

12 QUESTIONS RELATED
TO ADDRESSING THE
CONCERNS OF MANY WITHIN
THE P.C.A.

1. What Is Our Primary Problem?

- We have an extremely large number of churches which have embraced a less than ideal primary identity.
- Our problem is not primarily theological, rather philosophical.
 - 1) Some churches have a “means of grace” philosophy (preaching, teaching, table through ordained clergy)
 - 2) Some churches have an equipping philosophy (“equipping the saints to do the work of ministry”).
 - 3) Some churches do not know what their philosophy of ministry is.
- Our problem at its root is that we are a divided church because we all do not see our greatest enemy as The Evil One and, therefore, war against each other. Once we find ourselves in the same foxholes, fighting the same enemy, and engaged in the same mission to make disciples, we will unite under the same cause – realizing our need for each other. Soldiers fight each other in a bar but love each other when fighting together in battle.

2. What Is Meant By A “Church’s Identity”?

How a church views itself in regards to its necessary central focus required to become successful at reaching its potential.

*Alabama’s 2003 football season

3. What Are Some Biblical Options For A Church’s Identity?

- 1) An educational identity (preaching & teaching)
- 2) A pastoral identity (shepherding, counseling)
- 3) An attractional identity (reaching the lost)
- 4) An influential identity (blessing the church’s geographic community)
- 5) An equipping identity (equipping the saints to do the work of the ministry, thus enabling the body to teach, to care, to evangelize and to serve)

*Frank Barker / Briarwood story

4. What Is The Major Difference In An “Equipping Identity” Church And Churches With A Differing Identity?

Churches without an equipping identity are typically event (or program) driven, declaring the truth to as many people as possible and with as much accuracy and clarity as possible.

Churches which embrace an equipping identity are both event and process driven. In these churches, event (which is absolutely important) is followed by process. Truth is first imparted but followed by laboring in the lives of a few. This is done by giving them the equipping/coaching and support/accountability necessary until those few can perform well, and ideally, turn around and offer to do the same in the lives of others.

5. What Is The Answer To Our Primary Problem

Our churches must embrace an equipping identity whose primary (but not only) focus is to make and train disciples, who make and train disciples, who make and train disciples, ...etc.

6. Why Is An Equipping Identity More Important Than The Other Identities?

It is not more important as a practice, only as an identity.

However, it needs to be the centerpiece of its identity because it is the only identity which can empower and strengthen the four other identities, thus making the church more balanced and healthy.

7. How Do We Help Churches Which Are Interested In Making Such A Change In Identities?

By inviting them to investigate the advantages of embracing an equipping identity
and, if interested,

offering the tools and coaching necessary to give birth to the cultures of an equipping identity.

8. What Is Meant By “Giving Birth To A Culture”?

“Culture” is defined as “what most of the people do most of the time”.

A healthy culture of any type is not created merely by programs, rather by creating environments (which may include programs).

Changing an existing culture rarely takes place spontaneously, but instead, requires an intentional plan.

Culture changes, for the better, are birthed by:

- 1) redirecting improper mindsets
- 2) insisting on proper behaviors
- 3) sticking to an excellent plan
- 4) providing excellent and culturally relevant tools
- 5) providing coaching and support

Key words:

- | | |
|-----------------|--------------|
| 1) environments | 4) behaviors |
| 2) plan | 5) tools |
| 3) mindset | 6) coaching |

9. What Is Meant By “Changing Mindsets”?

“Mindset” is one’s way of thinking. Churches must identify their mindsets that need to be changed and then determine the new mindsets which must replace the old ones.

Mindsets will always be co-joined with behaviors.

*See Perimeter document “Our Big Win”, especially “Winning Cultures” to illustrate both “culture” and “mindset”

10. What Are The Components Of A Good Plan?

- 1) Purpose
- 2) Vision
- 3) Mission
- 4) Values
- 5) Goals

*Illustrate with “Perimeter Ministry Plan”

*Proverbs 30:7-9

11. What Would Be An Example Of Some Culturally Relevant Tools?

- 1) Tools To Make Disciples – “Express Your Faith” Reading, Attending and Investigating Tools
- 2) Tools To Train Disciples – “The Journey” And Its Supporting Tools

12. What Is Meant By “Coaching”?

Coaching is a major part of equipping.

Coaching is massaging the truth or practice until it becomes understandable and usable.

Good coaching is preceded by excellent teaching (directives). Coaching involves asking the student questions, letting the student ask the coach questions, and when possible, watching each other perform the truth or practice which is being learned.

Good coaching is followed by the coach being available in the future, if and when he or she is needed.

From that point on, the one having been coached is prepared and ready to use the skill or information learned.

*See Ken Blanchard “Situational Leadership Paradigm”