...AND IN A MINISTRY CONTEXT, DISCOVERING **ESSENTIALS** OF HEALTHY DISCIPLESHIP CAN HELP US CONTEXTUALIZE OUR MINISTRY EFFORTS WHILE REMAINING TRUE TO A COMMON PURPOSE AND VISION OF DISCIPLESHIP.



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.

ON THE SAME PAGE

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...

In evaluating healthy discipleship principles within The Salvation Army for your ministry, it is necessary to understand and examine:

THE PROCESS

AND

THE PERSON

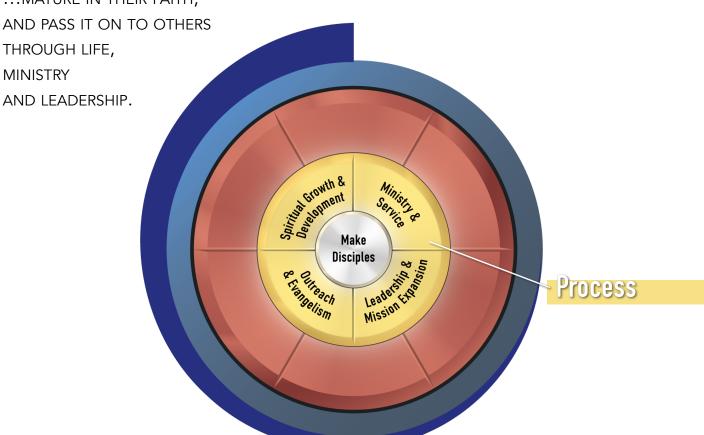
OF DISCIPLESHIP...



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,
- ... MATURE IN THEIR FAITH,



THE TRAJECTORY OF THE FAITH JOURNEY CAN BE SEEN IN AN OVERALL MINISTRY EMPHASIS ON:

1. OUTREACH & EVANGELISM

- 3. MINISTRY & SERVICE, AND
- 2. Spiritual Growth & Development
- 4. LEADERSHIP & MISSION EXPANSION





IN THE REALITY OF LIFE AND MINISTRY,
THE TRAJECTORY OF THE DISCIPLESHIP **PROCESS**IS OFTEN EXPERIENCED

"ON SHUFFLE".

THE CONTEXTS INDIVIDUALS LIVE IN,
AS WELL AS THE DIVERSITY OF THE SETTINGS WE MINISTER IN,
MEAN THAT WE WILL CONSTANTLY NEED TO

OBSERVE

AND

ADAPT TO: FAMILY BACKGROUNDS

SOCIO-ECONOMIC BACKGROUNDS

CULTURAL BACKGROUNDS

AS WE CONSIDER SOCIAL CIRCLES & GROUPS

MULTIPLE ENTRY

POINTS INTELLECTUAL DEVELOPMENT

AS WELL AS

WHAT INDIVIDUALS PHYSIOLOGICAL & PSYCHOLOGICAL DEVELOPMENT

CARRY INTO OUR

MINISTRY LIFE EXPERIENCES

ENVIRONMENTS,

THE NEED TO LEVEL OF INTEREST & SERIOUSNESS

BE INTENTIONAL

AS WE JOURNEY FAMILIARITY WITH CHURCH, THE SALVATION ARMY, THE BIBLE,

WITH THEM ALONG ETC.

EACH STEP

OF THE DISCIPLESHIP LEVEL OF SPIRITUAL MATURITY

JOURNEY

BECOMES CRITICAL. WHERE ARE THEY ON THEIR SPIRITUAL JOURNEY?

FINDING AUPS FREDPENCA

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 EQUÁLIZER 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?

OUTREACH & EVANGELISM	SPIRITUAL GROWTH & DEVELOPMENT	MINISTRY & SERVICE	LEADERSHIP & MISSION EXPANSION
		5	

FINDING AUPS FSEUPENCA

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 **EQUALIZEP** FADER BOARD BELOW: (10 = WE ARE VERY EFFECTIVE; 1 = WE ARE NOT HITTING THE MARK AT ALL)

OUTREACH & MINISTRY & **EVANGELISM** SERVICE HOW EFFECTIVE ARE WE HOW WELL ARE WE AT MAKING REGULAR **PROVIDING** CONTACT WITH THOSE **OPPORTUNITY** WHO ARE NOT FOR DISCIPLES TO CONNECTED TO OUR **REGULARLY** COMMUNITY OF FAITH, AND EFFECTIVELY AND PROVIDING **EXPRESS THEIR FAITH OPPORTUNITIES** THROUGH MINISTRY FOR THEM TO RESPOND AND SERVICE? TO THE GOSPEL? **LEADERSHIP &** SPIRITUAL GROWTH **MISSION** & DEVELOPMENT **EXPANSION** HOW EFFECTIVE ARE WE HOW WELL ARE WE IN HELPING MOVE DEVELOPING LEADERS. DISCIPLES FROM A RECOGNIZING NEW STAGE OF SPIRITUAL **OPPORTUNITIES IMMATURITY TO** FOR MISSION, SPIRITUAL MATURITY, AND TAKING THE IN KNOWLEDGE, **NECESSARY STEPS TO UNDERSTANDING** CONTINUE TO ADVANCE AND EXPRESSION GOD'S KINGDOM OF FAITH? IN OUR COMMUNITY? Leadership & Ministry & Outreach & Spiritual Growth Mission **Evangelism** & Development Service Expansion



THE SALVATIONIST DISCIPLE DEVELOPS A CHRIST-CENTRED, OTHERS-FOCUSED FAITH, LIVED IN RELATIONSHIP.

THIS IS THE PERSON - THE "PRODUCT" OF THE DISCIPLESHIP PROCESS - BEING FORMED.

It is important to help individuals realize and live the reality that their faith development and spiritual formation is not solely for their own benefit. The Salvation Army has historically proclaimed that its soldiers are "Saved to serve! Saved to save!" A disciple has been blessed to be a blessing; has been given in order to give.

INWARD CHANGE IS SEEN THROUGH OUTWARD EXPRESSION.

While the faith of a disciple is intensely personal, it is not meant to be isolated or private. It is lived and developed in community as the disciple plays their part in the body of Christ.

FINDING ONESELF IN THE **CHRIST-centred** story of the gospel, a disciple seeks to love and save the lost. The gospel is where a believer first encounters and is brought into a vibrant, living relationship with Jesus Christ. It is a **CHRIST-centred** story.

AS SUCH, IT BECOMES THE SOUNDTRACK OF A DISCIPLE'S LIFE, PLAYED CONSTANTLY "ON REPEAT".

DISCIPLE-MAKING MINISTRIES, TOO, OUGHT TO HAVE THIS AS A CONSTANT "PLAYLIST", SETTING THE TONE AND ATMOSPHERE OF EVERYTHING WE EXPRESS, TEACH, AND EMBODY.

JESUS CHRIST IS CENTRAL TO THE GOSPEL STORY AND TO THE FAITH WE PROFESS. THE DOCTRINES OF THE SALVATION ARMY HELP ARTICULATE SIGNIFICANT ELEMENTS OF THE CHRIST-CENTRED FAITH WHICH OUR MINISTRIES SHOULD BE NURTURING IN THE LIVES OF OUR PEOPLE, HELPING THEM RECOGNIZE, UNDERSTAND AND EXPERIENCE THE TRUTH OF THE GOSPEL - THE TRUTH FOUND IN THE PERSON OF JESUS CHRIST.

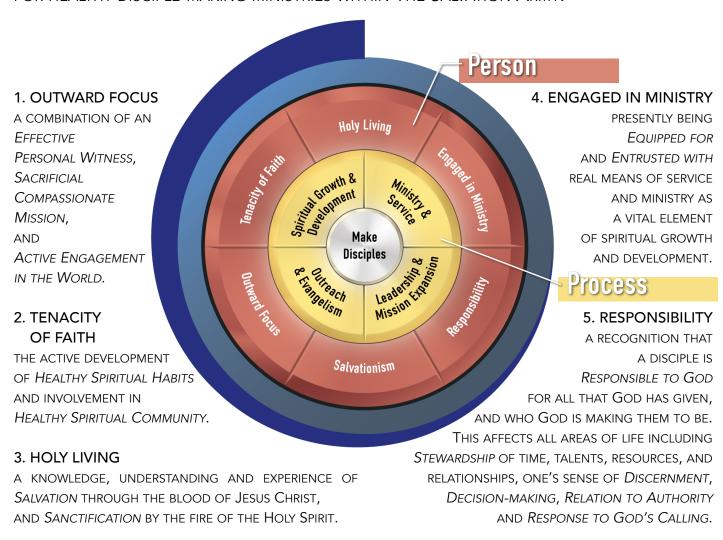
СН	CHRIST-centred Faith 6 Songs • 96:50 Minutes					
^	√	Name	\Diamond	Time	Artist: R.U.E. (Recognizes, Understands, and Experiences)	Album
1	✓	Canon	\Diamond	01:00	the truth and story of the Word of God as the standard by which we live in and (live) out Christian faith.	We Believe
2	✓	Holy God	\Diamond	02:34	how the God we worship has revealed himself, how he can be known, and how he is set apart as the One True God.	We Believe
3	✓	Redemption	\Diamond	04:56	the truth of the Gospel of Jesus Christ - the reality and consequence of sin, and the sufficiency of atonement through Jesus, "so that whosoever will may be saved."	We Believe
4	✓	Inward Change	\Diamond	78:09	the process and work of salvation in the believer's life.	We Believe
5	✓	Set Apart	0	10:00	the privilege of living a holy life, made possible through Jesus' work in and through a believer's life by the Holy Spirit.	We Believe
6	~	Triumph	\Diamond	00:11	a true and confident hope in the ultimate accomplishment of God's redemptive plan in the world through Jesus Christ.	We Believe



IF DISCIPLES LIVE IN A CHRIST-CENTRED STORY, HOW DO THEY LIVE IN IT? WHAT DOES IT LOOK LIKE?

IT LOOKS OTHERS-FOCUSED.

THE FOLLOWING CATEGORIES ON THE **EQUALIZER** DIAL HELP IDENTIFY BROAD QUALITATIVE MEASURES OF A DISCIPLE'S LIFE, AS WELL AS AREAS OF TEACHING AND TRAINING FOR HEALTHY DISCIPLE-MAKING MINISTRIES WITHIN THE SALVATION ARMY:



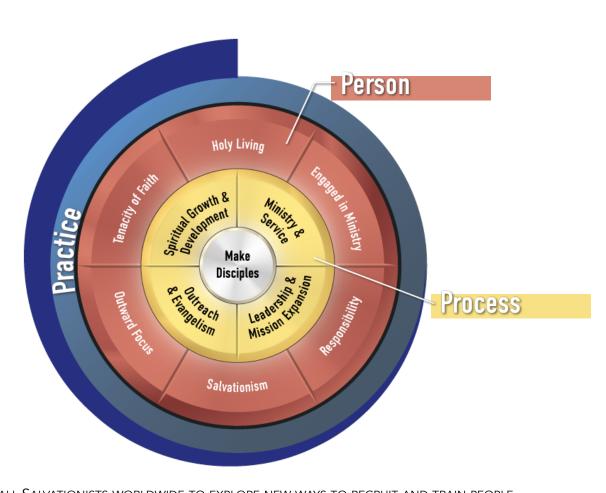
A CHRIST-CENTRED,
OTHERS-FOCUSED FAITH IS
MULTIFACETED AND HOLISTIC.

6. SALVATIONISM

A KNOWLEDGE, UNDERSTANDING AND EXPRESSION OF SALVATIONIST BELIEFS, VALUES AND BEHAVIOURS, AIDING THE DISCIPLE IN LIVING OUT THEIR JOURNEY OF FAITH DEVELOPMENT WITHIN THE CONTEXT OF THE SALVATION ARMY.



Once we've identified the discipleship **Process** as well as essential aspects of **CHRIST-CENTRED, OTHERS-FOCUSED** faith for daily living within our context, we are free to explore how ministries are able to creatively lead and assist people to **Practice** the path of discipleship within The Salvation Army.



"WE CALL SALVATIONISTS WORLDWIDE TO EXPLORE NEW WAYS TO RECRUIT AND TRAIN PEOPLE
WHO ARE BOTH SPIRITUALLY MATURE AND EDUCATIONALLY COMPETENT;

TO DEVELOP LEARNING PROGRAMMES AND EVENTS

THAT ARE BIBLICALLY INFORMED, CULTURALLY RELEVANT, AND EDUCATIONALLY SOUND;
AND TO CREATE LEARNING ENVIRONMENTS WHICH ENCOURAGE EXPLORATION, CREATIVITY AND DIVERSITY.

WE AFFIRM THAT OUR MISSION DEMANDS THE FORMATION OF A SOLDIERY
WHO ARE MATURING, AND ARE BEING EQUIPPED FOR FAITHFUL LIFE AND MINISTRY IN THE WORLD.

IN STRATEGIC AND SUPPORTIVE PARTNERSHIP WITH THE FAMILY,

THE CHRISTIAN COMMUNITY HAS A DUTY TO PROVIDE OPPORTUNITIES FOR GROWTH INTO MATURITY..."

"CALL TO CULTIVATE FAITH", CALLED TO BE GOD'S PEOPLE:
THE INTERNATIONAL SPIRITUAL LIFE COMMISSION, ITS REPORT, IMPLICATIONS AND CHALLENGES.



What do those in our ministries need in order to **Practice** being a **CHRIST-CENTRED**, **OTHERS-FOCUSED** DISCIPLE?

THE PRACTICES

OF HEALTHY DISCIPLESHIP

OUGHT TO BE PRIMARY

IN THE SPIRITUAL FORMATION

OF INDIVIDUALS, GROUPS AND LEADERS

IN ANY DISCIPLE-MAKING MINISTRY.



INFINITUM PROVIDES RESOURCES TO HELP INDIVIDUALS DEVELOP A RHYTHM OF DISCIPLESHIP IN HEALTHY SPIRITUAL COMMUNITY.



Integrating Orange strategy and resources into your approach to leadership development, partnering with families, and teaching, can help you encourage those in your ministry to operate on principles that help take bottom line truths beyond simply a weekly lesson.

THE **SOLDIER'S COVENANT** IDENTIFIES SOME HEALTHY DISCIPLESHIP **PRACTICES**: WORSHIP, PRAYER, SERVICE, AND THE READING OF SCRIPTURE.

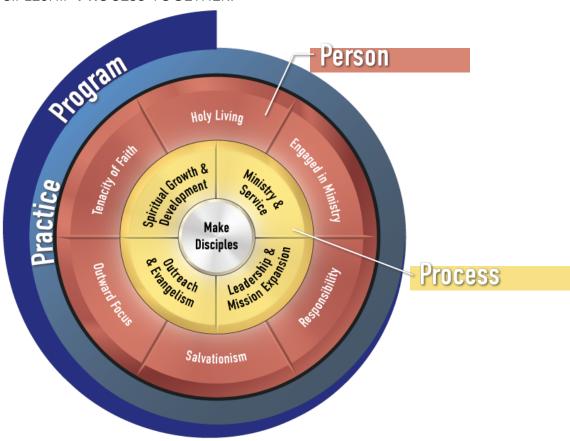
More broadly, it also emphasizes the development of **Healthy Spiritual Habits** and engagement in **Healthy Spiritual Community** in the context of covenant, with the aim that "the values of the Kingdom of God and not the values of the world" would be made the standard of a Soldier's life.

WHILE NOT ALL WHO ATTEND THE SALVATION ARMY ARE OR WILL BECOME SOLDIERS, THE **COVENANT** OUTLINES PRINCIPLES OF DISCIPLESHIP THAT ARE MORE FOUNDATIONAL THAN PROGRAMS ALONE.



While one of the first points of contact with an individual may be through a **Program**, we must continually remind ourselves that they are not central to discipleship.

PROGRAMS 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.

HEALTHY **PROGRAMS** WITHIN A CORPS WORK TOGETHER TO HELP PEOPLE DEEPEN THEIR DISCIPLESHIP EXPERIENCE, PROVIDING OPPORTUNITIES OF GROWTH, SERVICE, OUTREACH AND LEADERSHIP, WHILE CHALLENGING DISCIPLES TO LIVE A **CHRIST-CENTRED**, **OTHERS-FOCUSED** FAITH BEYOND THE CONFINES OF ANY PARTICULAR **PROGRAM**.



PROGRAMS WORK BEST IN A COORDINATED EFFORT:

WHEN LEADERS UNDERSTAND AND OPERATE BASED UPON THE SPECIFIC PURPOSE AND AIM OF THEIR **PROGRAM** WITHIN THE BIGGER PICTURE OF THE DISCIPLE-MAKING **PROCESS**, AND WHEN THEY BUILD THE NECESSARY BRIDGES TO AND FROM OTHER **PROGRAMS** AND LEADERS FULFILLING DIFFERENT ASPECTS OF HOLISTIC DISCIPLESHIP.

PROGRAMS SHOULD NOT BE ISLANDS UNTO THEMSELVES.

Nor is any single **Program** designed or intended to bring an individual through the whole **Process** of discipleship on its own.

HOW COORDINATED ARE THE DISCIPLESHIP EFFORTS BETWEEN THE **PROGRAMS** WE RUN?

In what ways can we improve our coordinated efforts and/or build bridges between **Programs?**

FINDING AUPS ESECPENCA

WHAT ARE WE DOING?

AGAIN... LOOK BACK ON THE OVERALL MINISTRY EFFORTS AND **PROGRAMS** THAT ARE CURRENTLY TAKING PLACE IN YOUR SETTING, AND CONSIDER WHICH ELEMENTS OF A **CHRIST-centred**, **OTHERS-focused** faith they help develop and/or help individuals **Practice**.

(IT IS OK IF ONE PROGRAM HAS MORE THAN ONE AREA OF PURPOSE, BUT IT WILL BE HELPFUL TO BEGIN TO DETERMINE THE PRIMARY FOCUS & AIM OF EACH.)

HOW ARE WE DOING?

On the following pages are questions related to the specific categories of the **Equalizer**.

SHADE IN YOUR EVALUATIONS FROM LOW (1 BLOCK) TO HIGH (10 BLOCKS), GIVING A PICTURE OF WHAT YOUR CURRENT MINISTRY **Equal** Looks like when you "push pause".

AGAIN... GIVE YOUR "GUT RESPONSE" ON THE EFFECTIVENESS OF YOUR OVERALL MINISTRY'S EFFORTS—THIS TIME, IN HELPING DEVELOP A **CHRIST-CENTRED**, **OTHERS-FOCUSED** EXPRESSION OF FAITH IN THE LIVES OF DISCIPLES.

* A COUPLE THINGS TO KEEP IN MIND:

- 1. THE ULTIMATE GOAL OF USING THIS TOOL IS TO EVENTUALLY SEE THESE ELEMENTS FULLY INTEGRATED INTO THE EVERYDAY LIVES OF THOSE IN YOUR MINISTRY.
- 2. THE MORE HONEST YOU ARE WITH YOURSELF AND ABOUT YOUR MINISTRY EFFORTS HERE, THE MORE EFFECTIVE THE **Equálizer** will be in helping you determine next steps to becoming more intentional in your disciple-making efforts.

FINDING AUPS FSECPENCA

On the next page, indicate how effective you believe your current ministry efforts are in helping develop holistic **CHRIST-centred**, **OTHERS-FOCUSED** DISCIPLESHIP IN YOUR SETTING.

YOU WILL THINK ABOUT AND EVALUATE YOUR MINISTRY FROM THREE DIFFERENT ANGLES:

- 1. What are we intentionally doing & providing in this area?
- 2. How are we seeing this applied by those in our groups? AND
- 3. How well are we seeing this modelled by our leaders?

USING 3 DIFFERENT COLOURS, FILL IN YOUR

EQUÁLIZER
CHART.

USE ONE COLOUR
TO ANSWER
QUESTION 1 IN
EACH CATEGORY,
SHADING IN THE
FIRST COLUMN OF
THAT CATEGORY.

USE A DIFFERENT
COLOUR FOR
QUESTION 2 &
COLUMN 2. AND
USE ANOTHER
COLOUR FOR
QUESTION 3 &
COLUMN 3 IN EACH
CATEGORY.



AS YOU COMPLETE YOUR **EQUALIZET**, YOU WILL LIKELY SEE THAT YOU ARE DOING WELL WHEN LOOKING THROUGH ONE LENS, AND NEED IMPROVEMENT WHEN LOOKING THROUGH THE OTHERS.

THIS IS NORMAL.

THIS WILL HELP GIVE YOU A TRUE INDICATION OF WHERE YOUR AREAS OF STRENGTH AND AREAS OF NEED LIE IN YOUR MINISTRY.

FINDING AUPS ESECPENCA

OUTWARD FOCUS:

EFFECTIVE PERSONAL WITNESS

- 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

- 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

- 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

- Does our curriculum, strategy & 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

- 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?
- TO WHAT DEGREE DO OUR LEADERS ENGAGE IN THE BODY, SHARING LIFE AND FAITH TOGETHER, WITH ACCOUNTABILITY?

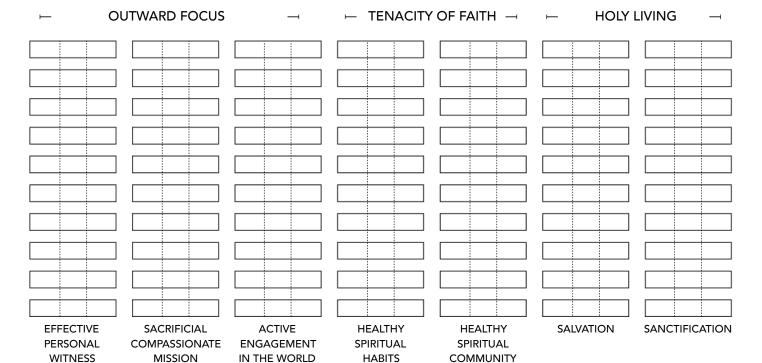
HOLY LIVING:

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

- 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?



FINDING AUPS FSEUPEN

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 THE 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

- DO WE INTEGRATE SALVATIONIST DOCTRINE, DISTINCTIVES AND PRACTICE INTO OUR TEACHING AND PROGRAMMING?
- 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?
- DO OUR LEADERS EMBODY A SPIRIT OF SALVATIONISM, VALUING THE STANDARDS, PRACTICES AND COVENANTS OF THE SALVATION ARMY?

⊢ENGAGED IN MINISTRY⊣	—	RESPO	ONSIBILITY	→ ⊢	-SALVATIONISM
] []]				
EQUIPPED ENTRUSTED FOR WITH MINISTRY MINISTRY	STEWARDSHIP	DISCERNMENT & DECISION- MAKING	RELATION TO AUTHORITY	RESPONSE TO GOD'S CALLING	BELIEFS, VALUES, & BEHAVIOURS

AREAS OF STRENGTH

THE FOLLOWING SECTIONS OF THE **EQUALIZEP** WILL HELP YOU DETERMINE—WITH YOUR TEAM—WHAT NEXT STEPS CAN BE TAKEN TO HELP YOU BECOME EVEN MORE INTENTIONAL IN YOUR COORDINATED DISCIPLE-MAKING EFFORTS.

AS YOU HAVE CONSIDERED THE PROGRAM AND PRACTICE TAKING PLACE IN YOUR MINISTRY, OBSERVE THE AREAS OF STRENGTH (WHERE YOU HAVE EVALUATED WITH THE HIGHEST LEVELS) IN BOTH THE PROCESS AND PERSON SECTIONS OF THE

2.

1.

IDENTIFY AND LIST BETWEEN ONE AND THREE OF THESE STRENGTHS, GIVING A BRIEF DESCRIPTION OF WHAT IS WORKING WELL AND HOW YOU VISIBLY SEE THEIR EFFECTIVENESS IN THE OVERALL STRATEGY OF MAKING DISCIPLES:

3.

AREAS OF VEED



1.

NOW TAKE NOTE OF THE AREAS OF GREATEST NEED (WHERE YOU HAVE EVALUATED WITH THE LOWEST LEVELS) IN BOTH THE PROCESS AND PERSON SECTIONS OF THE EQUÁLIZED.

IDENTIFY BETWEEN ONE AND THREE OF
THESE INDICATORS AND LIST THEM
HERE, GIVING A BRIEF DESCRIPTION OF
WHAT IS HAPPENING AND WHY YOU
CONSIDER IT AN AREA THAT NEEDS
GREATER ATTENTION AND/OR
INTENTIONALITY IN THE OVERALL
STRATEGY OF MAKING DISCIPLES:

2.

3.



AS YOU HAVE IDENTIFIED AREAS OF STRENGTH AND NEED IN YOUR MINISTRY'S **PROGRAM** AND **PRACTICE**, BEGIN TO CONSIDER WHAT MAY BE NEEDED IN ORDER TO BUILD UPON WHAT IS WORKING WELL, AS WELL AS TO INJECT NEW LIFE AND EFFECTIVENESS INTO THOSE AREAS WHERE YOU SENSE YOUR MINISTRY IS NOT YET "HITTING THE MARK".

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:

<i>''</i>	WOULD BE EVEN BETTER IF	•	, //

REMEMBER: THE AIM HERE IS TO KEEP MOVING FORWARD, SEEKING HOW TO BECOME EVEN MORE INTENTIONAL IN YOUR DISCIPLE-MAKING EFFORTS.

DON'T SOLELY FOCUS ON AREAS OF NEED. EXPLORE HOW TO UTILIZE YOUR AREAS OF IDENTIFIED STRENGTHS FOR EVEN GREATER EFFECTIVENESS AS WELL.

On the Next page, complete the above statement for each identified area (of strength and need), thinking of as many ways as possible that each area could experience even greater effectiveness—how it would be "even better if..."



AREAS OF STRENGTH:

1.	would be even better if
2.	would be even better it
3.	would be even better if
AREAS OF NEED:	
AREAS OF NEED:	would be even better if
	would be even better if
	would be even better if
1.	
1.	would be even better if would be even better if
1.	
1.	
2.	would be even better if

ADJUSTING YOUR FREQUENCY

Now consider what may be needed to turn your "even better if..." into reality.

WHAT SPECIFIC STEPS AND ACTIONS NEED TO BE TAKEN?

WHO WILL BE RESPONSIBLE FOR EACH STEP?

WHEN WILL EACH STEP BE REVISITED TO HELP ENSURE THAT IT HAS ACTUALLY TAKEN PLACE?

What is your plan, as a team, to see your "even better if..." reality take shape?

As you write down your plan, keep it in front of you throughout the coming months as you work together to become even more intentional in your ministry's disciple-making **Program** and **Practice**.

1. Making	ev	ven better if	
Action Step	Who is Responsible?	Check-in Date	Completion Date

2. Making		ev		
	Action Step	Who is Responsible?	Check-in Date	Completion Date

ADJUSTING YOUR FREQUENCY

3. Making	even better if			
Action Step	Who is Responsible?	Check-in Date	Completion Date	

4. Making	ev	even better if		
Action Step	Who is Responsible?	Check-in Date	Completion Date	

5. Making		ev		
Α	ction Step	Who is Responsible?	Check-in Date	Completion Date

eve	even better if			
Who is Responsible?	Check-in Date	Completion Date		



YOU'VE TAKEN THE HARDEST STEP: ACTUALLY TAKING THE TIME TO EVALUATE YOUR PROGRAM TO GET A PICTURE OF WHAT YOUR CURRENT MINISTRY EQUÁLIZEP 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.

REVISIT YOUR EQUÁLIZED ON A REGULAR BASIS.

FIND A TIME AT LEAST ONCE A YEAR TO "PUSH PAUSE" AND RECALIBRATE.

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.











SECONIVENDED SEROPSCER

THE FOLLOWING IS A LIST OF BOOKS & RESOURCES TO HELP YOU CONTINUE TO BUILD A FOUNDATION AND FRAMEWORK IN YOUR LIFE AND MINISTRY, TO BECOME EVEN MORE INTENTIONAL IN YOUR THINKING AND EFFORTS OF MAKING CHRIST-CENTRED, OTHERS-FOCUSED DISCIPLES:

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Leadership Essentials

recalibrate THE ON SALVATION SALVATI



re-envisioning discipleship of the next generation of Salvationists

Strategy