

Timothy Project



Empowering Women
and Men for Ministry

Manual

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Welcome to an Adventure!

The *Timothy Project* is a result of the Culture of Call initiative begun by Mennonite Church USA. We have heard continually that creating a Culture of Call in our Mennonite congregations is essential if we desire to meet the growing needs of our established, new, and yet-to-be formed congregations.

However, as pastors and church leaders we need materials and resources to help launch ourselves and our congregations into the missional future towards which God is calling us.

The *Timothy Project* has been designed as an aid to Mennonite congregations and leaders that have a desire to join God in calling, raising up and sending out ministers for the growing needs within our congregations and our world.

The *Timothy Project* will provide materials, resources and helpful suggestions that will assist you as you lead those in your congregation to discover their calling, direct that calling towards ministry and ultimately embody that calling on behalf of God and God's people.

How *Timothy Project* got started

In December of 2002 many people attending Praise Fellowship Ministries at Harrisonburg Mennonite Church, Harrisonburg, Virginia, were asking us, "How can I hear and understand the voice of God?" This is a question pastors and church leaders hear often as we accompany those under our care along their journey to discern and faithfully live in obedience to God and the lordship of Jesus Christ. It was clear from the number of persons asking us this question that something needed to be done.

After a number of discussions, Beth Jarrett and I felt that a series on "Learning How to Hear the Voice of God" would be the best pastoral response. We began this series in January, 2003. On February 2, 2003, we invited Loren Horst, president of Virginia Mennonite Mission Board, to preach in Praise Fellowship Ministries as part of this series and that morning he brought the message "When God Says Now!" His message was a challenge and call not only to hear God's voice but to respond to it. After the message I felt that an invitation to those sensing a call to ministry would be appropriate and invited all those sensing God's call to ministry to come forward for prayer. We were surprised at the response. More than twenty persons came forward, declaring before God and the

congregation that they had heard God saying, “Now is the time for you to follow my call,” and proclaiming that they were going to say yes to that call.

Beth and I were very excited about what had happened, but like many in ministry, we did not have the structures to foster this call to ministry in any intentional way. It was out of this need that we developed the Ministers in Training Program that was the prototype for what we are currently calling the *Timothy Project*.

Getting Started

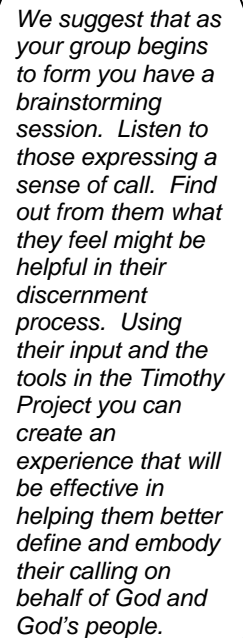
We began to contact persons who had come forward on February 2 and on April 22, 2003, Harry met with a group of people who were interested in exploring and understanding the sense of “calling” that was becoming more and more evident in their lives. These persons expressed a growing interest in an intentional and intensive ministry training program that would help them better grasp this sense of calling to ministry and aid them in discerning what, if anything, would be their next steps of faith in pursuing this call.

During our time together they suggested a number of things that they felt would be helpful in this type of discipleship program. During this time of brainstorming, a number of needs and desires were expressed by the group. Most of these needs and desires were used to design our program.

The following is a summary list of their suggestions.

- A desire to hear from experienced ministers from various settings who could share about the reality of being a professional minister.
- A desire to shadow a minister of their choice to experience firsthand a “normal” day in professional ministry.
- A desire to participate in an accountability group with other persons sensing God’s calling
- A desire for practical Biblical studies, instruction on spiritual disciplines, spiritual gifts, time management, boundaries, and authority

Our brainstorming time was very helpful and as Beth and I discussed further we felt that it was important to create an intentional program that would encompass these suggestions and aid these persons in their discernment process. We began to gather materials that had been



We suggest that as your group begins to form you have a brainstorming session. Listen to those expressing a sense of call. Find out from them what they feel might be helpful in their discernment process. Using their input and the tools in the Timothy Project you can create an experience that will be effective in helping them better define and embody their calling on behalf of God and God's people.

helpful to us. We created nine weeks of gatherings that would be used to guide the participants from a general sense of call to a specific direction of ministry.

Beginning the Program

On Saturday May 17, 2003 at 6:00 am we met and began the Ministers in Training program (now *Timothy Project*) with eight persons of various age, gender and marital status. Nine weeks later, all but one person had finished the training and all seven who did complete the program were able to articulate their next step in pursuing God's call for their lives.

Purpose: growing to understand one's calling

Each suggested gathering has been planned for a purpose. Every activity, topic, choice of reading, and exercise is thoughtfully placed to help move the participant through the three stages of call so that they are able to take the steps of faith necessary to move forward in all that God has created them to be. The three stages as we have defined them are:

1. Discovering my called self,
2. Directing my calling towards ministry and
3. Embodying my ministry calling.

Below, you will find some overarching goals that provide focus in this program. This should also give you a basis for understanding the key elements in the program so that if you choose, you can use alternate materials that you purchase or create.

Your goal in the nine weeks of gatherings

Basically, you will be working to develop three aspects of awareness in the life of the participants. These areas overlap in the gatherings.

Stage 1 - "Discovering my called self"

- Learn what the Bible has to say about ministry.
 - Learn about a life of discipleship and discovering your life purpose
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- Share one's call with others and hear affirmation back from the leadership team, from others within the group, and from a congregation.
- Take a personality profile and a spiritual gifts inventory.
- Utilize resources that can help in the discovery of one's unique gifts for ministry.
- Use the provided summary and worksheet from the book *My Story, His Story and Our Story* to share one's own story.

Stage 2 - "Directing my calling towards ministry"

- Shadow a minister for one day.
- Discuss the lifestyle of ministry; learn to be aware of boundaries in ministry.
- Hear from experienced ministers.

Stage 3 - "Embodying my ministry calling"

- Hear about a wide range of ministry options, including ministry opportunities in one's congregation, mission boards, seminary training opportunities, service options, etc.
- Articulate to the group where each senses God is leading.
- Achieve adequate clarity and experience to name one's calling, either to ministry or elsewhere.

Our guiding principles

The following are some general principles for how you might arrange and run each of the gatherings in the *Timothy Project*. We realize that each setting is different and needs to be approached in unique ways. Please feel free to move sessions around, rework them to your liking and setting. Please let us know how you did it so that we can share those learnings with others who might want to use this material.

Group spiritual direction

As we seek to call forth workers into God's kingdom, your role as the leader of the *Timothy Project* is to partner with God's Spirit. God has begun stirring in the participants this sense of call, your role is to accompany them on the journey of discovery. It is important for those who lead the *Timothy Project* to give space to the Spirit's continued work in the lives of the participants as they are exposed to the material. The best way for this to happen is to allow ample time at the end of each session or at the beginning of each session to simply ask, "What do you sense God has been speaking to you through this process?" Giving space can sometimes mean that there will be silence. Remember that this may be the first time they have been given time to reflect on a very profound question. Silence makes room for God's Spirit to break in with fresh insight. When someone in the group shares what they have experienced, gently affirm them for sharing. This will create hospitality for others to share their feelings as well. When it seems appropriate, it can be helpful to close the time of sharing by summarizing or reflecting back to the group what you as a leader have heard, giving special attention to common themes that emerge. Follow the reflection time with a time of prayer.

Presenting the material

You may choose to lead each session yourself, however, participants will appreciate a variety of perspectives. Though you may be a wonderful minister and teacher, this program isn't only about the information. It is about these persons exploring their call and experiencing through others what vocational ministry is about. If you choose to have a variety of presenters, it is very important that you put some thought and prayer into who you will ask to serve as presenters. They will need to hear about your experience but they will also need exposure to a variety of ministry experiences to better discern their call and God's direction for them. Ministers of various ages, genders, races, classes and ministries should be sought out to give as broad a picture of ministry as possible. For example, ask your overseer to come and speak on "If I were starting my ministry again." Ask a denominational leader or conference pastor to speak on "So where do I go from here" and share the various

opportunities available. Ask a young pastor to talk about setting boundaries, or a woman to speak on her experience of ministry. Try to use all the persons and resources available to you for those desiring to understand what ministry is about.

Sharing a meal

Each gathering of the expected nine week study program should begin with breakfast or a shared meal. This creates a common experience for the group and builds trust and fellowship. Sharing one's personal call is an intimate thing and one that can be frightening. By eating together we create trust between the group and a family atmosphere that will aid in informal, intimate sharing. For the first session spend a little more effort and time on the meal. Make a big one that the group will remember. It will literally leave a good taste in their mouths for the next time and make things special. As time goes on slowly tone it down to something simple.

Shadowing a Minister

This is a dream of most persons who sense a call to ministry. Spending an entire day with someone that they respect and admire can be a powerful motivator or alternately a wake-up call as they see what real day-to-day ministry is about. The participants will request to shadow certain ministry persons in various settings. A request form is available in the appendix on page 32. A printable version is available online at <http://www.emu.edu/seminary/timothy/appendix.html>. Leaders will need to make the initial contacts to confirm and connect ministers with the *Timothy Project* participant. After contacting and confirming that a minister is willing to be shadowed by one of the participants, send a letter to the minister that explains what is being asked of them. There is a sample letter in the appendix of this book. An editable/printable version is available online at <http://www.emu.edu/seminary/timothy/appendix.html>.

That letter will give helpful suggestions about how this experience can be laid out.

Prayer Partners

We all need someone who will be a witness of our life and the work that Christ is doing in and through it. This prayer partner relationship can serve to provide the witness and support that each participant will need as they go through this experience. As a leader, you will not be able to spend as much individual time with each of the participants as they would like or need, especially if you have a large group. Remember these persons are sensing a call to move into more formal expressions of ministry. Allow them to practice this ministry with

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those in the group and learn to receive ministry from peers by pairing off to form prayer partnerships. Make sure you check-in every so often to see how the relationship is going. This will give you insight into further training needs or possibly what direction in ministry the participants may be best suited for.

Buying Books and Resources

We recommend that each participant have a copy of *Speaking of God* and *Celebration of Discipline* to read. We bought the books and loaned them to the participants. Participants could buy them from us if they wished. We encouraged them to put their name in the front of the book, so there is a record of who has read the book in the past. Who knows, in 10 years, someone may end up with the book their pastor used to discern his or her call.

Additional Resources for each gathering

We collected a few additional resources for some of the gatherings. They are available online in pdf format at <http://www.emu.edu/seminary/timothy/additionalresources.html>.

The Gatherings

Gathering 1—Introduction to the program and to one another.

Meal: 20 minutes

- Spend a little extra time on the meal for this session. It will help to literally leave a good taste in the participants' mouths for the next session. This is an excellent time to practice and model servant leadership.
- The meal time is a time for informal discussion of life events. During the first session spend time getting to know each other.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Explanation of *Timothy Project*: 45 minutes

- In the first session you need to give each person the Participant's Guide, copies of the books they'll be reading, and any other resources they might need.
- Explain the program. Talk through the Participant's Guide and outline the syllabus. You may want to give some explanation of why you choose the resources you choose. Explain the three stages you'll work through as they are described in the Purpose section on page 5-6 of this book.
- After the explanation of the program and materials ask each person to share, "Why I am here and what I expect out of this experience" Give them some time to think and make notes on page 6 of the Participant's Guide.

Break: 10-15 minutes

What the Bible Has to Say About Ministry: 20 minutes

- Work through the "What The Bible Has To Say About Ministry" sheet, page 7-10 of the Participants Guide. The answers are in the appendix are in this book on page 34 Some suggestions for this are:
 1. Have the presenter talk through the worksheet.

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2. Have participants look up sections of verses, or
3. have them work in small groups to find the answers from the Bible.

Choose the one that seems to best fit the members of the group.

Prayer time and Closing: 15 minutes

- Have each person choose a prayer partner in the group that they will pray with during the nine weeks. Have them pray together briefly.
- Remind them to fill out the Minister Shadowing request form before the next weeks gathering
- Assign the Homework: *Speaking of God* - Ch. 1 & 2; *Celebration of Discipline* - Ch. 1
- Close in Prayer
- Additional Resources: *Ten Things I didn't Learn in Seminary* by John Esau

There is no better way to model servant leadership than getting up at 5 a.m. to fix your participants a good breakfast.

Gathering 2—Discipleship and Life Purpose

Meal: 20 minutes

- Begin again with a meal but tone it down a bit. You may want to ask the group to share the responsibility for preparing the meal but we would discourage you from doing this. This is a time when you are to serve these persons and model what servant

leadership is about.

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* will be covered extensively in gathering six.
- Gather up the shadowing cards and anything else that needs to be taken care of.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day
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Presentation: Principles of Discipleship and Discovering your life purpose

- Discuss discipleship. Either have a guest speaker discuss their own discipleship or work through the “Discipleship Notebook” section of the Participants Guide. It begins on page 16 of the Participants Guide. The Discipleship Notebook section of the Participants Guide is a tool to help participants think about discipleship and record their thoughts. They may add lined paper for journaling, sermon notes, Bible study notes, and prayers or prayer requests.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask the presenter questions about their spiritual life and how they sustain it in ministry or other questions that they might have. Remember, very few people have the opportunity to ask us these type of questions so don't spend so much time on information that you miss out on the formation.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Speaking of God* - Ch. 3; *Celebration of Discipline* - Ch. 2-4. Have participants complete the worksheets “Remembering Your Story” pages 12-15 in the Participants Guide

Gathering 3—Remembering your story

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* will be covered extensively in gathering six.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Sharing your Story: 75 minutes (including break)

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- Give each student an equal amount of time to talk through their discoveries on the “Remembering Your Story” worksheets. The time will vary depending on the number of students.
- Take a 10-15 minute break after about half the students have shared.
- Encourage participants to ask each other formational questions like “Where was God at that time in your life?” and “When did you feel like God was absent?” Discourage participants from trying to provide answers to other participants’ difficult life situations. Create an atmosphere of safety and confidentiality, but encourage students to share their own stories with those outside the group as they feel comfortable.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Speaking of God* – Ch 4; *Celebration of Discipline* - Ch. 5; *If I Were Starting My Ministry Again*. Hand out the personality profile you have chosen for students to complete by the next week. This way you will also have a week to score them. For suggestions about personality profiles see page 22 of this book.

Gathering 4 –If I Were Starting My Ministry Again

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* will be covered extensively in gathering six.
- Collect the personality profiles so you can score them.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Presentation: 45 minutes

- Find an experienced minister in your congregation and conference to share with participants what they would do if they were starting ministry again.
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- We highly recommend you ask the overseer, conference pastor, bishop, or conference minister since this will introduce participants to the conference system.
- We also recommend that you encourage the minister to be as honest as possible about the joys and the trials of ministry.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask the presenter questions about ministry.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Speaking of God* - Ch. 5; *Celebration of Discipline* – 6-7.
- Additional Resource: *Ten Keys to Healthy Relationships*

Gathering 5– Understanding Myself and Others in Ministry

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* will be covered extensively in gathering six.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Understanding my Profile: 45 minutes

- Pass out the scored personality profiles
- Explain the profiles and their meaning. If you are unfamiliar with the profile you have chosen find someone else who can explain it well. Be sure to talk about their profiles in terms of ministry

Break: 10-15 minutes

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Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask questions about their profiles and talk about how they have or have not seen these profiles play out in their lives.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Speaking of God* - Ch.6-7; *Celebration of Discipline* – 8-9.

Gathering 6–Spiritual Direction as Ministry

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* will be covered extensively today.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Presentation: 45 minutes

- There are two options for this meeting.
 1. One is to review *Speaking of God* in depth, discussing spiritual direction in general and specifically evangelism as spiritual guidance.
 2. The other option is to have a member of your conference or congregation who is involved in spiritual direction give a presentation about it.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask the presenter questions about ministry or for further discussion of *Speaking of God*.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
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- Assign the Homework: *Speaking of God* - Ch. 8-9 *Celebration of Discipline* – 10. Have participants complete the spiritual gifts survey of your choice. Our suggestions for this are on page 22-23.

Gathering 7-Discovering my Spiritual Gifts

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline* since *Speaking of God* was covered extensively in gathering six. You may want to have a little discussion about the additional chapters in *Speaking of God* that you read for today.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Presentation: 45 minutes

- Work through the spiritual gifts inventory. You may have students score them or you may score them ahead of time, if you choose to do this assign them on week 5.
- You could also have someone come in to talk about spiritual gifts and ministry. Or you may talk about it yourself.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask questions about their spiritual gifts inventories.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Celebration of Discipline*- Ch 11-12, *Speaking of God* Chapters 8 - 9

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Gathering 8–Setting Boundaries in Ministry

Meal: 20 minutes

- Discuss the reading for the week during the breakfast, pay more attention to *Celebration of Discipline*.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Presentation: 45 minutes

- There are two options for this session:
 1. One is to find an experienced minister in your congregation and conference to share with participants how they set boundaries and what boundaries are important for ministers.
 2. The second option is to find the video series called “Boundaries.” This resource is described on page 24. We recommend showing the introduction to each section of the video.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to ask the presenter questions about boundaries, or to discuss the video series.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Assign the Homework: *Celebration of Discipline* – 13, *Speaking of God* Chapter 10.
- Additional Resources: *Five Characteristics of Self-Differentiation*

Gathering 9–Where do I go from here?

Meal: 20 minutes

- Discuss the reading for the week during the breakfast.

Opening Prayer and Worship: 10 minutes

- Open with prayer and spend some time worshipping together. Choose one or two hymns or choruses, find a litany to read together, or read some scripture. Make sure to pick things that go thematically with the topic of the day

Presentation: 45 minutes

- Hand out the packet of opportunities for ministry that you put together for this session. This is described on page 24-25. Talk through the packet. You may want to focus the time on specific areas of ministry you know members of your group are interested in, or you can give a more general overview.

Break: 10-15 minutes

Questions and Answers: 20 minutes

- Give the group between 20 to 30 minutes to discuss with each other ministries they may be interested in, and make commitments to each other about their next steps for pursuing ministry.
- Make note of the ministries each person is pursuing so that you can follow up with them later.

Closing and Prayer: 15 minutes

- Have participants meet with their prayer partners and pray for each other.
- Close in group prayer.
- Additional Resource: *Is there really a pastoral shortage among Mennonites?*

Additional comments:

- Some of the presenters may back out on you at the last minute for unforeseen reasons so make sure you always are prepared to jump in if necessary.
- Make sure that you have any handouts or materials ready to hand out a day or two before your meetings. Making copies at 5 in the morning is not a good way to start the day especially if the copier blocks or runs out of ink.

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- Enjoy yourself; this is God's work. God spoke to these persons before you did and your call is to simply accompany them along the journey gently pointing out what they are already sensing in their spirits.



Books and Resources

Clearly, there are many books and resources that can be used in the formation of the ministering person. We have chosen ones that we like and have found to be helpful to nurture the desired growth in persons' faith journeys. We would like to share the purpose of each resource in the program so that you can better substitute materials that may be suited to your setting.

Highly Recommended

We recommend that each participant have a copy of each of the following:

Timothy Project Participant's Guide This is a workbook which includes each worksheet participants will need. It also includes "The Discipleship Notebook" described below. This is part of the *Timothy Project* package. If you are using these resources from the internet or CD you will have to make a copy of the document titled "Participant's Guide" for each participant. Print the documents out, three-hole punch them and place them in a 1-inch 8 1/2 X 11 notebook. Participants may add paper for journaling, sermon notes, Bible study, prayer journaling or other activities.



Discipleship Notebook is intended to be a means to help men and women grow as disciples of Jesus Christ. It was developed by Ervin Stutzman for teaching in various discipleship programs, including Youth Evangelism Service with Eastern Mennonite Missions. Ervin drew from various informal sources to compile the material. Growth in Christ is enabled through the disciplines of reading and writing, along with other spiritual disciplines. These disciplines can help you remember what God is teaching you each day. Written materials can also provide opportunities to share with a spiritual mentor or companion. By keeping the discipleship notebook close by, persons can record insights as they come to them. Then, in retreat or small group settings, people can reflect on what they have written. Discipleship groups are an effective way to develop one's growth as a disciple.



Celebration of Discipline by Richard Foster is a classic book that looks at most of the spiritual disciplines that we are called to practice in our lives as ministers and to foster in the lives of those that we minister to.

FROM THE PUBLISHER: Hailed by many as the best modern book on

Christian spirituality, *Celebration of Discipline* explores the "classic Disciplines," or central spiritual practices, of the Christian faith. Along the way, Foster shows that it is only by and through these practices that the true path to spiritual growth can be found.

ALTERNATES: find some resource that will give an overview and guidance on practicing spiritual disciplines. There are many books on creating a rhythm and rule for your life on the internet bookstore lists. You might also consider calling Kevin Clark or Wendy Miller, instructors in Spiritual Formation at Eastern Mennonite Seminary for suggestions.

Soul Feast by Marjorie Thompson

Soul Shaper by Tony Jones

Spiritual Disciplines Handbook: Practices that Transform Us. by Adele Ahlberg Calhoun. Spiritual disciplines are for everyone who seeks after Christ. This book offers comprehensive practices for the Christian disciples life.



Speaking of God: Evangelism as Initial Spiritual Guidance by Ben Campbell Johnson helps participants enter into the arena of ministry as the practice of spiritual direction. Learning to come along side persons is an important part of becoming effective in ministry especially in our postmodern world. As ministers we are called to be witnesses of Christ in all the world. This has much less to do with telling persons what to think and more to do with joining persons in their journey and gently being a witness to what God is already doing in their lives. As ministers we must learn how to listen and watch what God is doing in person's lives and then be able to say, "I hear what you are saying and see what is going on. It seems like God is really working in your life. What do you think?"

FROM THE PUBLISHER: Many mainline churches today have members (both lay and clergy) who find it difficult to speak face-to-face about God. In this creative book, Ben Campbell Johnson combines evangelism and spiritual guidance in order to offer a theological foundation, practical suggestions, and a positive model for sharing faith. Johnson calls for the recovery of evangelism in ministry and encourages ministers to become models of personal evangelism for laity.

ALTERNATES: Books on friendship evangelism or being hospitable.



If I Were Starting My Ministry Again: Timeless Instructions and Life-Changing Wisdom by John Drescher serves as a launching pad for discussion on important principles and practices for effective ministry. John Drescher is a seasoned minister and this resource helps participants move in the right direction in regards to ministry and life priorities. It is a

helpful resource that shares practical suggestions for young ministers as they embark into vocational ministry. It is also a great conversation starter.

Other Resources

Choose from the following resources or some of your own.

More Information about this resource can be found on our website at www.emu.edu/seminary/timothy/additionalresources.html

Personality Profiles



DiSC Personality

Profile is a learning instrument designed to help people understand to what degree they utilize 4 behavior styles. DiSC provides targeted feedback designed to help people and organizations build productive teams and develop effective management and leadership. The DISC report can improve service and reduce conflict. Organizations have successfully used it to increase team effectiveness and interpersonal communication skills, as well as to improve or maintain satisfaction.

ALTERNATES: ***Myers-Briggs***. <http://www.myersbriggs.org/>

Free versions of Myers-Briggs are available at

<http://www.humanmetrics.com/cgi-win/JTypes1.htm>

<http://www.teamtechnology.co.uk/tt/t-articl/mb-simpl.htm>

Spiritual Gifts Inventories

My SHAPE for Ministry by Rick Warren is part of the CLASS 301. It is a gifts discernment tool that we have found very helpful. Rather than focusing only on spiritual gifts, this tool focuses on the the full range of who we are as ministering persons. This includes spiritual gifts, our heart (what we love to do), our abilities, our personalities and our past experiences (both positive and negative). We recommend using only the interview tool “Finding My Shape for Ministry” for the *Timothy Project*. It is important that the participants begin to explore these areas of gifting so that they are able to find ministry that will be

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fulfilling to them and productive for others. This is available on the website at www.emu.edu/seminary/timothy/additionalresources.html

ALTERNATES:

Rediscovering our Spiritual Gifts: Building up the Body of Christ through the Gifts of the Spirit, by Charles V. Bryant

Heights spiritual gifts survey (Mobilizing spiritual gifts series), by Paul Richard Ford

Another resource on SHAPE: Bruce Bugbee and Don Cousins

Talent Show: Your faith in full color by Bob Lichty.

Additional Books

What the Bible has to say about Ministry, by Rick Warren is a scriptural overview of what ministry is all about. Scripture needs to be the starting point and sustaining light for ministering persons. We modified the CLASS 301 materials from Rick Warren.



Class 301 Discovering My Ministry by Rick Warren

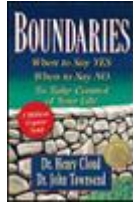
FROM THE PUBLISHER: Learn how to equip and empower your people for service by helping them identify their S.H.A.P.E. for ministry which includes one's Spiritual Gifts, Heart, Abilities, Personality, and Experience. Order from www.pastors.com/pcom/class/301.asp

ALTERNATES: create some other Biblical overview of the character, purpose, and means of Scripturally based ministry.

Learning to Share My Story, His Story and Our Story is a summation of the book ***Remembering Your Story*** by Richard L. Morgan and should be used as a worksheet. We need to recognize that it is out of our story that we minister. Our story is the container that holds our experience of the world, God and others. Understanding that story, reconciling ourselves to it and learning how to share it in a way that can be beneficial to others is essential. This worksheet will help the participants explore their story and enable them to articulate it in a beneficial way to the group and others.

ALTERNATES: ***God's story, our story : exploring Christian faith & life***, by Michele Hershberger. Faith and Life Resources, 2003.

Boundaries by Henry Cloud and John Townsend. Healthy boundaries are important in life and ministry. If we as ministers do not set our own boundaries then others will set them for us and we will usually end up burned out. Learning to set appropriate boundaries is essential to being a healthy and effective minister. This resource helps persons explore setting healthy and appropriate boundaries



without feeling a sense of guilt.

FROM THE PUBLISHER: Having clear boundaries is essential to a healthy, balanced lifestyle. A boundary is a personal property line that marks those things for which we are responsible. In other words, boundaries define who we are and who we are not. Boundaries impact all areas of our lives. Physical boundaries help us determine who may touch us and under what circumstances. Mental boundaries give us the freedom to have our own thoughts and opinions. Emotional boundaries help us to deal with our own emotions and disengage from the harmful, manipulative emotions of others. Spiritual boundaries help us to distinguish God's will from our own and give us renewed awe for our Creator. Often, Christians focus so much on being loving and unselfish that they forget their own limits and limitations. When confronted with their lack of boundaries, they ask: Can I set limits and still be a loving person? What are legitimate boundaries? What if someone is upset or hurt by my boundaries? How do I answer someone who wants my time, love, energy or money? Aren't boundaries selfish? Why do I feel guilty or afraid when I consider setting boundaries?

The book is helpful but we suggest that you use the video and show only the introduction to each section



Small Group Leadership as Spiritual Direction by Heather Webb, Foreword by Eugene H. Peterson

FROM THE PUBLISHER: Members of your small group look to you for answers. They bring their raw questions and intimate needs to you, looking for wisdom and understanding. How can you encourage your group to consider the Holy Spirit's voice? The exciting discipline of spiritual direction allows you to create a space in which the Holy Spirit can move among your group. As you begin to discern Christ's call in the lives of others, you will see your ministry with a new perspective and uncover new ways to direct your group, not just lead it.

Denominational Resources



For the final gathering we suggest that you pull together all the materials at your disposal that show participants options for places and directions that they can move towards after the *Timothy Project* is over. You might want to call the collection **Roads to Ministry** as we did. Many persons sense a call to ministry, but don't know what to do with it. If you do not put the appropriate amount of energy into gathering these materials you will end up with nothing more than a frustrated group of persons at the end of your nine weeks together. These persons want to know what to do with their calling. You should expose them to as many options as possible and then witness to what God seems to be speaking to them. It is your job to make it easy for them to find the next step in their journey of embodying their call to ministry.

It will be important that you provide a good overview of the types of ministry opportunities available to those sensing a call to ministry and to present them to those participating in the *Timothy Project*.

Since each location affiliates itself in different ways we will only give you some suggestions for categories to consider. Create a packet with your choices from the following list.

- Create a complete list of ministries in your congregation that these persons could consider. This list should be comprehensive and not just positions that are available. Use this opportunity to inform these persons what is going on in your congregation.
 - Explore and share a comprehensive overview of MC USA agencies and ministries. This can be found at <http://www.mennoniteusa.org/>.
 - Contact the mission board or boards that you affiliate with. They will be happy to create a folder filled with current opportunities.
 - Contact the Bible schools and seminaries that you feel comfortable recommending to those in your program. Ask them to send you catalogs and new student information to be handed out to your participants.
 - Reflect on other ministries in your community that you would feel good about directing your participants towards and gather the material necessary to be able to inform them.
-

Editable/Printable Resource Links

You will find links to all the editable and printable documents that you will need for yourself and those participating in the *Timothy Project* at our website at www.emu.edu/seminary/timothy. There are also sample resources included in the appendix of this manual.

Appendix

Basic Information

The following can be downloaded and edited at

<http://www.emu.edu/seminary/timothy/documents/appendix.html>

Syllabus

Attendance Sheet

Minister Shadowing Request Form

Letter to Minister

What the Bible Says about Ministry- Answer Sheet

FAQ

Person Testimonies of Participants (Video Version Available on *Timothy Project* Web site at

<http://www.emu.edu/seminary/timothy/testimonies.html>

The additional resources below can be downloaded from the Timothy Project web site at the following address:

<http://www.emu.edu/seminary/timothy/documents/additionalresources.html>

The Things I Didn't Learn in Seminary

Ten Keys to Healthy Relationship

Five Characteristics of Self-Differentiation-

Pastoral Shortage Info

SHAPE

Syllabus for *Timothy Project*

Congregation: _____

Starting Date: _____

Gathering Format

Breakfast and Sharing about reading- 30 minutes

Opening Prayer and Worship- 15 minutes

Working through session material- 2 hours (with 15 minute break)

Closing prayer time- 15 minutes

Gathering 1 –Introduction to the program and to one another

Date:

Presenter: _____

Homework: Speaking of God - Ch. 1- 2

Celebration of Discipline - Ch. 1

Additional Resources:

10 Things I Didn't Learn in Seminary

Gathering 2 – Discipleship and Life Purpose

Date:

Presenter: _____

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Homework: Speaking of God - Ch. 3

Celebration of Discipline - Ch. 2-4

Remembering Your Story

Gathering 3– Remembering Your Story

Date:

Presenter: _____

Homework: Speaking of God - Ch. 4

Celebration of Discipline - Ch. 5

If I Were Starting My Ministry Again

Personality Profile

Gathering 4 – If I Were Starting My Ministry Again

Date:

Presenter: _____

Homework: Speaking of God - Ch. 5

Celebration of Discipline - Ch. 6-7

Additional Resource:

Ten Keys to Healthy Relationships

Gathering 5 – Understanding Myself and Others in Ministry

Date:

Presenter: _____

Homework: Speaking of God - Ch. 6-7

Celebration of Discipline - Ch. 8-9

Gathering 6 – Spiritual Direction as Ministry

Date:

Presenter: _____

Homework:

Speaking of God - Ch. 7

Celebration of Discipline - Ch. 10

Spiritual Gifts Survey

Gathering 7 – Discovering my Spiritual Gifts

Date:

Presenter: _____

Homework:

Speaking of God - Ch. 8 & 9

Celebration of Discipline - Ch. 11-12

Gathering 8 – Setting Boundaries (Video Series)

Date:

Presenter: _____

Homework:

Speaking of God - Ch. 10

Celebration of Discipline - Ch. 13

Additional Resources:

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Five Characteristics of Self-Differentiation

Gathering 9 – The Roads to Ministry - Where do I go from
Here?

Date:

Presenter: _____

Additional Resource:

Is there really a pastoral shortage among Mennonites?

Sheet

Ministry Shadowing Request Form

Completed by *Timothy Project* Participant

Name: _____

Address: _____

Phone: _____

Age: _____ Gender: _____

Area of Ministry Interest: _____

First Choice: _____

Second Choice: _____

Best Times: _____

Ministry Shadowing Request Form

Completed by *Timothy Project* Participant

Name: _____

Address: _____

Phone: _____

Age: _____ Gender: _____

Area of Ministry Interest: _____

First Choice: _____

Second Choice: _____

Best Times: _____

An editable/printable version of this letter is available online at

<http://www.emu.edu/seminary/timothy/documents/appendix.html>

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INSERT DATE HERE

Dear INSERT SHADOWING PASTORS NAME HERE,

Thank you for your willingness to allow a person who is discerning God's call in their lives to shadow you for a day. We hope this experience will be a blessing for you as well as for the person that you will be allowing into your life and ministry.

You are receiving this letter along with a card that has the name and some pertinent information of the person that has requested to shadow you. I would like to outline what is expected of you as the mentoring minister as you provide opportunity for this person to discern his or her call in ministry.

1. The person requesting you will contact you. You do not need to contact them unless you would like to.
2. You, along with the *Timothy Project* participant, will arrange for a day and time for him or her to spend time with you on the site of your ministry assignment.
 - a. I would like to suggest that you spend at least one morning or afternoon together in regular ministry activities that are applicable to your area of ministry and their area of interest.
 - b. Please try to make it interesting but *do not* try to entertain them. This is to be a *real* experience of what ministry is like.
 - c. I would also like to ask that you eat lunch together (or a meal) so that they may ask questions and you may have some personal off-site interaction with them.
 - i. Ask them about their sense of call, future plans, experience of God, etc.
3. I would appreciate a one-paragraph response of how you experienced the *Timothy Project* participant and any observations, suggestions for training or concerns that you may have in their respects.

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- a. I will be asking for a response from the *Timothy Project* participant as well.
4. It would be appropriate to call them several weeks later to make yourself available to talk to, or answer questions, after they have had time to reflect on the experience.

Thank you again for your availability to support these future ministers. May God bless you as you serve the church.

In Christ,

INSERT YOUR NAME HERE

What the Bible says about Ministry- Answer Sheet

WHAT IS MINISTRY?

Definition: Greek, “diakonos” – “to serve”

“Ministry is using whatever God has given me to serve him and the needs of others.”

WE MINISTER IN 3 DIRECTIONS

1. To the Lord (Acts 13:3)
2. To other believers (Heb. 6:10)
3. To unbelievers (Matt. 5:13)

WE MINISTER TO THREE AREAS OF NEEDS

1. To people's physical needs.

"(God says) I was hungry and you fed me, ... thirsty and you gave me a drink... needed clothes and you clothed me... sick and you cared for me... in prison and you visited me... Whenever you have done this to the least person, you did it to me." Matt. 25:35-36, 40

"If, as my representative, you give even a cup of cold water to a little child, you will surely be rewarded." Matt. 10:42 (LB)

2. To people's emotional needs.
-

"... Warn the idle, encourage the timid, help the weak, be patient with all."
1 Thess. 5:14 (GN)

3. To people's spiritual needs.

"... God reconciled us to himself through Christ and gave us the ministry of reconciliation." 2 Cor. 5:18

We proclaim Christ, counseling and teaching everyone with all wisdom, so that we may present everyone mature in Christ." Col 1:28, 29

THE PURPOSE OF MINISTRY

"There are different kinds of service to God, but it is the same Lord we are serving. The Holy Spirit displays God's power through each of us as a means of helping the entire church. All of you together are the one Body of Christ and each one of you is a separate and necessary part of it." 1 Cor. 12:5, 7, 27

God wants to use me to build up the church body.

THE PRIORITY OF MINISTRY

(WHY SHOULD I BE INTERESTED?)

1. I'VE BEEN CREATED FOR MINISTRY!

"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." Eph. 2:10

2. I'VE BEEN SAVED FOR MINISTRY!

"It is He who saved us and chose us for his holy work, not because we deserved it but because that was his plan long before the world began..." 2 Tim. 1:9 (LB)

“Saved to Serve!”

3. I'VE BEEN CALLED INTO MINISTRY!

"God, in his grace, chose me even before I was born, and called me to serve him." Gal. 1:15 (GN)

"I urge you to live a life worthy of the calling you have received." Eph. 4:1

"... You have been chosen by God himself -- you are priests of the King... you are God's very own -- all this so that you may show to others how God called you out of darkness into his wonderful light! Once you were less than nothing, now you are God's own!" 1 Peter 2:9-10 (LB)

"... you will serve as holy priests..." 1 Peter 2:5 (GN)

I am not who I think I am
I am not who you think I am
But I really am who God says I am!

A life changing truth – my primary identity:
I am a MINISTER of Jesus Christ!

4. I'VE BEEN GIFTED FOR MINISTRY!

"God has given each of you special abilities; be sure to use them to help each other, passing on to others God's many kinds of blessing." 1 Peter 4:10 (LB)

5. I'VE BEEN AUTHORIZED FOR MINISTRY!

"(Jesus said) All authority in heaven and earth has been given to me. Therefore, go and make disciples..." Matt. 28:18-19

"We are therefore Christ's ambassadors..." 2 Cor. 5:20

6. I'M COMMANDED TO MINISTRY!

"(Jesus) Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve..." Matt. 20:28 (LB)

"(To Archippus) Take heed to the ministry you've received from the Lord and fulfill it." Col. 4:17 (KJV)

7. I'M TO BE PREPARED FOR MINISTRY!

"God gave pastors and teachers to prepare God's people for works of ministry so that the body of Christ may be built up..." Eph. 4:11-12

8. THE BODY OF CHRIST NEEDS MY MINISTRY!

"All of you together are the one body of Christ and each of you is a separate and necessary part of it." 1 Cor. 12:27 (LB)

Ministry always functions in the context of the CHURCH, THE BODY OF CHRIST.

"When Jesus saw the crowds, he had compassion on them because they were harassed and helpless, like sheep without a shepherd. Then he said, 'The harvest is great but the workers are few. Ask the Lord to send our workers into his harvest field.'" Matt. 9:36-37

9. I AM ACCOUNTABLE FOR MY MINISTRY!

"So then, each of us will give an account of himself to God." Romans 14:12

The Parable of the Talents: *Matt. 25:14-30*

10. I WILL BE REWARDED FOR MY MINISTRY!

"Whatever you do, work at it with all your heart, as working for the Lord, not others, since you know that you will receive an inheritance from the Lord as a reward." Col. 3:23, 24

"Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your Master's happiness!" Matt. 25:23

THE PROCEDURE: HOW TO DISCOVER MY MINISTRY
(Romans 12:1-8)

STEP 1: DEDICATE MY BODY

"I urge you... to offer yourselves as living sacrifices, holy and pleasing to God -- which is your spiritual worship." (Romans 12:1)

STEP 2: ELIMINATE COMPETING DIRECTIONS

"Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind." (Romans 12:2)

STEP 3: EVALUATE MY STRENGTHS

"Don't cherish exaggerated ideas of yourself or your importance, but try to have a sane estimate of your capabilities by the light of the faith God has given to you. (Romans 12:3)

STEP 4: COOPERATE WITH OTHER BELIEVERS

"Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one Body and each member belongs to all the others." (Romans 12:4-5)

Implications from Paul's Anatomy Lesson (see also *1 Cor. 12:1-31*):

- Every member is a minister in Christ's body.
- Every member has a different function.
- Every member's ministry is important.
- Every member belongs to the others.

"Each of us is a part of the one Body of Christ... The eye can never say to the hand, 'I don't need you.' The head cannot say to the feet, 'I don't need you.' And some of the parts that seem weakest and least important are really the most necessary! ... So God put the body together in such a way

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*that extra honor and care are given to those parts that might otherwise seem less important.” 1
Cor. 12:13, 21-22, 24b (LB)*

STEP 5: ACTIVATE MY GIFTS

*“We have different gifts, according to the grace God has given us.. prophesy... serving...
teaching... encouraging... contributing... leadership... showing mercy...” Romans 12:6-8*



Frequently Asked Questions

How do I begin?

1. Familiarize yourself with the printed materials. You should find all the resources we've gathered under the resources section of the *Timothy Project* website. This will include the *Timothy Project Manual*, which will act as a leaders guide and includes many resources, the *Timothy Project Participant's Guide*, which is the workbook for participants, and several additional resources.
2. Explore the pages of the website. You will find background information, defining premises, printable resources and web links to other purchasable resources that can be accessed through the internet.
3. Print out the materials that you may be interested in using. It is difficult to assimilate it all on a computer screen. You may find it helpful to print out materials and begin to read and edit them for your particular setting. You are free to edit any or all of the materials that you download from this website. We only ask that you send us a copy so that we can share your ideas and changes with others who may use this material.
4. Decide whether you will run the *Timothy Project* in your congregation. This may seem redundant but you need to decide if this is something that will benefit those in your congregation who are exploring a call to ministry. If so, you will need to commit yourself to enter fully into a more intense relationship with them.
5. Sound the Call. You will need to invite persons that you feel would benefit from this experience to consider being a part. It is important as well to ask others in your congregation who they sense God calling as well. You should also give opportunity for persons to voice a personal sense of call and desire to be part of this program. All three are important ways that God calls us into ministry.
6. Gather those who have agreed to meet with you and set a date and time when you will begin meeting. Write up your syllabus, get all the materials purchased or printed, line up who will lead the various parts of your times together and get ready to see God work in these person's lives.

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Where do I find these resources?

This website www.emu.edu/seminary/timothy contains lists of resources and materials to help you as you participate in the program. Take some time to look through the resources section of the website. If you would prefer to receive printed material as well as an interactive CD, you may request one from the *Timothy Project* staff.

Why were your sessions on Saturday morning?

They don't have to be on Saturday morning but that seemed to be the only time when everyone was free. It didn't mess up most persons plans for the day or evening and it increased the commitment level which made the program seem important and special. We knew that whoever was there really was serious about hearing from God and following Him. We would suggest this format.

What did your sessions look like?

Following is a tentative morning schedule we used. A more basic outline is in the syllabus.

5:30 Breakfast & general discussions on readings
6:00 Worship & prayer
6:15 Introduction of topic
7:00 Discussion, questions and answers
7:30 Break
7:45 Small group, prayer partners, mentors discussion on practical questions, worksheets given by input person, etc.
8:15 Conclusion and weekly assignments made
8:30 Departure

Why are the meetings so long?

Again, that is how we did it. You may make changes if you like. But remember that part of the effectiveness is in the intensity of the program.

How much does it cost?

There is no cost to you for the *Timothy Project*. As a congregation we asked each participant to contribute \$15.00 to the experience and covered the rest of the cost as a ministry. Total cost will depend on how many of the suggested materials you decide to use.

Are there consultants to help us run the *Timothy Project* in our congregation?






Yes there are. To contact us:

Harry & Beth Jarrett
2924 Brookfield Rd
Lancaster, PA 17601
717-560-1860

Email: hjarrett7@neffmc.org; bjarrett7@neffmc.org

Personal testimonies of participants

We were privileged to have a wonderful group of participants during the first run of this program and they were generous enough to share with us their thought on the *Timothy Project* (called at that time Ministers in Training Program). The video testimonies and a nine minute promotional video is available on our web site at www.emu.edu/seminary/timothy.

	<p>Chris Riddle</p> <p>Husband and father currently studying at Eastern Mennonite Seminary and exploring options on the mission field</p>
	<p>Matt Yoder</p> <p>Single man currently serving as director of Peace House on James Madison University Campus</p>
	<p>Belinda Beya</p> <p>Single woman working at Eastern Mennonite University</p>
	<p>John Bell</p> <p>Pharmacist, husband and father of four serving on Praise Fellowship Coordination team at Harrisonburg Mennonite Church</p>
	<p>Kathy Rumer</p> <p>Divorced single mother serving God at work and in her community</p>
	<p>Glen and Cheryl Zehr</p> <p>Husband and wife now studying at Elim Bible College. No video available</p>
