How to Be a Purpose Driven CHURCH

TEACHER’S GUIDE

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ABOUT THE PURPOSE DRIVEN CHURCH COURSE

This course is part of a series of leadership training courses from Saddleback Church. The goal of this course is to help your leaders understand how our God-given purposes are expressed in our connection to and ministry through the local church.

There are four specific resources to be used with this course:

- A Learner’s Guide with outline notes for each of the sessions.
- A Teacher’s Guide with the outline filled in and also a complete transcript of the teaching.
- A Teaching Materials Disc with PowerPoint Slides containing all of the scripture verses, charts, and fill-ins, and video clips that can be used throughout the course.
- A DVD (for optional use) with each session taught in full by Tom Holladay and clips of specific sections of the teaching taught by Rick Warren.

Note: Besides these resources, the book The Purpose Driven Church also contains the same teaching in a greatly expanded form. You may want to get that book for some to read after they’ve taken this course.
HOW TO USE THIS TEACHER’S GUIDE

A Few Notes about the Format of this Teacher’s Guide

The material in bold type is also in the Learner’s Guide. The handwritten words are the fill-ins for the learners. The material not in bold is only in this Teacher’s Guide.

A Few Notes about the Style of this Teacher’s Guide

- The wording is much less formal than you’d see in a typical book, because it’s a guide for speaking.
- You’ll see a lot of repetition of sentences, because that’s what we do for emphasis when teaching.
- Because this was taken from a transcript of Rick Warren teaching, you’ll see lots of personal references from him. We’ve left many of those in so that you can get the best representation of the teaching. Feel free to replace those with your own personal references and stories.
Three Ways to Teach this Material

Since you have a full transcript of the teaching and also a DVD that contains the same teaching, there are three ways you could use this material.

1. Show the optional DVD of Pastor Tom Holladay, teaching the material each week, with you simply facilitating the meeting time and place.

2. You could teach all of the material yourself, using the teaching guide. The optional DVD of Pastor Tom Holladay teaching the material could then be an additional resource for you to watch before teaching. Presentation graphics are available for use on the Teaching Materials disc included with this course.

3. Or you could teach some of the sessions and show the optional DVD of Pastor Tom Holladay for other sessions.

Note: If you’re teaching all or part of the material yourself, we’ve included the PowerPoint slides and some clips of Pastor Rick on the Teaching Materials disc for you to use during your teaching if you would like.

Our prayer for you is that the Lord will use the teaching of this course to strengthen his purposes in your church, for the glory of God!
How to Be a Purpose Driven Church

TEACHER’S GUIDE

COURSE GOALS

1. To Encourage Our Spirits

Encourage each other and build each other up.

1 Thessalonians 5:11a (NLT)

Let us not get tired of doing what is right, for after a while we will reap a harvest of blessing if we don’t get discouraged and give up.

Galatians 6:9 (TLB)

This church matters to God. And I believe God brought you here because there is something he wants to accomplish through your life in this church.

2. To Stretch Our Minds

Do yourself a favor and learn all you can; then remember what you learn and you will prosper.

Proverbs 19:8 (TEV)

How can you teach others when you refuse to learn?

Romans 2:21a (CEV)

The intelligent man is always open to new ideas. In fact, he looks for them.

Proverbs 18:15 (TLB)
We want to stimulate your creativity. All leaders are learners; and we’re here to help you learn how to become a more creative person. So you must always be in a teachable mode that says, “God, I want to learn what you want to teach me.” Proverbs 18:15 says, “The intelligent man is always open to new ideas. In fact he looks for them” (TLB). A willingness to learn is an indication of brilliance, so we have a brilliant group here today. That’s very obvious.

The most important page in the learning guide is at the end of each session. It is the personal and church exercises. We want you to be able to think about how this material applies to you personally and to our church as a whole.

3. To Sharpen Our Skills

If the ax is dull and its edge is unsharpened, more strength is needed, but skill will bring success.

Ecclesiastes 10:10 (NIV)

One verse to never forget as you’re doing the work of ministry is Ecclesiastes 10:10. “If the ax is dull and its edge is unsharpened, more strength is needed, but skill will bring success.” If you’re chopping wood with a dull axe, it takes more energy. Circle “skill.” It takes more than dedication to grow a church. It also takes skills and plans and strategy. If I’m a farmer, I don’t care how dedicated I am, if I’m using a wheat harvester on a corn crop, it isn’t going to work. And I can pray all I want to, but if I use a grape picker to pick tomatoes, it isn’t going to work. I have to be skilled in what I’m trying to harvest.

So I honor you for being here—you’re taking the time to sharpen your ax!
4. To Strengthen Our Church

Under [Christ’s] direction, the whole body is fitted together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.

Ephesians 4:16 (NLT)

This material isn’t just for big churches. Every big church started off as a little church. The goal of this material is not to make our church big. It is to make our church healthy and strong.

The Purpose Driven strategy is not about church growth. It’s about church health. It’s about personal growth. It’s not about a church’s size, it’s about the strength and spiritual maturity of its people. A church can be big and strong, or it can be big and flabby. It can be small and strong, or it can be small and wimpy. Big isn’t better and small isn’t better. Better is better!

5. To Focus Our Vision

But these things I plan won’t happen right away. Slowly, steadily, surely, the time approaches when the vision will be fulfilled. If it seems slow, do not despair, for these things will surely come to pass. Just be patient! They will not be overdue a single day!

Habakkuk 2:3 (TLB)

When you have a clear vision of what God wants you to do, it fills you with hope. My prayer for all of us today is that God will open the eyes of our hearts, so that all of us can truly see a vision of the future God has planned for this church. The Bible says that God is working to complete his vision for our church and that his plan will not be overdue a single day.

With that in mind, let’s start Session One together: “Building a Purpose Driven Church.”
TEACHING TIP

Obviously your experience has not been the same as Rick Warren’s, or any other person for that matter! We’ve left a good number of Rick’s personal comments in these notes, to help you to see how he taught this material, and to give you some examples of what you might do. These stories are indicated by being in italic, with the header “Rick’s Story” at the beginning. As you come across these personal stories you have three choices:

1. Tell a story from your own experience that matches or parallels the experience Rick is relating. This is almost always the best choice!
2. Tell Saddleback’s story.
3. You could leave the personal illustration out. In some cases it just won’t fit you or the circumstances you’re teaching in.

The one thing you don’t want to do is to teach another person’s experience as if it were your own. It gets embarrassing when you say in the middle of the illustration, “As I said to my wife Kay . . .,” when your wife’s name is Linda!
Session 1

BUILDING A PURPOSE DRIVEN CHURCH

Establishing a Foundation for Growth

We often ask the wrong question about our churches. We ask “What will make my church grow?” That is the wrong question. The right question is “What is keeping my church from growing?”

The Right Question: What Is Keeping My Church from Growing?

All living things grow if they’re healthy. I don’t have to command my children to grow. If they are healthy, growth is automatic. It’s the same for a church. When a church is healthy it automatically grows, because growth comes from health.
How to Be a Purpose Driven Church

SESSION 1 ~ BUILDING A PURPOSE DRIVEN CHURCH

**Growth comes from health**

The Bible says the church is a body. It is a living organism. Therefore, it is alive; and because it is alive, it’s natural for a church to grow. It is unnatural for it not to grow. So the question we need to be asking is, “What are the barriers preventing growth in my church, and how can we remove those barriers so growth can happen automatically?”

I believe that the issue for the church in the 21st century is church health not church growth. Therefore, the logical question is, “What brings health?” The answer is, “Health comes from balance.”

**Health comes from balance**

Balance brings health. There are nine different systems in your body. You have a circulatory system, a respiratory system, a central nervous system, a skeletal system, a digestive system, etc. When these nine systems are all in balance, that is called health. Any time one of those systems in your body gets out of balance, that’s called dis-ease or disease. So doctors work to bring the body back into balance. Once it’s balanced, it’s healthy, and when it’s healthy, it grows.

In the same way there are systems in the body of Christ, the church. There is a worship system, a fellowship system, a discipleship system, a ministry system, and an evangelism system. When these systems are in balance, they produce healthy growth. If they get out of balance, churches do not grow.

Most church growth seminars and conferences only focus on one issue. They’ll say the key to church growth is small groups, or they’ll say the key to church growth is lay ministries, or the key to church growth is dynamic worship, or discipleship, or evangelism. I’ll tell you right now, there is no single key to church growth. Anybody who thinks he has the one right answer hasn’t even asked all the right questions.

Which of those seminars is right? They all are. They each give a true but incomplete picture of the body of Christ.
Yes, we need worship. Yes, we need fellowship. Yes, we need discipleship. Yes, we need small groups. But we need them all and we need them in balance because balance produces health.

Every Church Is Directed By Some Force

... by tradition

How do you know if a church is tradition driven? Their favorite phrase is, “We’ve always done it this way!” or “We’ve never done it that way.”

... by personalities

The driving personality may be the pastor if he’s been there a long time. Or if it’s a church that changes pastors every few years, there are usually some key lay leaders who are the driving personalities in the church. That’s okay for a while, but what happens when that person dies or moves away or has a moral failure? We’ve all seen what happens to ministries that are built on a single superstar. When that person crumbles or leaves, the ministry collapses.

... by finances

How do you know if you have a finance-driven church? The favorite phrase is, “How much will it cost?” But in the church, the “bottom line” is not the bottom line. The bottom line is changed lives.

... by buildings

Building-driven churches build beyond their capacity to pay for it, and then become financially strapped. They are unable to fulfill their ministry task because the mortgage becomes the number one priority.
SESSION 1 ~ BUILDING A PURPOSE DRIVEN CHURCH

... by programs

Some churches are driven by the Sunday School program, or the music program, or the youth program, or the women's program, or by the preschool program. That’s a program-driven church.

... by events

You can tell by their calendar that the goal of that church is to keep the saints busy. As soon as one Bible conference ends they start a seminar. As soon as that ends they’ve got a camp. As soon as that ends they start a special emphasis in the home. People are running from meeting to meeting.

Event-driven churches wear people out.

... by the unchurched

This is a new phenomenon in the last 10 to 15 years. You hear people saying, “What do the unchurched need most?” I believe we need to be sensitive to unbelievers and seekers in our evangelistic efforts. No doubt about that.
In one of our sessions, we’re going to talk about how to build a service that attracts and keeps unbelievers. But I do not believe that seekers should drive the church. They don’t set the agenda for the church, God does. We must be seeker sensitive in our evangelism, but we need something greater than that.

In this course we’re going to learn about a biblical and balanced alternative to these driving forces. That is to become a purpose driven church.

**A Biblical Alternative: Become a Purpose Driven Church!**

If you want to build something that lasts, you must build it on God’s purposes. Churches that last are not built on programs or personalities or events. Churches that last—that are healthy and growing—are built on God’s purposes.

*Many are the plans in a man’s heart, but it is the Lord’s purpose that prevails.*

Proverbs 19:21 (NIV)

In Matthew 16:18, Jesus said this,

*“I will build my church; and the gates of hell shall not prevail against it!”*

Matthew 16:18 (KJV)

Circle the word “build.” Notice the church is something that must be built. Whose church is it? Jesus’. And who does the building? Jesus. It’s his church and he does the building.
Defining Our Church’s Purposes

Why Is It Important?

Let me first talk to you about why we need to define our purposes. The first step in getting a plateaued church, a declining church, or even a healthy church to grow more, is not to come up with a new business model. It is to get aligned with God’s vision and purpose for his church. We must go back and rediscover the original vision of the church and say, “Why are we doing what we’re doing?” Growing churches have a clear-cut identity. They’re precise in their purpose. They have an understanding of the reason they exist. They know exactly what God has called them to do.

However, if you ask the typical church member, “What is the purpose of your church?” you’ll get a lot of different answers. Church growth expert, Win Arn, interviewed about 10,000 members from nearly 1,000 churches in America. He asked, “What is the purpose of your church?” Eighty-nine percent of the members said, “The purpose of the church is to take care of me, my family and the other members.” Eleven percent of the respondents said, “The purpose of the church is to fulfill the Great Commission to make disciples and win the world to Christ.” He then asked the pastors of those very same churches, “What is the purpose of the church?” And the answers were the exact opposite. Ninety percent of the pastors said, “The purpose of the church is to win the world to Christ and fulfill the Great Commission.” And ten percent of the pastors said the purpose of the church is to take care of the needs of the members.

Is it any wonder why we have conflict in our churches? If we’ll start by agreeing on the purposes that God has given us, we will change that potential conflict into powerful cooperation.

The foundation for healthy balanced growth is a clearly defined purpose.
Let me give you five reasons why we need to define our purposes:

1. It builds morale

1 Corinthians 1:10 says,

*Let there be real harmony so that there won’t be splits in the church . . . Be of one mind, united in thought and purpose.*

1 Corinthians 1:10 (TLB)

God wants us united in thought and purpose. We need unity. One of the reasons Saddleback Church has grown so large is they have never had a church split. There’s a high morale in their church. The reason there’s a high morale is they teach the members the purposes before they even join. You can’t join their church without first studying the purposes of the church. That way, everybody knows where they’re going before they get on board. Common purpose reduces conflict. When you’re rowing the boat you don’t have time to rock it. Having a clear purpose builds morale. The Bible says in Proverbs 29:18,

*Where there is no vision, the people perish.*

Proverbs 29:18a (KJV)

I say, “Where there is no vision, the people find another parish.” They say, “I’m going to go where I can find someone who knows what they’re doing.”

The fact is most churches rarely think beyond next Sunday. They just kind of limp along from week to week. Nothing discourages a congregation more than having no clear reason for existence. Programs do not motivate—purposes do. Most pastors and church leaders try to motivate their people through programs. Programs come and go. It’s the eternal purposes of God that motivate people over the long haul. You can motivate them for a while with a program, but eventually they’re going to get tired
of that and you’ve got to do something else. If a church is discouraged, they’ve got to reclaim their vision by helping people rediscover why the church exists.

2. It reduces frustration

Isaiah 26:3 says,

*You, Lord, give perfect peace to those who keep their purpose firm* . . .

*Isaiah 26:3 (GNB)*

The church does not have time to do everything. The good news is, not everything is worth doing in the first place. Even better, God doesn’t expect you to do everything. A purpose statement not only defines what we do, it defines what our church doesn’t do.

James 1:8 says,

*The double-minded man can never keep a steady course.*

*James 1:8 (NEB)*

Trying to lead a church without a clear purpose is like trying to drive in a fog. You’re going to run into something. A clearly defined purpose makes decision making easier. When you have a decision to make you simply ask, “Will this activity fulfill a purpose of the church?” If it does, you do it. If it doesn’t, you don’t do it. You get everybody to agree on the purposes, and then any goal that fulfills those purposes is automatically approved.

Define your roles before you set your goals. It reduces frustration. Without a purpose you’d probably end up like Isaiah felt in Isaiah 49:4,

*I have labored to no purpose; I have spent my strength in vain and for nothing.*

*Isaiah 49:4 (NIV)*
3. It allows concentration

Having a clear purpose keeps your priorities straight. It keeps you from majoring on minors. It helps you to concentrate your resources more effectively. When light is focused, it has tremendous power. When it’s diffused, it has no power at all. You can feel the warmth of the sun, but if you focus it through a magnifying glass you can start a fire. When you focus light really tightly, it becomes a laser that can cut through steel or destroy a cancer. But diffused light has no power at all.

If you want your life to count, you must focus it. The key to impact is focus, focus, focus. The more focused your life becomes the more like a laser it becomes and you can do incredible things.

In Philippians 3:13, Paul says,

*I am bringing all my energies to bear on this one thing: forgetting the past and looking forward to what lies ahead.*

Philippians 3:13 (TLB)

The truth is, most churches do too much. We could probably cut out about half of what we’re doing and our church would be healthier. Instead of, “This one thing I do . . . ,” it’s “These forty things I dabble in,” and we kind of diffuse our energy. Most churches waste energy on trivial issues. It’s like rearranging deck chairs on a sinking ship. It all looks efficient and organized but the ship is sinking. You can be efficient without being effective.

**Efficiency: “Doing things right”**

Lots of churches do that.
Effectiveness: “Doing the right things”

That’s what makes a difference. The church that forgets the ultimate becomes the slave to the immediate. You need to focus.

4. It attracts cooperation

People want to join a church that knows where it’s going. It’s easier to get people on board when they know the destination. Have you ever boarded a wrong plane? Bailing out later can be very painful. People will join the church in a greater degree if they know where the church is going in advance.

The people told Ezra,

“Tell us how to proceed in setting things straight, and we will fully cooperate.”

Ezra 10:4b (TLB)

And Paul told the Philippians,

You have helped me in the work of the gospel . . .

Philippians 1:5 (GNB)

Why did they help him? Because the Philippian church was attracted to Paul’s vision. He knew where he was going and they wanted to help him get there. Proverbs 11:27 says,

If your goals are good, you will be respected.

Proverbs 11:27 (GNB)

Tell people up front exactly where the church is headed. If they want to get on board, they’ll get on board. If they don’t, there are lots of other churches they can join. Defining our purposes keeps people from joining our church with false assumptions, and it weeds out those with hidden agendas.
Have you discovered that God loves you and everybody else has a wonderful plan for your life? If we are accepting members into our church without clearly defining our church’s purpose to them in advance, we are asking for trouble—particularly if they are coming from another church—because everybody that transfers in from other churches carries the habits and culture of their former church with them. They say, “At our old church we did it like this.”

5. It assists examination

Examine yourselves to see whether you are in the faith; test yourselves.

2 Corinthians 13:5 (NIV)

God’s purposes must be the standard by which we evaluate our progress and our growth. Are we doing what we ought to be doing? There are only two questions in church growth and church health. One, “What business are we in?” and two, “How’s business?” That’s it. What is the business of the church and how’s business?
What Is the Biblical Foundation for the Purposes of the Church?

The Great Commandment and the Great Commission give us the five instructions or purposes for the church.

The Great Commandment

“LOVE THE LORD YOUR GOD with all your heart . . . soul . . . and mind. This is the first and greatest commandment. And the second is like it: LOVE YOUR NEIGHBOR as yourself. All the Law and the Prophets hang on these two commandments.”

Matthew 22:37–40 (NIV)

The Great Commission

“GO AND MAKE DISCIPLES of all nations, BAPTIZING THEM in the name of the Father and of the Son and of the Holy Spirit, and TEACHING THEM TO [DO] everything I have commanded you.”

Matthew 28:19–20 (NIV)
Five Purposes for the Church

Two of the purposes are from the Great Commandment:

1. “Love God with all your heart”  Worship

The Bible word for that is “worship.” Anytime you’re expressing love to God you are worshiping with all your heart. It doesn’t matter if you’re in a group or by yourself. When you love God with all your heart, you’re worshiping.

2. “Love your neighbor as yourself”  Ministry

The word for that is “ministry.” Any time you’re expressing love to somebody else in the name of Jesus, even a cup of cold water given in his name, that’s called ministry. So we get the principles of worship and ministry from the Great Commandment.

The other three purposes are found in the Great Commission, where Jesus says...

3. “Go . . . make disciples”  Evangelism

That is “evangelism.” We go out and reach people for Christ.
4. “Baptize them”  

Baptism is the symbol of one of the purposes of the church. It is a symbol that says, “You’re one of us. We’ve incorporated you into the “fellowship.” You’re part of the family of God.” It’s the signature of the covenant. It’s a symbol not only of new life and salvation, it’s also the symbol of fellowship. You’re part of the body of Christ. You’re not just believing, you’re belonging.

5. “Teach them to DO”  

That’s discipleship. Discipleship is much more than just knowing what Jesus said. A true disciple puts it into practice. Jesus said in John 14:15 (NIV), “If you love me, you will obey my commands.” Making disciples is all about teaching people how to do the things Jesus told us to do.

We are already doing all five of these purposes in our church. What we’re talking about is a process, a strategy, and a structure for balancing all five so that they get equal emphasis and produce health in our church.
We’re not going to take time to do this now, but if you study the following New Testament passages you will discover that:

- Jesus’ ministry modeled all five of these purposes in John 17.
- The first church fulfilled all five of these purposes in Acts 2.
- Paul explained these five purposes in Ephesians 4.

**TEACHING TIP**

You won’t have time in the context of this study to go through all of the verses below . . . these are given for them to study on their own at a later time.

**Jesus’ ministry modeled these 5 purposes: John 17:1–26 (NIV)**

Verse 4  “I have brought you glory on earth.” (WORSHIP)

Verse 6  “I revealed you to those whom you gave me out of the world.” (EVANGELISM)

Verse 8  “I gave them the words you gave me.” (DISCIPLESHIP)

Verse 12  “While I was with them, I protected them and kept them safe.” (FELLOWSHIP)

Verse 18  “As you sent me into the world, I have sent them into the world.” (MINISTRY)
The first church fulfilled these 5 purposes: Acts 2:41–47 (NIV)

“Those who accepted his message were baptized . . . They devoted themselves to the apostles’ teaching (DISCIPLESHIP) and to the fellowship (FELLOWSHIP), to the breaking of bread and to prayer . . . All the believers were together . . . they gave to anyone as he had need (MINISTRY) . . . Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God (WORSHIP) . . . And the Lord added to their number daily those who were being saved (EVANGELISM).”

Paul explained these 5 purposes: Ephesians 4:11–16 (NIV)

“[God] gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of [ministry], so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ . . . From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.”
So to Summarize—The Church Exists to . . .

TEACHING TIP

Obviously, you’re moving through this page pretty quickly—just giving them the fill-ins. When covering as much material as we do in each session, it is important to do that at times. Every point does not receive the same amount of teaching. There will be times, as here, when you quickly move through points—that gives those you’re teaching a sense of the fact that they are moving through the material. There are other times when you will leave the fill-ins for a while and teach more extensively and from the heart. This let’s everyone know that we’re not strictly tied to the notes. In a course such as this, it’s important to sometimes move quickly, and to sometimes stop and dwell on a point.

1. Celebrate God’s presence (WORSHIP)
   “Exalt our Master”

   *O magnify the Lord with me, and let us exalt his name together.*

   Psalm 34:3 (NRSV)

   *I was glad when they said to me, “Let us go to the Lord’s house.”*

   Psalm 122:1 (GNB)
2. Communicate God’s Word (EVANGELISM)

“Evangelize our mission field”

The most important thing is that I complete my mission, the work the Lord Jesus gave me to do—to tell people the Good News about God’s grace.

Acts 20:24 (NCV)

“You will be my witnesses . . .”

Acts 1:8b (NIV)

3. Incorporate God’s family (FELLOWSHIP)

“Encourage our members”

You are members of God’s very own family . . . and you belong in God’s household with every other Christian.

Ephesians 2:19 (TLB)

4. Educate God’s people (DISCIPLESHIP)

“Educate for maturity”

Building up the Church, the body of Christ, to a position of strength and maturity; until . . . all become full-grown in the Lord.

Ephesians 4:12b–13 (TLB)
5. Demonstrate God’s **Love** (MINISTRY)

“To equip [God’s people] for the work of ministry.

*Ephesians 4:12a (ESV)*

Circle the words that begin with “M.” In Psalm 34 circle the word “magnify.” In Acts 20, circle the word “mission.” In Ephesians 2:19 circle the word “member.” In Ephesians 4:12b circle the word “maturity” and in the first part of Ephesians 4:12, circle the word “ministry.” As our church does these things, we’ll grow.
Communicating Our Purposes

It’s not enough to simply define our purposes!

The number one task of leadership is to continually clarify and communicate the purpose of the organization.

This is the number one task of leadership, to continually clarify and communicate the purposes of the church. It’s not just enough to define them. We have to build them into the lives and the memories of our people. How do we do that? How do we communicate vision? Let me suggest five simple ways.

Five Ways to Communicate Vision and Purpose

1. Slogans

Every leader understands the power of slogans—the things that people can remember.

The shorter our purpose statement is, the better it is. People don’t remember sermons. I don’t even remember what I preached on last week! And people don’t remember long paragraphs, so a paragraph statement, people will never remember. What they remember are slogans. So you turn your statement into a slogan.

In the Bible, there are many purpose statements that are actually slogans. Many Bible leaders, their purpose can be stated in a slogan. Moses’ purpose statement was, “Let my people go.” Joshua’s purpose statement was,
“Possess the land.” Nehemiah’s purpose statement was “Rebuild the wall.” David’s purpose statement was, “Unite the kingdom.” Solomon’s purpose statement was, “Build the Temple.” Those are very memorable ideas that people can grasp onto.

2. Symbols

All great leaders understand the power of symbols and symbolism. For example, our nation’s flag can make you feel patriotic. A cross can make you feel reverent. Symbols have tremendous power to communicate your values.

We’ll look at two Purpose Driven symbols later in this session, the “Six Concentric Circles” and “The Purpose Driven Diamond.”

3. Scriptures

Every purpose, every principle, and every program must have a scriptural basis. You share vision by sharing Scriptures that show that vision.

4. Stories

Tell stories that illustrate the purposes of the church. Tell stories about people evangelizing. Tell stories about people worshiping. Tell stories about how fellowship helped other people. Stories help people visualize how their lives could be.

5. Specifics

Give specifics and say, “Here is how our church worships. Here is how our church evangelizes. Here is how our church fellowships.” Be specific about goals and programs and ideas. Do this in order to communicate the vision.
Adopt a Purpose Driven Slogan and Statement for Our Congregation

PURPOSE DRIVEN SLOGAN
A GREAT COMMITMENT
TO THE GREAT COMMANDMENT
AND THE GREAT COMMISSION
WILL GROW A GREAT CHURCH!

TEACHING TIP
Repetition together is a key to learning and is also a way to bring the audience into the teaching. (This can be VITAL in international settings—because often humor does not work as well.) You may want to ask the group to stand together and to say this purpose statement with you . . . and then have them turn and say it to a person on one side of them, on the other side, and then behind them. Have fun with this!
Would you read the Purpose Driven Slogan with me:

A great commitment to the
great commandment and the great commission
will grow a great church!

Now let’s look at the Purpose Driven Purpose Statement.

PURPOSE DRIVEN PURPOSE STATEMENT

To bring people to Jesus and membership in his family, develop them to
Christ-like maturity, and equip them for their ministry in the church
and their life mission in the world, in order to magnify God’s name.

Circle the five “M”s—membership, maturity, ministry, mission, and
magnify. Notice that those words represent each of the purposes. It
doesn’t matter if you use “C” words or “E” words or “D” words or
whatever. These represent the five purposes and they’re all included in the
purpose statement.

Here’s another way to say it:

Bring them in . . . Build them up
Teach them how . . . Send them out!
Let’s read these aloud together:

*Bring them in, build them up,*
*teach them how, send them out!*

*Bring them in, build them up,*
*teach them how, send them out!*

It’s real simple. We invest all our time and all our energy and all our money and all our effort and all our reputation in bringing them in and building them up and teaching them how and sending them out for the glory of God. That is your reasonable worship.

**TEACHING TIP**

These four phrases . . .

*bring them in,*
*build them up,*
*teach them how,*
*send them out,*

. . . can also be said together to emphasize this point. In fact, the purpose statement that you said together earlier and these four statements of the process of a healthy church can be something that you come back to a couple of more times during the course: perhaps to begin a session . . . or when their energy seems to be lagging mid-study . . . or even to end the session with a publicly voiced commitment.
Here are some ways Purpose Driven churches communicate their purposes to their congregations:

- Every Membership Class 101
- Annual message
- Monthly emphasis
- Print them in the bulletin
- Articles and brochures
- Monthly Pastor’s coffee
- Sermons!
How to Be a Purpose Driven Church

SESSION 1 ~ BUILDING A PURPOSE DRIVEN CHURCH

### Explaining the Church’s Purposes

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Outreach</td>
<td>Evangelize</td>
<td>“Added to their number daily those who were being saved.”</td>
<td>Mission</td>
<td>Community</td>
<td>My Witness</td>
<td>Purpose to Live For</td>
<td>A Focus for Living</td>
<td>Significance</td>
</tr>
<tr>
<td>Worship</td>
<td>Exalt</td>
<td>“They devoted themselves to ... breaking of bread and prayers ... praising God.”</td>
<td>Magnify</td>
<td>Crowd</td>
<td>My Worship</td>
<td>Power to Live On</td>
<td>A Force for Living</td>
<td>Stimulation</td>
</tr>
<tr>
<td>Fellowship</td>
<td>Encourage</td>
<td>“Devoted to the fellowship ... all the believers were together ... they ate together.”</td>
<td>Membership</td>
<td>Congregation</td>
<td>My Relationships</td>
<td>People to Live With</td>
<td>A Family for Living</td>
<td>Support</td>
</tr>
<tr>
<td>Discipleship</td>
<td>Edify</td>
<td>“They devoted themselves to the apostles’ teaching.”</td>
<td>Maturity</td>
<td>Committed</td>
<td>My Walk</td>
<td>Principles to Live By</td>
<td>A Foundation for Living</td>
<td>Stability</td>
</tr>
<tr>
<td>Service</td>
<td>Equip</td>
<td>“They gave to anyone as he had need.”</td>
<td>Ministry</td>
<td>Core</td>
<td>My Work</td>
<td>Profession to Live Out</td>
<td>A Function for Living</td>
<td>Self-expression</td>
</tr>
</tbody>
</table>

Let’s pause here and spend a few minutes talking with each other. Which of these purposes are you most passionate about?
TEACHING TIP

You have given the group a lot of content to digest so far. They need some time to process and think out loud. Give them five or six minutes to talk about the five purposes in their own personal lives. There is not one right answer to this discussion question. In fact, you should point that out. That’s why we need a strategy and structure to keep the purposes balanced in our lives and our church.

Applying Our Purposes

It’s not enough to just define and communicate our purposes. The third thing a purpose driven church must do is apply the purposes to every area of our church life and organization. We must organize everything, every small group, every life and every program in our church around the purposes.

We must apply the purposes to every area of our church’s life.
The Key to Applying the Purposes Is Balance

The more balanced we are, the more healthy our church will be. Balance does not happen by accident. It requires a system and a structure. If we don’t have those two things in place, our best intentions are not going to be good enough. That’s what this course is about.

TEACHING TIP

This next statement is one of those in these sessions you will want to make sure everyone clearly hears. As you lead into this say, “Everyone look at me. I want you to hear this next statement. It’s one of the most important things I’ll say during this course.”
We must have a system and structure in place to keep the five purposes in balance in our church.

<table>
<thead>
<tr>
<th>Paradigms</th>
<th>Primary Focuses</th>
<th>Pastor’s Roles</th>
<th>People’s Roles</th>
<th>Targets</th>
<th>Key Terms</th>
<th>Central Values</th>
<th>Tools Used</th>
<th>Source of Legitimacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Soul Winning church</td>
<td>Evangelism</td>
<td>Evangelist</td>
<td>Witnesses</td>
<td>Community</td>
<td>Save</td>
<td>Decisions for Christ</td>
<td>Visitation and Altar Call</td>
<td>Number Baptized</td>
</tr>
<tr>
<td>Experiencing God church</td>
<td>Worship</td>
<td>Worship Leader</td>
<td>Worshipers</td>
<td>Crowd</td>
<td>Feel</td>
<td>Personal Experience</td>
<td>Music and Prayer</td>
<td>“The Spirit”</td>
</tr>
<tr>
<td>The Family Reunion church</td>
<td>Fellowship</td>
<td>Chaplain</td>
<td>Family Members</td>
<td>Congregation</td>
<td>Belong</td>
<td>Loyalty and Tradition</td>
<td>Fellowship Hall and Potluck</td>
<td>Our Heritage</td>
</tr>
<tr>
<td>Bible Classroom church</td>
<td>Edification</td>
<td>Instructor</td>
<td>Students</td>
<td>Committed</td>
<td>Know</td>
<td>Bible Knowledge</td>
<td>Notebooks and Overheads</td>
<td>Verse-by-Vers Teaching</td>
</tr>
<tr>
<td>Social Conscience church</td>
<td>Ministry</td>
<td>Reformer</td>
<td>Activists</td>
<td>Core</td>
<td>Care</td>
<td>Justice and Mercy</td>
<td>Petitions and Placards</td>
<td>Number of Needs Met</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Purpose Driven church</th>
<th>Balance All Five</th>
<th>Equiper</th>
<th>Ministers</th>
<th>All Five</th>
<th>Be and Do</th>
<th>Christ-like Character</th>
<th>Life Development Process</th>
<th>Changed Lives</th>
</tr>
</thead>
</table>

The key to application is balance. Most churches tend to only focus on one purpose. For instance, look at the chart above. If a pastor has gifts in the area of evangelism and doesn’t have a strategy and structure to balance all five purposes, he’ll tend to neglect the other purposes and produce what I call a “Soul Winning” church. Lots of people come to Christ and get saved but maybe nobody grows to maturity. Or maybe there’s no real ministry going on or worship going on. But they’re really winning a lot of people to Christ. They’re coming in the front door and going right out the back door.

Or let’s say a pastor has gifts in the area of worship. He may develop what we call an “Experiencing God” church where they have great worship services and God comes down and the Holy Spirit is felt and there’s a
How to Be a Purpose Driven Church

SESSION 1 ~ BUILDING A PURPOSE DRIVEN CHURCH

wonderful sense of Christ’s presence and great celebration. But maybe there’s no ministry going on in the community or maybe nobody’s coming to Christ.

On the other hand, the pastor might have gifts in the area of pastoral care and tend to become a chaplain to his people. Everybody loves him and he loves them, and all the needs of the people are met and the members are cared for and loved. And they’ve produced a “Family Reunion” church. Everybody loves everybody and there’s great fellowship. But it’s so closed nobody else can break in. They have this great little bless-me group but there’s no evangelism, no ministry, no discipleship.

Or a pastor with gifts in the area of teaching—and a lot of pastors have this—will tend to build what we call a “Classroom” church. All the emphasis is on what Bible study I’m going to go to next. The people all walk around with Bibles and notebooks. They sit and take notes then close them up. The next week they come back, take notes, close them up. It’s a great “Classroom” church but nobody’s coming to Christ. Or no real worship is happening where the presence of God is coming down. Or maybe there’s no ministry or outreach in the community.

On the other hand the pastor may have gifts in the area of ministry and his heart cares for the people that Jesus died for. He’ll build a “Social Conscience” church. They go out and start 2,000 ministries in the community. They’re caring for the people in prison and for the homeless and for the down and out. They’ve got great ministry, but maybe there’s no teaching or maybe there’s little evangelism.

These are all important! But we must have a structure and system to keep them balanced. Otherwise, we’ll focus on one or two, and neglect the rest.

Only a Purpose Driven strategy and structure can maintain balance.
How to Be a Purpose Driven Church

TEACHER’S GUIDE

How to Balance the Five Purposes

Begin to see six target groups that we minister to.

1. Identify our targets on purpose

<table>
<thead>
<tr>
<th>TARGET</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>COMMUNITY</td>
<td>EVANGELISM in the Community</td>
</tr>
<tr>
<td>CROWD</td>
<td>WORSHIP in the Crowd</td>
</tr>
<tr>
<td>CONGREGATION</td>
<td>FELLOWSHIP in the Congregation</td>
</tr>
<tr>
<td>COMMitted</td>
<td>DISCIPLESHIP in the Committed</td>
</tr>
<tr>
<td>Core</td>
<td>MINISTRY in the Core</td>
</tr>
<tr>
<td>COMMISSIONED</td>
<td>SENT OUT into the World</td>
</tr>
</tbody>
</table>
During this course we’re going to do a session on each of these levels of commitment which correspond to each of the purposes. Let me define each circle.

<table>
<thead>
<tr>
<th>GROUPS</th>
<th>HOW BIG ARE OUR CIRCLES?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community</td>
<td>People who attend occasionally</td>
</tr>
<tr>
<td>Crowd</td>
<td>Average attendance each week at worship</td>
</tr>
<tr>
<td>Congregation</td>
<td>Completed Membership Class 101</td>
</tr>
<tr>
<td></td>
<td>Committed to the Membership Covenant, baptized, joined our fellowship</td>
</tr>
<tr>
<td>Committed</td>
<td>Completed Maturity Class 201</td>
</tr>
<tr>
<td></td>
<td>Committed to the Maturity Covenant to tithe, attend a small group, and have a quiet time</td>
</tr>
<tr>
<td>Core</td>
<td>Completed Discovering My Ministry Class 301</td>
</tr>
<tr>
<td></td>
<td>Committed to the Ministry Covenant, and are serving in Ministry</td>
</tr>
<tr>
<td>Commissioned</td>
<td>Completed Missions Class 401</td>
</tr>
<tr>
<td></td>
<td>Committed to the Mission Covenant, and participate in The PEACE Plan</td>
</tr>
</tbody>
</table>

First, at the center of the church are the people we call the Commissioned. The Commissioned is the smallest group of all. At a purpose driven church like Saddleback, for instance, they are the people who have completed “Class 401 Discovering My Life Mission” have made a commitment to the Mission Covenant and are participating in a PEACE trip.

The next circle is the people we call the Core. The core are the people who do all the ministry in the church—the elders, the deacons, the Sunday School teachers, the choir members, the ushers, the greeters—the people
who do the ministry. They’re the most committed, give the most, serve the most, pray the most. They’re committed to ministry.

At most purpose driven churches, to get in the Core you have to take a class called “Class 301, Discovering My Ministry.” You have to commit to a ministry covenant, have an interview, and be placed into a specific ministry. They even give you a name tag that identifies your ministry.

The next group is the Committed. They are committed to their own personal spiritual growth. They love the Lord, they’re committed to spiritual growth, but they’re not serving in ministry yet. We call those people the Committed. They’re not in the Core until they start serving.

These people at Saddleback Church, for example, have taken “Class 201, Growing to Spiritual Maturity” and they’ve committed to the habits of tithing, being in a small group, and having a daily quiet time. They’ve committed to the spiritual growth covenant.

The next circle is a little bit bigger group. We call this group the Congregation. They’re committed to the fellowship of the church. They’re not just attenders, they are members, but they’re neither spiritually mature nor in active ministry.

To be a member at Saddleback, for instance, you have to take “Class 101, Discovering Your Membership” and you have to commit to a membership covenant and attend regularly. If you stop attending, they take your name off the rolls. You should always have more in attendance than you have members. If you don’t, it means nobody’s bringing a non-Christian.

The next circle out is the people who show up on Sunday morning. We call that group the Crowd for obvious reasons. These are people who are just attenders. They haven’t joined the church. Many of them aren’t even Christians yet. The Crowd is made up of believers and unbelievers, members and non-members.

Then the outer circle is the Community, and that’s everybody within driving distance of the church that can be reached for Jesus Christ. As
long as there’s one person who doesn’t know Christ, you have to keep reaching out.

And here’s the goal of these circles. You always want to move people from the outside to the inside. You want to first get people in the Community to start coming to the Crowd. Get people who come four times a year to come every week. Then you want to get people in the Crowd to accept Christ and move into the Congregation, be baptized and join the church. Then once they’ve become a member of the church, you want them to start growing. You want to move them into the Committed and to start growing to spiritual maturity. And once they’re in the Committed and growing, you want to move them into the Core and get them involved in ministry. Once they’re in the Core, you want to Commission them back out into the Community and the world in outreach and mission.

In order to do that you have to know who is in each of these circles. How many attend our church on an average Sunday—that’s a number we know. We might even know how many members we have. But how many are in our Community, and how many in the Committed and the Core? One way to know who has taken the step of commitment into each of these circles is by educating our people on purpose.

**TEACHING TIP**

If you know the numbers to fill in for your church back on page 43, go ahead and give them to your group. If you don’t know the numbers, you can make an educated guess.
2. Educate our people on purpose

We need to build our Christian education ministry around the purposes. Let’s look at the Purpose Driven Diamond as a model.

Build our Christian Education program around the five purposes.

THE PURPOSE DRIVEN CLASS SYSTEM

Class 301
Discovering My Ministry
Ministry Covenant

Class 201
Discovering Spiritual Maturity
Maturity Covenant

Class 401
Discovering My Life Mission
Missions Covenant

Class 101
Discovering Saddleback Membership
Membership Covenant
In the Purpose Driven Class system, you start by taking the Membership class and committing to a membership covenant. Once you’ve done that you’re eligible to go on to the class on Spiritual Maturity, Class 201, and you commit to a maturity covenant. Then you can go on to take the class Discovering My S.H.A.P.E. And once you finish that class, you go on to the class, Discovering My Mission. Each class is four hours long, and each class is taught on a single day. They move people through this process, teaching them the purposes of the church. These classes are being used in thousands of churches all over the world right now.

Most churches do a good job of getting people to join and become members. Fewer churches do a good job getting them to commit to spiritual maturity. Almost no churches get a sizeable number of their members involved in ministry in the Core. Even fewer get them to the place where they are ready to be sent out in mission all around the world. Here’s the problem; you don’t judge a church by its seating capacity but by its sending capacity. You don’t judge an army by how many people eat in the dining hall, but how many people are on the front line.

Think of these classes as an orientation to each purpose and an opportunity to commit to that purpose. We can’t teach someone everything they need to know about membership or maturity or ministry in a four-hour class—that would be impossible. But you can give people an overview of what the Bible says and then help them to make a lifelong commitment to membership or maturity at the end of that class. Years ago, I stood in front of a group of people and said two words that changed my life. “I do.” When I said, “I do,” I certainly didn’t understand everything I needed to know about marriage, or about myself, or about my wife to be! But I made a commitment, and I’m spending the rest of my life living up to that commitment. That’s what happens in these classes. People make a commitment, and then we as a church help them to spend the rest of their lives living up to that commitment to membership, maturity, ministry, mission and magnification of God’s name.
The six circles and the diamond symbolize the Purpose Driven strategy and structure. The diamond represents what we do and the circles represent who we do it with.

The Priorities of a Purpose Driven Church

Priority #1: God’s Purposes
In a Purpose Driven church, God’s purposes take priority over everything else.

Priority #2: People
People are here to fulfill the eternal purposes of God.

Priority #3: Programs
Programs are good, but no program is meant to last forever. Programs are simply tools to help people fulfill the purposes.

Priority #4: Property
Don’t ever use a building as an excuse for a lack of growth. Go to double services, triple services, quadruple services, even five services if you need to. If you build too soon, you can limit your growth. Never let the shoe tell the foot how big it can grow. We have to build our people before we build our steeple.

Property is simply a place to conduct programs to help people fulfill the purposes.

As we end this session, I’d like to pray for you. I’d like to ask you to join me in committing our lives to God’s eternal purposes for his church. This
will produce health. This will produce balance. This will produce growth.
In the sessions ahead, we’re going to go into the details for each of these
five purposes and each of these six circles of commitment.

Prayer

Jesus Christ, Your purposes for our church are not new. They’re as old
as the New Testament. But each generation has to recommit to them.
Forgive us for letting lesser things like tradition or finances or personalities
control and drive the church. Our prayer is that the Holy Spirit will raise
our church to meet the challenges of our community so that we may bring
glory to you and fulfill your eternal purpose. For we pray this in Jesus’
name, Amen.

TEACHING TIP

With the exercises at the end of each session, you’ll want to lead a
discussion in a way that best fits the group you are teaching. If you
have mostly new church members, you’ll probably want to focus primarily
on the personal parts of these exercises. Many will be teaching this
material to a group of leaders in your church, and so this is a perfect
opportunity to do some dreaming and even planning for what you could
do as a church. If at all possible, try to guide the discussion beyond what
needs to be done to “who” is willing to do it. You don’t want to end up
with a longer list of actions for the few who may now be leading the
church, you want greater involvement from those who are there!
If people don’t immediately start volunteering to be involved, be patient
for God to act. It may be in one of the later sessions—perhaps the one on
ministry—that the floodgates will open.
Building a Purpose Driven Church: Personal & Church Exercise

1. Which purpose do you feel most passionate about?

2. How could you better balance God's purposes in your own life?

3. Which of the five New Testament purposes has our church tended to emphasize the most? Which of the five purposes has our church tended to emphasize least?

4. What ideas do the symbols of the concentric circles and the diamond give you about how we could balance the five purposes in our church?