

## UNIT III

### LEADING IN CHURCH DEVELOPMENT

Churches range in degree of organization from those with simple and unstructured meetings for worship on Sundays to those with multiple auxiliary organizations, numerous committees, and many meetings. In recent years the trend in churches has been towards more complex organization, patterned after successful businesses. The number of organizations and their attendance records have come to be the accepted gauge for determining successful church development. With increasing organizational responsibilities, the pastor has found more and more of his time involved with administration.

To what extent does a church need organized groups to insure growth and development? A church needs the minimum number of organizations necessary to meet the spiritual needs of its members and the neglected needs of the people of the community. Some organization is necessary to accomplish spiritual goals and responsibilities in an orderly and efficient manner. The pastor and church must remember, however, that organized groups *can* cease to be effective in spiritual ministries and become liabilities to a church and the Kingdom of God. Frequently, these organizations come to depend on their own efficiency and methods for spiritual success instead of serving as instruments to be used by the Holy Spirit. The Spirit of God is not controlled by or dependent on organizations, but He can work through them when His power and guidance are sought.

Jesus commanded His Church to accomplish certain tasks. *Lesson 7* discusses these tasks and the organizations which are basic in carrying out the Great Commission. Emphasis has not been placed on characteristics and methods of the organizations but on the purposes and spiritual goals to be accomplished. Churches in different cultures will vary in organizations and methods, but they should not vary in purpose. A church must first determine the goals it needs to accomplish and then develop the organizations and methods to reach those goals.

A proper attitude towards possessions and personal responsibility to serve God has always been a problem. Stewardship deals with the relation of the created to the Creator. Since a man's life and strength come from God, his total life is involved in faithful stewardship responsibilities. Possessions are a part of man's life in the sense of providing the daily bread on which his physical life depends. Life is more than the physical, but the spiritual has need of the physical body, and the body has need of possessions. One of man's greatest stumbling blocks is his possessions and their relation to God. When a Christian develops as a faithful steward he develops spiritually; when members of a church develop in stewardship the church develops spiritually. Church development and spiritual growth are impossible apart from stewardship development. Principles for such growth and development are discussed in *Lesson 8*.

In the twentieth century, more emphasis has been placed on buildings which house churches. With the development of the Sunday school during the past two centuries to the point of including adults in Bible study, many churches have constructed educational units to provide facilities for more effective instruction for both adults and young people. Contemporary concepts of teaching in educational institutions influence Bible teaching. The prevailing concepts of teaching in turn influence the design of the facilities. The auditorium or sanctuary reflects the theology of a church and contributes to or distracts from worship. Since the building both reflects and influences the concepts of a church, careful consideration should be given to the location and design of the structure. A church must remember, however, that a beautiful and adequate building does not assure the presence of God. Expanding the facilities does not guarantee that a church will develop, but a developing and growing church has need to expand its facilities. *Lesson 9* gives a few guidelines to consider when leading a church in a building programme.

## LESSON 7

### THE PURPOSE AND USE OF CHURCH ORGANIZATIONS

#### Introduction

##### Aim

To understand more clearly how the organizations relate to the over-all purpose of the church and how their goals can be carried out.

##### Thought questions

1. What are the nature and purpose of the church?
2. What should the church do to fulfil its purpose?
3. What organizations and planned activities can help the church achieve its purpose?
4. What relation should these organizations have to the church?
5. Is the womans' missionary organization part of the church?
6. Are home Bible study groups part of the church?

#### The Nature and Purpose of the Church

##### The separated people of God

Paul identified himself to the church in Rome as "a called apostle" (see Rom. 1:1). He addressed the Roman Christians as "beloved of God, called saints" (see Rom. 1:7). The concept of called is important in Christian service. The Greek word for church means called out. "Called saints" emphasizes God's calling His servants to separate from the world in order to be set apart in His service. The church is God's "called out" servants who have been chosen to spread His Word. The church, therefore, is the people of God who have been called apart from the world into God's service and commissioned to take the gospel of the Kingdom to the world. The nature of the church can be described as the called people of God. The primary function of the church is service. Service is not to be separated from worship since one's service to God is his spiritual worship according to Romans 12:1-2. The purpose of worship is partially fulfilled through the ministry of carrying the gospel to the world. The first activity of the church, then, is to serve or worship God by witnessing or sharing the gospel.

##### Gathered and dispersed

The church has two forms of existence: gathered and

*Saint means set apart into \_\_\_\_\_ service.  
Church refers to God's " \_\_\_\_\_ "  
servants who have been chosen to spread  
His \_\_\_\_\_.*

*(God's, called out, Word)*

dispersed. Emphasis in the past has been on the church as gathered—"a called out assembly." Assembling is essential to the spiritual life of God's people but does not embrace the total life of the church. The dispersion of the church is vital to its nature as servant. Since the purpose of the gathered church is often misunderstood, the work of the dispersed church is neglected.

The people of God assemble to praise God, to fellowship with one another, to share in prayer, and to train for their work as witnessing servants in the world. Since all the people are ministers, they need to train for their service in the world. Every church should be a functional seminary which trains God's ministers. Four organizations have been developed to help a church carry out its training responsibilities.

### Bible Study Organization

#### The need for it

After disciples are made of all nations and are baptized in the name of the Father, Son, and Holy Spirit, Jesus stated that they are to be taught to observe all things which He had commanded (Matt. 28:19-20). This Scripture emphasizes the making of disciples and the instructing them in the Word of God. Actually, disciple means learner; therefore, the evangelizing and teaching tasks of the church can be described as the activity of making disciples.

The preacher who thinks that the congregation is gaining sufficient Bible knowledge from his sermons is mistaken. He needs to give only a simple examination of the previous Sunday's sermon to reveal how little people learn through preaching. Two reasons why even doctrinal sermons do not communicate adequately the truths desired to be taught are: (1) A preaching service is more formal, and the listener does not feel directly involved. (2) The listener is not required to give an immediate response to the material being presented. He is more of a passive participant. In order for people to learn, they must respond actively to the ideas presented. They must look up scripture verses, "diligently seek" the interpretation, answer questions, and react to suggestions with their own ideas.

Since preaching is an inadequate method of teaching the disciples "to observe all things" and since most Christians do not have a personal programme of Bible study, the church must provide Bible instruction. If Jesus had limited His instruction of the disciples to His formal sermons, they would have had little understanding of the gospel of the Kingdom.

Teacher is a more appropriate description of Jesus than preacher. He was called a rabbi on numerous occasions, and His teaching, not his preaching, astonished

Match by drawing lines from the church's two existences to their characteristics.

- |              |                                     |
|--------------|-------------------------------------|
| 1. gathered  | a. is a servant in the world        |
| 2. dispersed | b. worships and trains for its task |

(1--b, 2--a)

Preaching is more formal and, therefore, is inadequate as the sole method for Bible teaching because:

1. The listener does not become directly \_\_\_\_\_.
2. The listener is not required to give an immediate \_\_\_\_\_ to material presented.

(1. involved, 2. response)

the people. His emphasis was on the content of the message rather than the skill of delivery.

### The importance of enlisting adults

The Sunday school or Bible school has been a popular means of teaching the Bible for two centuries. Unfortunately, many adults do not feel the necessity of being enrolled in a Bible study class. Too often, Sunday school is interpreted as being only for children. This concept has resulted in many Christian adults living most of their lives without seriously studying the Bible. Even though the majority of citizens in some countries are church members, the influence of Christianity is very weak because of the failure of Christians to be concerned about learning and obeying the Word of God.

### Bible study at home

The church must seek ways of involving not only children but entire families in Bible study. A forty-five minute period of Bible study each week for children is not adequate. Parents need to be enlisted in teaching the Bible at home throughout the week. Before this can happen, parents must become involved in serious Bible study themselves.

### Reasons for ineffective Bible study

Some critics have concluded that Sunday school is wasted effort because of the little Bible knowledge that is being received by those who attend. Several factors are responsible for the ineffectiveness of the Bible school. As previously mentioned, one brief period each week is not sufficient for the teaching of the Bible. A second factor is the lack of regular attendance on the part of those who are enrolled. Another problem is the failure to prepare on the part of those who do attend. A fourth problem is the failure to respond with mind and attitude to the teaching of the Word of God. Because of the Great Commission, the church is responsible for facing these problems and solving them. The pastor is the key person in leading the church in effective Bible study.

### Providing classes for each age group

Classes should be provided for different age groups. The division into ages usually is based on educational and social factors. Younger children, who have not learnt to read, cannot function properly with school-age children who can read. The reading ability of children develops rapidly during the early years in school; therefore, a Bible study class should not be too broad in age span. When boys and girls reach the age of eleven or twelve, they begin to undergo biological changes and develop new patterns of social relations. They are no longer children but are not yet adults. By the age of sixteen or seventeen, young people begin to face life's most serious decisions.

*The Sunday school or Bible school has failed to reach adults because:*

1. Many adults do not feel the necessity to be involved in \_\_\_\_\_.
2. They often interpret Sunday school as being only for \_\_\_\_\_.

*(1. Bible study, 2. children)*

*Four reasons the Sunday school is not as effective as it should be are:*

1. limited t \_\_\_\_\_ (only one hour a week).
2. lack of regular a \_\_\_\_\_.
3. failure to p \_\_\_\_\_ on the part of pupils.
4. failure to respond with m \_\_\_\_\_ and a \_\_\_\_\_ to the teachings.

*(1. time; 2. attendance; 3. prepare; 4. mind; attitude)*

Fortunately, many have already decided to follow Christ. In addition, they are making decisions concerning their vocation and marriage and whether to continue their education. During their twenties, they are concerned about starting a home and getting ahead economically. Social, economic, and educational situations create common interests which draw persons together and should be considered in forming Bible study groups. On the other hand, the level that a person has reached in Bible study should be considered also, since the purpose of his attendance is to learn the Bible. To organize Bible study groups simply on the basis of social needs is a mistake which results in very little progress being made in spiritual growth.

### Providing qualified teachers

Teaching involves much more than the ability to quote verses of Scripture. Before they can teach, teachers of the Bible need to know the commandments and teachings of Jesus, how to apply these teachings to life in today's world, and how to challenge their pupils to hunger and thirst after righteousness.

The work of the teacher extends beyond the classroom. The teacher who never visits in the homes of class members lacks knowledge of and interest in the needs of the pupils. Teaching involves sharing life with those who are being taught. Jesus did not limit His teaching ministry to appointed occasions when He met with His "learners" (disciples). They were with Him each day, facing the problems which He faced and observing how He solved them. His attitude and faith were as significant as His answers to questions and His methods for meeting needs. Jesus ate in the homes of the disciples and joined them on their jobs. They learnt through these sharing experiences what Christian faith really means in relation to daily problems. They learnt about Christian love, not so much by what Jesus said about it but by what He did in actual relationships. His disciples learnt about Christian righteousness by observing Jesus' stand for His convictions and principles of righteousness while facing strong opposition and great difficulties. The disciples needed to know the Commandments, but a greater need was to know how to apply them daily. Jesus' teachings were effective because they involved more than one brief period per week and because they extended beyond the classroom and into life.

The Bible study programme needs to face up to the following questions regarding teachers: Are they untrained? If so, what can be done to provide training for them? What qualifications should be required? How important are intellectual, moral, and spiritual qualifications? Is it better to have several classes with a number of unqualified teachers or to have fewer classes

Two factors to consider in forming Bible study groups are:

1. e \_\_\_\_\_ and s \_\_\_\_\_ situations.
2. l \_\_\_\_\_ of Bible knowledge already attained.

(1. economic, social; 2. level)

Jesus' disciples learnt from the w \_\_\_\_\_ of Jesus, by o \_\_\_\_\_ what He did, and from His a \_\_\_\_\_ and f \_\_\_\_\_.

(words, observing, attitude, faith)

Jesus taught by what He \_\_\_\_\_ as well as by what He \_\_\_\_\_.

(did, said)

with better teachers? What determines whether a teacher is qualified or not?

Certainly a teacher must be a student of the Bible and be consistent in his daily living. If his teachings are not matched by dedication of life and commitment of soul, his effectiveness as a teacher will be hindered.

### Purposes of the Bible study organization

The making of disciples involves two stages: enlisting persons to become followers of Christ (evangelization) and helping the saints to mature (teaching church members the Bible). Often the two are combined into the same class, an arrangement which has advantages and disadvantages. One advantage is that class members may invite their non-Christian friends to attend Bible study with them. In this way, the Bible study class serves to evangelize the non-Christians. A disadvantage exists in the presentation of the same biblical materials to all persons even though their needs differ greatly. More effective teaching could be done if those who need to become disciples and those who need to grow as disciples studied lessons that were more in line with their requirements. Perhaps a church should provide two programmes of Bible study: learning about Christ and maturing in discipleship.

Since many adults do not attend Bible class because of fear that their ignorance of the Bible will be exposed, they might be more responsive if they were placed in a beginning class rather than with persons who have attended Bible study for a number of years. After persons have completed the introductory classes to Christianity, they could then be promoted to the classes for maturing disciples.

Classes which introduce one to Christianity should acquaint students with the books of the Old and New Testaments, give a simplified chronological and geographical orientation of Bible history, instruct them in salvation doctrines, teach them how to live the victorious Christian life by walking daily in the power of the Spirit, and prepare them to share their faith. The classes for maturing disciples should be more advanced and should focus on preparing Christians to be teachers and ministers of the gospel.

### The Church Training Organization

#### The importance of training

Christ made service the test of greatness: "But whoever would be great among you must be your servant, and whoever would be first among you must be your slave; even as the Son of man came not to be served but to serve, and to give his life as a ransom for many" (Matt. 20:26-28, RSV). The primary purpose of the church is

A Bible teacher must be a student of the \_\_\_\_\_ and be consistent in daily \_\_\_\_\_.

(Bible, living)

List the two stages in making disciples.

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

(1. evangelizing, 2. maturing)

Christ made service the test of \_\_\_\_\_.

(greatness)

worship. To give one's life in dedicated service is a life of worship (Rom. 12:1-3).

Christians must be trained in order to serve effectively. Knowledge of the Bible is important, but without the ability to communicate that knowledge and to put it into daily practice, the Christian remains fruitless. A church needs a sound teaching programme, but it also needs an effective plan for training leaders to communicate the gospel effectively and to minister in other areas. Learning is best achieved by combining formal instruction and experience.

### Select training objectives

Before a practical training programme can be designed, objectives to be accomplished should be determined on a basis of need. As a result of participating in a training organization, many persons have learnt to speak before groups and to pray publicly. These are worthy objectives and should be among the first to be accomplished. However, the programme must not be limited to them alone; otherwise, those who have already accomplished them will no longer find the training organization useful and challenging. Objectives should be based on the needs of people, and first needs of Christian servants are to develop skills for serving Christ. These needs go beyond the ability to speak and pray publicly.

Since churches are made up of Christians of varying maturity, some will already have passed through the initial stages of training while others will only be starting. For this reason, the plan for training should provide a curriculum enabling *all* God's chosen servants to develop simultaneously.

One's own life is a rich source for discovering areas which need attention in training. Some Christians are likely to sense the need for development of skills in precisely the same areas as those sensed by the director of training.

### Planning the training curriculum

Creativity and constructive imagination are needed in planning training programmes adapted to the needs of the members. The needs for leadership training should be analysed, and the resource material available should be surveyed. From this information, the pastor and the director of training are able to project a programme which will strengthen leadership in the church. If the need is for more teachers in the Bible study organization, training in doctrine, in understanding the needs of people of various ages, and in effective methods of communicating the truths of the Bible should be provided. If the need is for leaders to gain poise and experience in standing before groups to present Bible truths, the training should be structured in a way to allow maximum participation and

*The objectives of a training programme should be based on the \_\_\_\_\_ of the people.*

*The most urgent need of Christian servants is to develop skills for \_\_\_\_\_ Christ.*

*(needs, serving)*

*The primary purpose of the church training programme is to train and strengthen \_\_\_\_\_.*

*(leaders)*

experience on the part of potential leaders. Whereas the Bible study organization is structured to have a teacher instructing students, the training organization should emphasize the participation of the class members.

The programme of the training organization should encourage members to use their Bibles in finding answers. Answers should not be supplied by a teacher or leader; otherwise, instead of becoming active leaders, the members become passive followers dependent on the instructor.

### Selecting a time for training

Some churches have scheduled training activities for the hour preceding the evening worship service. Two advantages of this plan are: (1) members are not required to make as many trips to church each week; (2) members who attend the training session can be encouraged to remain for the evening worship service.

In addition to an hour of training each Sunday evening, a church may occasionally decide to sponsor a week of intensive training, meeting two hours each evening. For specialized courses needed by a few leaders but not by all church members, small groups could be encouraged to meet in homes one night each week.

### Providing training programmes

Since teaching methods in church schools are similar to those used in government and private schools, Christians who have specialized training for teaching in primary and grammar schools will likely be qualified to give instruction to Bible teachers. Several churches within the same area could plan a cooperative leadership training school in order to utilize the talent available in each church. These schools usually meet two hours each night for a week. If capable teachers are not available, small groups can organize a participation-learning programme in which each person who attends prepares for the lesson and contributes to the discussion of the material. One person will need to be designated as the leader and will be responsible for keeping the discussion on the subject. These small study groups could meet in homes once each week.

Leaders need to be encouraged to do individual study. The pastor needs to help individuals plan their study programmes and to recommend sources. When properly supervised and encouraged, persons can make excellent progress through individual study programmes.

In smaller churches, the pastor should give personal guidance to each member who has been elected to the responsibility of directing a church organization. Although he should be encouraged to participate in group training, the specialization of his responsibility may demand special training. The director actually becomes

List two advantages for having training classes scheduled before the evening worship service.

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

(Compare your answers with the text.)

Now that you have read the topics Selecting a time for training and Providing training programmes, list four types of leadership training programmes which may be undertaken.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

(Compare your answers with the text.)

responsible for promoting a training programme for the members of the organization.

### Training for New Members

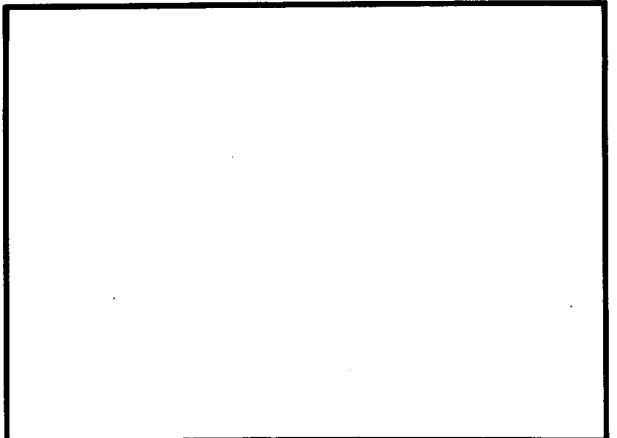
New Christians who have experienced the joy and enthusiasm of the new life in Christ are receptive and responsive to training. Unfortunately, many churches fail to take advantage of this most opportune time for preparing and involving Christians in service. Without guidance and training, new believers become discouraged, and some soon lose their zeal for service. Without training, they do not know how to become involved in serving Christ.

New Christians need a deeper understanding of their salvation experience. Through faith they have experienced the joy of reconciliation with God, but they may not be aware of the responsibilities of righteous living and dedicated service. They need to know (1) the meaning of baptism and the Lord's Supper, (2) the nature and purpose of the church, (3) the need to worship with God's people, (4) the responsibility of supporting the church through tithing, and (5) the commission of sharing Christ with the lost. When the salvation experience is recent and vivid, it provides the best time to lead believers to share their experience with others. They need instruction and encouragement for becoming involved in witnessing.

### Women's Organizations

Women have been more sensitive than men to Christ's command to go into all the world. They have recognized that Christ's commission to a world-wide missionary task is often neglected because of lack of information. In many churches, Bible study and demands of local problems and needs have not left time for missions to receive proper emphasis. Many churches now have women's organizations which are devoted to the study of missions, to the support of missions through prayer and giving, and to involvement in missionary outreach to the surrounding community. Women also have led in organizing youth groups to study missions and to learn how to interpret God's call. Many young people have been challenged to surrender to the will of God after reading the biography of a dedicated missionary or after becoming informed about the needs of people in foreign lands. Biographies are read usually as a result of women's programmes which emphasize mission work.

Christians cannot be interested in that of which they are unaware. If a church has neglected to give attention to carrying out the Great Commission in the world, it should encourage some organization to study the contemporary missionary situation and keep the church informed con-



*List five areas of study needed by a new Christian.*

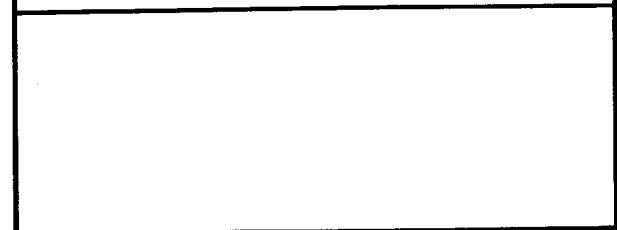
1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

*(Compare your answers with the text.)*

*The three-fold objective of women's missionary organizations is:*

1. to study \_\_\_\_\_
2. to support \_\_\_\_\_  
through \_\_\_\_\_  
and \_\_\_\_\_
3. to be involved in missionary outreach  
in the local \_\_\_\_\_.

*(1. missions; 2. missions, prayer, giving;  
3. community)*



cerning the needs in foreign lands. A group of women meeting together once or twice each month to hear a book review of the life of a missionary or to participate in helping someone in the community will greatly stimulate interest in this neglected area of responsibility.

### Men's Organizations

One of the encouraging signs of our day is the increasing interest of laymen in serving Jesus Christ in a more direct way. In the past, most churches have suffered from lack of enough men to carry on the spiritual work. Women and young people have tended to be much more faithful and interested than men.

Some churches have discovered that men enjoy meeting together in fellowship and in service. A church is strengthened when the men are involved in its work. Some men's groups meet to do necessary repairs on the building. Sometimes the meeting is for the purpose of fellowship by sharing in a meal together. Some meetings should give special attention to the spiritual needs of men. Although repairing the place of worship is important, the involvement of men in spiritual ministry must not be neglected.

Before encouraging the organization of a laymen's group in a church, the needs and purposes of such a group should be determined. There is little point in having a men's organization if there are no interested laymen to carry it on. If a men's group is started, the purposes for its existence should be to promote fellowship among men and to encourage them to become involved in the service of Christ. Areas needing attention are: witnessing, stewardship, mission awareness and support, and guidance in spiritual development of boys.

### Youth Organizations

Young people can make more spiritual progress by having an organization in which they have some controlling voice. If a church has mature young people who can serve as leaders of the organization, they should be encouraged to plan their meetings and be given the responsibility for an occasional worship service. A monthly youth meeting on a Saturday night has been effective in some areas. Young people participate in these meetings by presenting special music, giving testimonies, and preaching. Important themes for youth meetings are evangelism or personal soul winning, missions, finding the will of God, and faithful stewardship.

Young people are open to the leadership of the Spirit of God and need opportunities to commit themselves to the will of God. Churches with a limited number of young

*Two purposes of a men's organization are:*

1. to promote \_\_\_\_\_
2. to encourage involvement in the \_\_\_\_\_ of Christ.

*(1. fellowship, 2. service)*

*Young people should be encouraged and helped in their spiritual progress by giving them opportunities to l \_\_\_\_\_ and s \_\_\_\_\_.*

*(lead, serve)*

people in their membership find value in cooperating with neighbouring churches in youth organizations. Fellowship and inspiration, which result from sharing with young people from other churches, is very valuable.



## Home Study Exercise

**Basic assignment** (Levels 1, 2, and 3). After reading the material in the study guide, answer the following questions.

1. What is the relation of the words saint and church? \_\_\_\_\_  
\_\_\_\_\_
2. Name the two forms of the church's existence and the characteristic function of each. \_\_\_\_\_  
\_\_\_\_\_
3. Give two reasons why preaching is an inadequate method for teaching the Bible. \_\_\_\_\_  
\_\_\_\_\_
4. What is a major limitation of the Sunday school as a Bible teaching organization? \_\_\_\_\_  
\_\_\_\_\_
5. List four reasons why the Bible study organization has been ineffective. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. What two major factors should be considered in forming Bible study groups? \_\_\_\_\_  
\_\_\_\_\_
7. What techniques did Jesus use in teaching His disciples? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
8. What two stages are involved in making disciples? \_\_\_\_\_  
\_\_\_\_\_
9. What is the primary consideration in determining the type training programme needed? \_\_\_\_\_  
\_\_\_\_\_
10. Give two advantages for having the training organization scheduled to precede the evening worship service.  
\_\_\_\_\_  
\_\_\_\_\_

11. List four plans for providing training programmes. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
12. List five things new Christians need to know. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
13. Name three activities of women's missionary organizations. \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
14. State two purposes of a men's organization. \_\_\_\_\_  
 \_\_\_\_\_

**Supplementary assignment (Levels 2 and 3).** Read pages 95–107 in *The Churchbook* by Dobbins and answer the following questions:

1. What essentially were the early Christian churches?
2. According to the chart in *The Churchbook*, list five activities beyond the classroom in which a good teacher should participate.
3. What is the primary need if the Sunday school is to be a school?
4. Why have a weekly officers' and teachers' meeting?

**Advanced assignment (Level 3).** Read pages 108–121 in *The Churchbook* by Dobbins and answer the following questions.

1. What is the difference between teaching and training?
2. State in a general way what a church should do in determining the type training programme it should have.
3. Name the leaders in your church who need training, and specify the type training needed by each.
4. What should be done to conserve new members?

### Seminar Discussion

1. What improvements can be made in Bible teaching and leadership training in your church?
2. Outline a three-year programme for improving the quality of Bible teaching and training for your church.
3. Why do new members become inactive, and what can be done to overcome this problem?
4. Would a missions programme similar to the women's organization be practical for men?
5. What can be done to improve youth involvement in the life of the church?
6. What is the greatest hindrance to "equipping the saints for the work of the ministry"?