



# cultivate

*Creating a Culture of Missions  
in Your Church*

mtw<sup>®</sup>  
Mission to the World

## Course Outline

### I. Lay of the Land – God's Heart for the Nations

- a) Who is God?
- b) What is the Global Context?
- c) Where Are You?

### II. Setting the Plow – Establishing Vision and Values

- a) Values and Vision
- b) Alignment to Vision

### III. Cultivating the Culture – Connecting and Engaging

- a) Connect
- b) Engage

### IV. Workers for the Harvest – Raising up and Launching

- a) Identify and Raise Up Workers
- b) Launching Workers

### V. Next Steps Along the Path

- a) Next Steps
- b) Resources

4-Week Online Course	One-Day Seminar
Consists of (4) 1.5 hour Zoom Meetings scheduled over the course of a month (For example: Monday nights at 7:30 pm on Feb 3, 10, 17, and 24)	Consists of a single day, 6 hour seminar; typically 9 am- 3 pm with lunch
Led by MTW Trainer	Led by MTW Trainer
Church missions team members attend Zoom meetings together. There will be lots of time to work together on practical steps!	Church missions team members attend the One-Day Seminar together. There will be lots of time to work together on practical steps!
Online homework is given before seminar and in between meetings	Online homework is given before seminar
You will have an opportunity to learn from other churches also going through Cultivate	You will have an opportunity to learn from other churches also going through Cultivate

# Setting the Plow – Establishing Vision and Values

## Setting the Plow

### **Training Tip: Rate your church on the 5 Marks of a Sending Church**

Get a simple assessment of those in the attendance by asking people to hold up fingers (1-5) to rate themselves on the 5 marks of a sending church as you go through them.

### **What Is the Goal or Target? The goal is to be a Sending Church.**

As we stated in the introduction, the definition of a Sending Church is: A church where missions is integrated into its spiritual fabric (DNA). Sending Churches:

1. Pray fervently for the Lord to raise up missionaries from the congregation.
2. Challenge members through every avenue of spiritual formation of God's mission to bring the nations to Himself.
3. Identify, develop, and launch members who are called to missions through an intentional and structured process.
4. Act as a sounding board for missionaries' ministry vision and direction.
5. Establish a robust plan for ongoing, spiritual, physical, and emotional care for missionaries serving on the field and while on home assignment.

In order to become a sending church, it is essential to establish your values and vision.

### **Understanding the Mission of the Church**

People love to talk about going out into the world, but the emphasis on churches often gets left out. "The mission of the church is to go into the world and make disciples by declaring the gospel of Jesus Christ in the power of the Spirit and gathering these disciples into churches, that they might worship the Lord and obey his commands now and in eternity to the glory of God the Father." Kevin DeYoung, *What is the Mission of the Church*

### **Essential Values – Key Convictions for Missions**

Values are the guiding principles that keep your vision focused and on track. Well-articulated values are essential in becoming a fully orbed sending church. The following values use the acronym **G.R.R.A.S.P.** and encapsulate the convictions we believe are necessary for creating a culture of missions.

1. **Gospel-Centered – Understanding the mission of the church.**

The Great Commission is the specific task of the Church to be established among every people group. Stephen Neill says, "If everything is mission, nothing is mission." While there is a biblical call to evangelize locally and live missionally, the Great Commission is incomplete without intentionally and contextually proclaiming the good news of Jesus Christ beyond our "Jerusalem" or our "Samaria" in order to establish gospel-centered churches.

2. **Recklessly Dependent – Stepping out in God-honoring faith**

Following Christ will require faith that seems reckless but honors Him. Every missions endeavor includes risk of some kind whether physical, emotional, or spiritual (and in most cases all three). Christ made it clear that doing the work of His kingdom will include suffering.

3. **Renewal – Spiritual renewal fuels missions**

There is an integral connection between renewal and missions in that a personal or communal spiritual renewal often fuels and motivates God's people to actively engage in missions. "Mission is about so much more than what a person does. Ultimately, mission is an expression of people becoming more like Christ." (Serge: Going Global Guide, Chp. 2). A renewed passion for the Gospel and a deeper understanding of God's heart for the nations naturally leads to a desire to share it with others and engagement in the Great Commission. When planning, missions conferences and other events, it's helpful to think of them more as times of renewal, than just an emphasis on missions.

4. **Altogether Integrated – Including the whole church**

A successful missions movement in the church involves the whole church. The first key ingredient is an "**activated leadership**" willing to support and champion the vision (Matthew Ellison, Sixteen:Fifteen). Once the leadership is on board the entire congregation must then be engaged. We acknowledge the priesthood of all believers with a diversity of spiritual gifts and talents. If time permits, show this this video on the impact of pastors taking vision trips: [www.vimeo.com/686401482](http://www.vimeo.com/686401482)

5. **Strategically Focused – Staying on course in global missions**

The saying is true, "If you aim at nothing, you'll hit it every time." Having an overarching strategic plan to follow is essential even if it changes over time. Through prayer, a biblical assessment of global needs, and your church's unique calling, will help you remain focused on your global missions efforts.

6. **Prayer for Advancing Missions – Relying fully on the Lord**

Corporate and individual prayer is absolutely essential to missions. When we pray for missions we are mysteriously and yet powerfully engaged in advancing God's global kingdom.

**Note: For churches formulating a missions team for the first time, see the document "Missions Committee" for formation, structure, and best practices on the resources page.**

## Casting Vision

A common temptation for church leaders wanting to establish and grow a missions ministry is to just jump in and take action (i.e. plan a conference, support missionaries, send members on a summer project). A bias for action can be a good thing, but creating a culture of missions and maximizing your church's potential depends on one thing: **a carefully developed vision**. Clearly establishing the purpose and direction for your missions ministry will reap a bountiful harvest down the road.

1. Purpose of a vision statement – A good vision statement should do two things: inspire and inform.
  - a. Inspire – People want to be part of something compelling, challenging, and significant. God is calling us to something larger than ourselves. What could be more compelling than the Great Commission?
  - b. Inform – A church's vision statement is a compass pointing the ministry in a certain direction—and away from other directions. A good vision statement will help leaders make decisions and to say no to certain possibilities because they've said yes to others.
2. Components of a vision statement – A biblical example of a vision statement is found in Nehemiah 2:17: "You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be in disgrace." Nehemiah's statement has four major components that we can learn from in casting vision.
  - a. Clarity – A clear path that enables them to stay on task.
  - b. Motivation – Addressing a need and call for a response.
  - c. Achievable – Within reach over time (in the strength of the Lord).
  - d. Measurable – Has some quantifiable goals.
3. Vision statement examples – Take a moment to read the following vision statements. What are the strengths and weaknesses of these statements?
  - a. First Church will endeavor to plant 50 indigenous churches in 50 great cities of the world utilizing church planting centers with our global partners.
  - b. We will glorify God by fulfilling the Great Commission.
  - c. Fueled by a passion for God's glory, empowered by the Holy Spirit, we commit to sharing the gospel and making disciples cross-culturally so that Christ-honoring churches grow among the nations in three geographic locations.
  - d. The goal of the missions ministry of Covenant Church is to support missionaries in cross-cultural settings.



- e. The missions team exists so that our neighbors and the nations have access to the gospel of Jesus, so that they may believe, follow, and worship Him. We desire all members to have a burden for the nations, evidenced by:
  - being aware of and praying for our global partners and global members
  - personally financing an unreached church-planting/disciple-making work
  - having a friendship with at least one international friend
  - sending five units in an unreached church-planting work by 2030
4. Process of developing a vision statement  
 Now that we have covered the characteristics of a good vision statement, here is the process of developing your vision.
  - a. Establish the priorities – Examples: Church Planting, Education, Leadership development etc. (Read Tim Keller Article “Why Plant Churches”)
  - b. Envision the future. What will it look like in 5, 10, 15 years?
  - c. Encapsulate this vision as succinctly as possible – Try to keep the initial statement to 3 or 4 sentences. (Note: A vision statement can also include some strategic goals stating how you will accomplish it.)
  - d. Evaluate its effectiveness – use the statement to make decisions and adjust as needed.

#### **Breakout Groups: Vision Brainstorming**

Spend time brainstorming high-level values and priorities for your missions vision. If your church has a vision statement, refer to that for words and phrases you might want to consider using. See pages 9-10 in the Participant's Guide..

#### **Discussion After-Breakout Groups:**

Report back to the group on the high-level values and priorities that you discussed

What elements of the following should we incorporate into our vision?

- **God’s Heart & Global Needs**  
Examples: Unreached, Mis-reached Peoples, 10/40 Window, Bible translation etc.
- **Church DNA**  
Examples: Business, College Ministry, Int’l Students, Education, etc
- **Priorities**  
Examples: Church Planting, Education, Geographic locations, Leadership Dev, etc.
- **Essential Missions Values**  
Gospel-Centered, Recklessly Dependent, Renewal, Altogether Integrated, Strategically Focused, Prayer for Advancing Missions
- **Key Words/Phrases**  
See list of words/phrases below to start the brainstorm

Glory/ify	Send/ing/t	Poor	Love
Worship	Missio Dei	Mercy/Deed	Go/Follow/Obey
Global/World	Passion/ate	Church	Spirit Led/Led
Evangelize/ism	Sacrifice	Church Planting	Grow/Mature/
Mobilize	Serve	Word	Form/ation
Strategy	Servant Leadership	Kingdom	Bless/ing
Local Church	Justice	Empower/ing	Ends of the Earth
Community	Local/Urban/ City	Marginalized	All nations
Disciple/Make Disciples	Least of these	Gospel/Grace	Declare/ Proclaim
Extend/Spread	Educate/ Education	Witness/es	Salvation
Partner/ship/ing	Steward/ship	Equip/ping	Life

### **Large Group Activity: Sample Vision Statements**

Instruct everyone to go to page 12 in the Participant's guide. Working quietly as individuals, give everyone 5 minutes to **read** through the sample vision statements and **circle** the components that would be helpful in writing their own vision statement. You will see that some of the vision statements have priorities for supporting missionaries AND goals for the congregation.

### **Breakout Groups: Draft Vision Statement**

Create breakout groups for each church. Give 20-25 minutes to let group members start working on their draft vision statement.

Instructions: Begin working on your draft vision statement as a group. In 3-4 sentences, draft a high-level vision statement that includes the words and phrases from the previous exercise that you've agreed upon.

Then begin working on some strategic goals stating how you will accomplish it. See page 11 in the Participant's Guide to guide you.

At the end, assign two people to write the first draft your vision statement during the lunch break or after the seminar.

### **Discussion After-Breakout Groups:**

Report back to the group on the draft of your vision statement