



The Watchmen Men's Ministry

Altamaha / New Sunbury Baptist Association

Isaiah 62:6 / Ezekiel 3:17 / Ezekiel 33:1 – 7

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ALTAMAHA / NEW SUNBURY
BAPTIST ASSOCIATION
JIM ELLIOTT—ASSOCIATIONAL MISSIONARY



INTRODUCTION:

Developing an effective Men's Ministry has been one of the most difficult areas of ministry for many pastors; especially in small to medium sized churches. Many of our Georgia Baptist Churches average under 200 in Morning Worship, therefore most of our churches would be labeled as small to medium size.

It is my desire that "THE WATCHMEN'S MEN'S MINISTRY" will assist churches in the development of an effective ministry that reaches and disciples men. This is not designed to assist the church brotherhood in expanding an in-house fellowship; but it is designed as an evangelistic tool for reaching lost and or un-churched men in a local community. The Biblical call for watchmen is not to establish a "brotherhood fellowship" - But to establish a "watchmen" Men's Ministry.

This is a much needed ministry in our churches. We need God fearing, truth loving, sold out Christian Men, who will commit to such a Men's Ministry. The establishment of a "Watchmen's Men's Ministry" for the purpose of reaching and making disciples of those reached is quite in line with the scriptural concepts of all Watchmen throughout the Bible.

Additional copies of this Training Manual and Power Point are available from.....

Altamaha / New Sunbury Baptist Association

230 W Bay Street—PO Box 1001

Jesup, Georgia 31598

912—427-4991

Jim Elliott—Associational Missionary

Jim Elliott



WATCHMEN MEN'S MINISTRY





The Old Testament was written for our learning and it helps make us wise unto salvation. { Romans 15:4 / 2 Timothy 3:15 } From its pages we find examples and types which encourage us to live faithfully for God. God likened the work of Israel's prophets to that of watchmen, stationed upon a wall, watching and warning the people of approaching danger. Today the church stands in need of "watchmen" who will serve Christ to reach and disciple men. The Lord used the "watchmen" concept to teach spiritual truths to Israel and the nations: Isaiah 62:6

1. Isaiah 21:6 He used this figure to announce the fall of Babylon and Edom.
2. Jeremiah 6:17 God describes His prophets as "watchmen"
3. Ezekiel 3:17 God says that His prophet is set as a "watchman"

1 Corinthians 16:13 "Watch, stand fast in the faith, be brave, be strong"

The establishment of a "*Watchmen's Men's Ministry*" for the purpose of reaching men and making disciples of those reached is in line with the scriptural concepts of all watchmen.

In Genesis 14, a war is recorded in which five [5] kings and their armies were defeated by four [4] other kings. But in the process, Lot, Abram's nephew was taken captive by the victorious kings [14:8-12] When Abram discovered this, a miracle took place; with only 318 men, he defeated the entire armies of these four kings. Abram's secret was not only to be a godly man, but he also armed his 318 trained servants who were born in his own house.— Armed— Trained— and Ready!

Godly men are the key link to a true spiritual awakening in our churches, communities, and country. Before we can have an effective men's ministry, we must have effective men. Since the man is the head of the home [1 Corinthians 11:3] – change the man, and we change the family – Change the family and we change the church – change the church and we change our country.

Today we are facing one of the most consequential and damaging social trends in our country—THE ABSENCE OF FATHERS!

- > Programming focused on prevention is wiser than intervention
After the crisis occurs
- > Fathers are the gateway to reaching families

Watchmen's Men's Ministry is a transformational environment built on vital relationships that will bring positive changes in the church.



CHAPTER ONE:

MALFUNCTION IN MEN'S MINISTRY:

Dysfunction in Families—Fatherless Families

Why Reaching Men Should Be A Priority Focus Of A Church

American society, as a whole, is becoming more and more dysfunctional. The secular approach focuses on the false assumption that people are victims of society and seeks to blame most problems on other factors such as abuse, disease, environment, or lack of education. Yet Adam and Eve lived in a perfect environment and look at them. We need men who accept responsibility for their own actions.

An effective Men's Ministry will recognize three important things.

1. PATTERNS

SECULAR FACTS AND STATISTICS CONCERNING MEN

- > Many households in our communities are fatherless.
- > 63% of youth suicides are from fatherless homes.
- > 90% of homeless and runaway children are from fatherless homes
- > 85% of children who exhibit behavioral disorders come from fatherless homes.
- > 80% of rapists motivated with displaced anger come from fatherless homes.
- > 71% of all high school dropouts come from fatherless homes.
- > 75% of adolescent patients in chemical abuse centers come from fatherless homes.
- > 70% of juveniles in state operated institutions come from fatherless homes.
- > 85% of youth in prison grew up in a fatherless home.

From these statics—**WE NEED AN EFFECTIVE MEN'S MINISTRY** to reach and disciple men.



The following are current trends among men:

- Men commit suicide at four times the rate of women.
- Men between the ages of 18 and 29 suffer alcohol dependency at three times the rate as women in the same age group.
- More than two-thirds of all alcoholics are men; 50 percent more men than women are regular users of illicit drugs.
- Men account for more than 90 percent of arrests for alcohol and drug abuse violations.
- Life expectancy for men is 10 percent shorter than for women, and the incidence of stress related illness, such as heart disease and certain cancers, remains inordinately high among men.
- More than 80 percent of the homeless are men.

Pressure on a man

1. Career and success pressures
2. Distractions from pressure of finances
3. Relationship pressure
4. Sexual temptation pressure

Challenges facing men

1. Search for significance
2. Tendency to withdraw or to be passive
3. Desire to be in charge or to take control
4. Self—worth

Men need a sense of purpose and significance. Men have been taught that success is his goal and his identity comes from what he owns (houses, cars, etc.), what he does (job, position, titles, etc.), and/or what he controls (power, money, etc.). Most men find their self-worth in their jobs, so when a man loses his job, he also loses his self-worth. God has put into each man a longing to be significant, to feel that his life counts. Yet countless men feel inadequate and insecure, no matter how much talent they may possess. Men need to learn how to find their identity in Christ.



SPIRITUAL FACTS AND STATISTICS CONCERNING MEN

A typical church congregation draws an adult crowd that is 61% female, and 39% male.

On any given Sunday in the U S there are 13 million more adult women than men in church.

Almost 25% of married, churchgoing women attend without their husband.

Midweek activities draw almost 70% female participants in comparison to only about 30% male participants.

90% of the boys raised in church will abandon it by their 20th birthday – many will never return.

An overwhelming majority of men who accept the reality of Jesus Christ, see no value in attending church.

90% of men believe there is a God, but less than 1/3 attend church.

The majority of men who attend church do nothing during the week to grow their faith.

Over 90% of Christian men have never shared their faith.

Churches are declining due to men having stopped participating, growing, and leading.

We need an effective men's ministry that transforms men from apathy to involvement. With 108 million men 18 years old and older in the US; only about 25 million say they go to church on a regular basis; yet almost 80% say they grew up with some sort of church background.

The church has risen to serve its fullest potential only when men rise to serve others, and in turn invest in other men.

A WORD FOR PASTORS:

Pour yourself out as a pastor of men.

Teach your men to do the same, man to man.



MEN ARE STRATEGIC

Consider the following statics from surveys Conducted in recent years

If a child is the first person in a household to become a Christian, there is only a **4%** probability that everyone in that household will follow

If the wife – mother is first to accept Christ, only a **17%** chance that the rest of the family will

But if the man is the first person in a family to become a Christian, there is a **93%** probability that the rest of the family will follow.

If we reach the man – we reach the family! If these statics are close to accurate – it is vital that we reach men. An effective men's ministry can help us do this..

MEN'S MINISTRY – Statics reveal that the American man is often....

Friendless – In a world of competition, comparison, isolation, individualism, and self – sufficiency, with many men working more than one job – Many men do not have a “best friend” to confide in and to receive support and encouragement from.

Emotionally Isolated – Seeing himself as what he does – not how he feels, having a problem expressing his emotions – Pressure builds until explosion takes place. Men need a relief valve!

Confused over masculinity – Sometimes men face an identity crisis – especially with the post modern concepts that affect so many

Success driven – Convinced that what he does and what he has is an accurate reflection of who he is – drives him farther and farther into the “keep up with” concept

Spiritually searching – With all the “religious” concepts offered today – many men just give up on finding the truth.

MEN ARE THE CRITICAL MISSION FIELD

Although God has ordained that men serve as spiritual leaders; most men are spiritually adrift. Churches must begin reaching the men, involve them in the church, and assist them in spiritual growth. If we reach the man, we will usually reach the family. Therefore, reaching men must become at least one of our top priorities.

THE CHALLENGE – MEN LEADING THE CHARGE

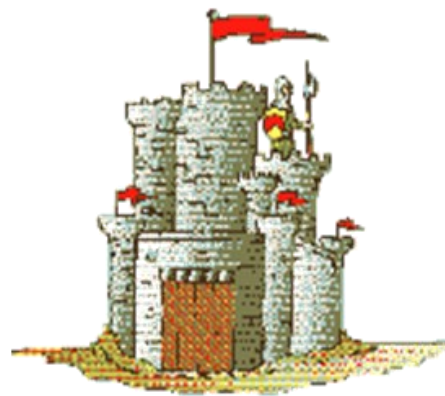
Men who are spiritually leading their families and serving as Christian leaders in church usually have the following 5 things in common....

- > They have a daily quiet time for prayer and Bible study.
- > They participate in some sort of weekly Bible study in addition to Sunday School.
- > They actively attend and participate in a local church.
- > They meet regularly with other Christian men for fellowship, encouragement, accountability, outreach, discipleship, ministry and mission.
- > They have some sort of personal ministry, using their spiritual giftedness to reach the lost
- > Assist family and friends to grow in Christ
- > Serve others in need

An effective Men's Ministry will place emphasis on these 5 things.

Especially in the lives of current church members!

The Watchmen Men's Ministry is designed to promote this.





2. PRINCIPLES

- > The head or leader of the home is the man. [1 Corinthians 11:3]
If the head is dysfunctional the rest of the family will be also.
- > Manliness is really Christ-likeness.
- > Being “male” is a matter of birth; being a “man” is a choice.
- > We teach what we know; We reproduce what we are.
- > Revival and spiritual awakening may truly depend upon the extent of the relationship within the family. Good Families and Good Churches go hand in hand.

Developing godly men should become one of the highest priorities of the church. Church pews are filled with men experiencing problems. And remember only a small percent of American men attend church!

3. PROBLEMS

An effective men’s ministry must recognize and cope with the following snares in the lives of men.....

Accounts Debt is the new slavery. Spending more than one makes will only lead to problems. Many Christians are so deep in debt that they face financial disaster. Financial freedom seems beyond any possible reach.

Addictions Pornography is another slavery; even in the church. Lust has become a stronghold used by Satan.

Authority Rebellion and a lawless spirit is another slavery. If a man is not submissive to God; the rest of his life will be in disarray.

Anger Pain from the past and unresolved conflict imprisons many men.

Arrogance Pride stops men from seeking or accepting help in times of great need.

Absenteeism Many men abdicate the leadership in the home to the wife and sometimes even to the children

Abandonment Many just simply walk away from their families due to the pressure and problems / And then other men have been abandoned by their spouse and are left with children to try and be both father and mother to them.



CHAPTER TWO:

METHODS IN MEN'S MINISTRY

DEFINING MEN'S MINISTRY— Finding men

Why implementing a long term process for reaching men must be our goal – Not a brief one time effort.

FOUR FOUNDATIONS IN WATCHMEN'S MEN'S MINISTRY

EVANGELISM – A Process and not A Program! Lifestyle Evangelism is one style of evangelistic outreach. 1 Thessalonians 2:8 – 9. There are many great evangelism training concepts available. The Associational Missionary can put you in contact with a certified facilitator or possibly conduct a training event for the men of your church.

ESTABLISHING – Emphasis needs to be placed on the development of relationships. Training men in simple basic methods of evangelism is great; however there needs to be more; men must learn how to develop lasting relationships with each other in ministry and also with lost and un-churched men in the community.

EQUIPPING – Observations and surveys indicate that only about 7% of active men are trained in witnessing. This is also the statics concerning men being trained in spiritual leadership. Training events are only one way in the equipping process of men for ministry. There are several other optional workshops and seminars that should be considered. There is a constant need for encouragement ministries and worship opportunities. Also a regular, consistent format of Bible study and prayer is helpful.

EMPOWERING – Making sure that our church does everything possible to provide all that is needed in assisting our men to be effective for Christ. Just providing men with resources and etc that keep them motivated and equipped to do effective men's ministries is essential for the ministry to continue growing and reaching men.

MEN MUST BE REACHED FIRST—IN ORDER TO BE DISCIPLED!



OPEN TO AND CULTURALLY RELEVANT TO ALL MEN – MULTIPLE ENTRY POINTS

Sometimes a men's group can appear as a click within the church. This is usually unintentional and may result from good intentions; however this type of men's ministry can be more harmful than helpful in reaching men. An effective men's ministry must be viewed as broad – based in its outreach and be open to all men. Some men are interested in hunting, some in fishing, for some, their passion is golf, and others may have different interests. To be effective you must be open to any and all areas of interest and conduct activities in many areas.

INSPIRATION AND MOTIVATION

Events that will provide inspiration and motivation are the keys to reaching un-churched men in the community. First there has to be events that inspire and motivate men to attend. But the purpose of a men's ministry goes beyond this. The desire is to reach these men for Christ and bring them and their families into the Church Family!

ENCOURAGEMENT AND IMPLEMENTATION

Critical issues relevant to the spiritual transformation of all men is the focus here

The “absence” of fathers should be something that all DADS would be concerned about

This also should be a church concern

Fathers need each other for support and encouragement

An effective men's ministry must stay focused on its main goals and objectives

FOUR FOUNDATIONAL GOALS.....

Evangelize men to salvation and into the church

Establish men in spiritual maturity

Equip men for ministry

Extend men on missions



Effective men's ministry is the process of developing relationships that become the platform for change.

Catalytic events motivate men and ignite the desire to change.

Creating Momentum

There are two types of events that can be used to create momentum in men's ministry. A key principle in creating momentum is that a man will attend because other men ask him. These events begin the process for men to identify with a group of men, i.e., men doing things together.

Catalytic Events

Catalytic events are the first entry point. See Matt 5-7 and John 6:1-14 for biblical examples of catalytic events. It has been said that the wisest of men are those that recognize their need to change. In many cases men need to hear and see that they can experience a life of freedom and joy. Catalytic events are designed to capture men for growth. They require the least commitment of ministry resources, and do not require relational commitments from those attending.

When he came down from the mountainside, large crowds followed him (Matt 8:1).

□ Focus:

These inter- and intra-church events act as catalysts to motivate men and ignite the desire to change.

Examples include:

Promise Keeper conferences, evangelistic crusades, denominational men's conferences, para-church men's conferences, men's retreats, etc.

□ Implications for Your Church:

As your men return from a men's catalytic event, they will often be inspired and motivated to do something for God. Some of them will have made commitments to Jesus Christ and to people in their lives. Many will want to be involved in men's ministry in your church. This is an ideal time to involve them in The Watchmen's Men's Ministry.



Special Events

Special Events are the second method for creating momentum. These events expose men to Christ in others.

See Luke 8:22-25 for a description of a special event conducted by Jesus that impacted the life of His disciples.

One day Jesus said to his disciples, "Let's go over to the other side of the lake." So they got into a boat and set out (Luke 8:22).

□ Focus:

Special events focus on non-threatening activities, allowing men to begin to become acquainted with each other. They are not necessarily Bible – toting events. Special events are organized by a local church to provide an entry point or "first step" for men on the periphery of the church or in the community. Examples could include outdoor events such as barbecues, softball games, fishing trips, basketball tournament, Super Bowl parties, men's ministry "kick off" breakfasts, etc.

□ Implications for Your Church:

Special events are a way to publicize your church's men's ministry. Guys will enjoy these activities, and they are a good place for your men to bring un-churched friends.

OTHER POSSIBILITIES FOR BRINGING MEN INTO THE MEN'S MINISTRY FELLOWSHIP MIGHT INCLUDE BUT WOULD NOT BE LIMITED TO

Men's Equipping Seminars

Men's seminars and training opportunities offer men time to come together for fellowship, biblical teaching and leadership development. See Matt 10: and 12 for an example of an equipping event.

***These twelve Jesus sent out with the following instructions: ...
...(Matt 10:5)***

□ **Focus:**

Seminars and training sessions offer men an opportunity to grow personally and to develop leadership skills. They are another good entry point for men on the outside edge of the church. Examples include fathering seminars, marriage workshops, financial seminars, etc.



□ **Implications for Your Church:**

Most of the men in your church know what they "should" do. Men's seminars encourage them and help show them how to do it. Men, their families, and your church will all benefit.

AND COULD INCLUDE.....

Men's Congregational Gatherings

Men's congregational gatherings also offer men time to come together for fellowship, biblical teaching and leadership development. See Luke 10:1-24 for an example of a congregational meeting.

Then Peter stood up with the Eleven, raised his voice and addressed the crowd: ... (Acts 2:14)

□ **Focus:**

These gatherings invite all the men in the church together for biblical teaching, fellowship and prayer. They challenge Christian men to interact and build up one another, as the men pursue godliness. Examples include: monthly men's breakfasts, men's retreats, work days, etc.

□ **Implications for Your church:**

Your men need a place where they are encouraged in their walk with God and can develop friendships with other Christian brothers. A gathering at your church or a retreat site will begin to do that, as well as giving your men a "taste" of what can happen in a men's small group.





BALANCED – OUTREACH, SPIRITUAL GROWTH, EQUIPPING AND MISSIONS

An effective men's ministry is really just men ministering to other men. It needs to be balanced with ministry to men and ministry by men. It must not be just men gathering to eat and fellowship; and not just in doing activities they enjoy such as hunting, fishing and golf. It must become more than that. It must involve spiritual growth and include a disciple process of other men.

Some suggestions that men may find of interest could include....

HUNTING – Starting a hunting club might be considered

FISHING – Conducting a fishing tournament could bring results

GOLF – Some men might be interested in a golf tournament

CLASSIC CARS – Then some might be interested in this

A MEN'S RETREAT – This may be another option

WILD GAME MEALS – These have been very effective

YOUR OWN IDEAS! – Never by pass an event that might reach men!

BE OPEN TO NEW IDEAS THAT ARE OF INTEREST TO MEN!

Brotherhood Fellowships are not necessarily proof of an effective Men's Ministry— BUT then it is not something to be ignored and bypassed. Brotherhood Fellowships provide opportunities to touch men in a personal manner.

Brotherhood Breakfasts are usually the normal concepts used as the major element of Men's Ministry. It is our belief that in order to have an effective men's ministry, we must go beyond this...

The Watchmen Men's Ministry is designed to do much more than simply provide a Brotherhood Fellowship.



What Un-churched Men Think About Church

George Barna reports that:

- Most un-churched men believe that involvement with a church does not offer any lasting value to their lives.
- The typical adult male is more likely to spend their Sundays watching sports on the TV than attend a church service.
- A majority of un-churched men arrive at the same answer: participation in church life is not worth the investment of time, attention and energy.

What Do Men Say Is Wrong With the Church?

1. Preaching - not practical
2. Music - boring and irrelevant
3. Management of the church - sloppy
4. Kids programs - inadequate
5. Adult Education - doesn't deal with current issues
6. Not relevant - doesn't understand the needs of today

What Un-churched Men Are Looking For In a Church?

- Meaning and purpose – what is life all about
- Understanding – who they are and what they are thinking
- Solutions to – everyday problems and difficulties
- Knowing God – who God is and what He means to them
- Effective men's ministry – a ministry that touches them where they are
 - Friendships – relationships that are lasting and built on trust
 - Family training – for their children

ESSENTIALS

- Relationships
- Men only
- Pastor supporting
- Go slowly
- Include variety
- Goals
- Pastor supported
- Lay led
- Be flexible



CHAPTER THREE:

MATURING IN MEN'S MINISTRY

DISTINGUISHING MEN'S MINISTRY—FATHERING MEN

A MAJOR GOAL—The Maturing or Spiritual Growth of Men

SPIRITUAL HEALTH IS VITAL

- H HUMILITY** Seeing Ourselves as men in need of help.
Proverbs 6:16—17 / James 4:6
- E ENTHUSIASM** A Devotion to and Passion for God—
Bible Teaching—Christian Fellowship
Acts 2:42—47
- A ACCOUNTABILITY** A willingness to be held accountable
Not only to God but also to others & His Word
Hebrews 10:24—25 / 13:17
- L LOVE** Supernatural Love known as Agape Love
1 Corinthians 13:1—8
- T THANKFUL** Grateful hearts for all of God's blessings
Ephesians 5:4 & 19—20 / Colossians 3:15—16
- H HONESTY** Simply being honest— having integrity—
“Being Real” Proverbs 12:22

Men should grow in their ability to relate scriptural principles to their lives.

The first promise a man needs to keep is that he'll be honest with God.

We will consider three elements in our maturing process.

G A P God Answers Prayer

M O B Men of Bible

A C T Accountability Creates Trust

Then in Chapter Four we will cover

M A P Mentoring And Preparing

G A P

GOD ANSWERS PRAYER.....



Prayer must be the foundation on which an effective Men's Ministry is built. Psalm 127:1 / Zechariah 4:4

There has never been a mighty movement of God apart from prayer. An effective men's ministry will have to be founded and fueled by prayer. Establishing a men's prayer team can be one of the most valuable elements for the success of your men's ministry.

An Identification process to identify potential leaders for the men's prayer team actually comes from time spent in prayer together.

Hand pick some men to begin praying together and seeking God's will in the selection of a leader or leaders for the prayer team.

Matthew 9:37 – 38 2 Timothy 2:2

Casting and Catching a Vision for The Watchmen's Ministry comes into place here / This should line up with the Goals and Vision of the church

Consider some qualities to look for.....

CHARACTER – People produce what they are!

COMPETENCY – Pick competent men that have somewhat proven themselves to be capable leaders.

COMMITMENT – Select men who have shown commitment to previous tasks – and followed to completion

SHARING ANSWERS TO PRAYER—

Prayer must be the number one activity of men's ministry in a church. And sharing answers to prayer will be vital in the enlistment, promotion, and conducting of an effective Men's Ministry. One way to do this is at the "BROTHERHOOD FELLOWSHIPS"— previously line someone up to share a testimony of answered prayer in their life and then at the meeting simply ask "is there anyone who would like to share something today" The Sharing of Answered Prayer will assist in motivation as well as help in the Maturing Process...



PRAYER

God said, "if my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land.

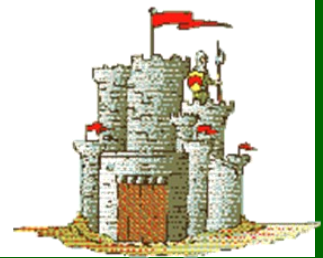
(2 Chronicles. 7:14)

Jesus said in Mark 11:7, "My house shall be called a house of prayer for all nations."

The Lord knew that prayer is the only answer to our daily difficulties and for times of confrontations with the enemy. Prayer must be the number one activity of men's ministry in a church. The gospels constantly show Jesus praying. He prayed among the hypocrites in the temple, in the crowds, on hillsides cluttered with disciples, in a crowded upper room, and alone on the mountains outside Jerusalem. Many times He spent entire nights praying.

Spending time in prayer is not easy—it is hard work and requires time on our part. Past history confirms the genuine need for "prayer warriors" Throughout the past—Revival has come from prayer—changes have developed through men of prayer, getting together and simply praying! Prayer is much more than mere theoretical power; it is a practical power. Daily systematic prayer adds health and depth to the foundation of prayer in a church. Prayer does not come naturally to men; it must be caught as well as taught. Men with very little prayer experience who pray in the presence of other men will catch the spirit of prayer, and will become great intercessors. The various principles governing prayer must be taught, and the daily practice of prayer must be nourished and cultivated if the foundation is to stand the test of time.

MEN TO STAND IN THE GAP!





The Hand of Prayer

How to Begin

STOP - Take a look at your LEFT hand.

THERE'S your THUMB - it's the digit closest to your heart. Name it for the one in your heart you would most like to see saved.

THERE ARE YOUR OTHER FOUR FINGERS - place on them the names of others you would love to pray for and see saved.

THINK ABOUT IT!!! What if just 10 of us prayed every day for 5 persons to be saved and then did something every week to cultivate them for Jesus?

REMEMBER - We are doing it for the Lord through the Power of HIS SPIRIT.

How to Cultivate

Do something nice for them each week.

Give them a telephone call.

Write them an encouraging note or letter, or drop in for a friendly visit.

Send them a helpful card or pamphlet.

Invite them for coffee and cake or a meal.

Take them with you to see some sights or a special interest.

Use your imagination - what would you enjoy having done for you and do it for them!

Timing is very important, develop a friendship, WIN A SOUL.

Promises

If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land. (2 Chr 7:14)

"Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. (Mat 7:7)

Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours. (Mark 11:24)

Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective. (James 5:16)



M O B MEN OF the BIBLE

We are students as long as we live. Our goal is to build the same hunger in men. They must grow to be comfortable in their reading, meditation, study and obedience to God's absolute truth. His Word is to be clearly understood by all. Men must appreciate the need to include God's word in every aspect of their life. Men must experience the fact that the Word has the answers to the deepest queries of our souls. It can only be understood by all who truly seek His ways. The ideals that we embrace in a time of commitment become marks of character that impact all of our relationships only as we build each promise on the foundation of scripture. Men should grow in their ability to relate scriptural principles to their children, spouses and colleagues.

Men should grow in their ability to relate scriptural principles to their individual lives, as well as their families.

Each church is encouraged to develop and maintain a special Bible Study that is totally committed to the interest of men. The Associational Missionary can assist in this.

These study guides should be scripturally sound and begin with simple basics. There are limited resources for biblical studies directed totally to attract the interest of men.

GAP—Emphasizes that God answers prayer—BUT we cannot stop there We must lead men to become students of His Word...

Remember “faith comes by hearing and hearing by the Word of God”





ACT Accountability Creates Trust

TRUST is one of the most vital elements in developing an effective Men's Ministry. Without trust we have little to no influence in the life of others. Integrity is a missing element in our society today—and sadly it has also crept into the church realm.

SUSTAINED BY TRUSTING, CHRIST – CENTERED RELATIONSHIPS

Men need other men for fellowship and encouragement. A balance in accountability and personal privacy is also essential. Requiring men to be held accountable is not the same as prying into their personal privacy. As relationships develop the men will feel more comfortable sharing and trusting each other. This is an effective men's ministry.

Developing trust in a relationship may take some time. Getting to know each other and simply becoming acquainted with men in the community through some men's ministry event can bring tremendous results in their finding a life changing experience { Jesus Christ } for their life. The effort will bring results that are worthwhile. This will become a life style for the men of the church over a period of time and it will reach other men.

There are many barriers and excuses that can be offered to avoid being held to a system of accountability.

Chaotic Schedules—This has to do with “Time” No one has all the time they want for everything they desire—Here is a need for priorities.

Conflict Settings – This can have to do with family conflicts etc—Everyone has difficulty with conflicts in schedules at some time or another. Again we must focus on what is most important.

Catastrophic Situations – This can include several areas from excessive debt to whatever else that has been a catastrophe. Most all men have gone through some type of catastrophic situation in their life.

ALL OF THESE LEAVE LASTING IMPRESSIONS IN THE LIVES OF MEN!



CHAPTER FOUR

Chapter four centers around our MAP portion for an effective ministry!

MENTORING AND PREPARING

Overview

The Watchmen For God Men's Ministry desires to assist mature Christian men in being mentors for other men.

- Each Mentor is assigned no more than two Mentees and each Mentee is assigned to only one Mentor.
- Mentors are encouraged to meet with each Mentee at least one hour per week if at all possible.
- Mentors serve for at least one year.
- Mentors should be assigned to Mentees in regards to personal interests and etc.
- Regular evaluations should be made – {possibly kept in a journal etc} Mentor / Mentee pairings should be evaluated on some regular basis. Possibly changes may need to be made – But do these cautiously.

Introduction

One of the key goals of the mentoring strategic plan is to “stimulate the growth, diversity and participation of the membership”. And one of the express objectives of the plan is to establish mentoring opportunities. Mentoring facilitates learning by creating relationships between groups of willing participants, typically guided by generally accepted mentoring techniques. Mentoring can develop maturity for the mentor as well as growth for the mentee.

The mentoring program consists of carefully designed relationships by which a Mentor is assigned to serve as a role model and counselor to one or two Mentees. The mentoring program is open to all Men – Mentors should be carefully selected based upon guidelines developed by each church. Mentees can be any and all men interested in being mentored. Effective Mentors create a context and environment for Mentees to learn in a more efficient manner.



Mentoring is an ongoing process whereby men tend to learn new skills as they develop needs and interests that the new skills will satisfy. Therefore, a discussion of the Mentee's needs and interests is an appropriate starting point for the mentoring process so that the Mentor's Christian experiences can be mined. From there, the Mentor could encourage and facilitate active participation by the Mentee in a series of church events, such as Seminars, Special Events, Bible Study, Prayer Group etc. The ongoing challenge of any mentoring program is to provide the Mentee with valuable spiritual guidance.

Mentoring Selection

CRITERIA. Mentors will be selected based upon the combination of their desire to voluntarily serve, as well as their willingness to devote a minimum of one hour of uninterrupted time, per week per Mentee, to meet with each assigned Mentee.

PAIRING. Mentors will be paired with Mentees by a system of evaluation developed by each individual church in a manner that is best suited for Mentor and Mentee. A mentoring questioner may be developed in order to determine the interests of the men etc. Each church should develop its own system to determine the interest of men in their church and also in their community. {Inclusion of un-churched is a must}

TIME COMMITMENT AND DURATION. Mentoring sessions can be conducted in several methods – Some instances a mentoring session may be brief and conducted by phone – Sometimes it could involve a breakfast or lunch meeting – Fishing trip – Hunting expedition – Round of golf and etc. The Mentor's term is renewable indefinitely { but should be evaluated prior to renewing }

CONFIDENCE. The Mentor should inspire Mentees with confidence that the entire process is being conducted with the utmost confidentiality. Each Mentee should feel comfortable discussing various aspects of their life with their Mentor. Integrity is vital for effective mentoring.



Mentor responsibilities

PRINCIPAL RESPONSIBILITY. To offer the Mentee advice and guidance likely to improve the potential for the Mentee's spiritual growth. The one hour per week meeting can be either telephonic or in person. However, the meeting must not be interrupted; the Mentor must devote total attention to providing the Mentee with spiritual advice and guidance. { Sometimes this will also spill over into secular concepts and family situations }

METRICS. At the conclusion of each one-year term, the Mentor is asked to complete a written evaluation of the mentoring process with each Mentee and go over the evaluation with each Mentee confidentially.

DISCUSSION. Effective mentoring occurs when the Mentor's guidance reinforces the Mentee's existing spiritual gift [s], and facilitates the Mentee's acquisition of applicable new practice skills. The Mentor should frequently request feedback from the Mentee through insightful questions. Sample questions are listed below concerning some type of problem.....

Questions might be as follows for Mentoring when the Mentee has a problem

- What do you perceive as being the "real" problem here?
- What do you think it would take to resolve the problem?
- What options are available in the process of resolution?
- What effects would each have on the person [s] involved?
- How do you plan to proceed?
- What can I do to help you?

Mentoring feedback is a two-way function, and the Mentee should feel comfortable asking the Mentor questions that relate to situations, concerns, problems and discussion.

CONFIDENTIALITY. The entire mentoring process should be conducted with the utmost confidentiality, and the substance of the Mentor-Mentee discussions should not be included in the Mentor's personal evaluation.



Mentee selection

CRITERIA. Mentee selection will be based upon the Mentee's interest in the program, coupled with a willingness to devote a minimum of one hour of uninterrupted time per week to meet with the Mentor. The Mentee does not have to be a church member nor even a Christian. As a matter of fact an effective men's ministry will endeavor to serve as Mentors for lost and unchurched men.

PAIRING. Pairing guidelines have been dealt with in the Mentor section. Mentee pairing will be conducted without regard to race, age or etc.

TIME COMMITMENT AND DURATION. The Mentee should meet with the Mentor for at least one hour per week, either by phone, or in person. The meeting should be uninterrupted, so that the Mentee is devoting his total attention to receiving the advice and guidance offered by the Mentor. The normal length will be one year.

DISCUSSION. Mentees should discuss with their Mentors their expectations of the mentoring relationship and of the program in general. If the Mentor and Mentee cannot agree on a set of mutual expectations, an alternate pairing can be arranged.

Mentee responsibilities

PRIMARY RESPONSIBILITY. Receive in good spirit the advice and guidance offered by the Mentor. The Mentee's overall responsibility in the mentoring process is to learn from the Mentor in a manner that tends to advance the Mentee's spiritual maturing and grow in his relationship to Christ, Church, Family and the other men in the men's ministry group.

METRICS. At the conclusion of each one-year term, the Mentee is asked to do an evaluation of the mentoring process and discuss it with the Mentor.

CONFIDENTIALITY. The entire mentoring process should be conducted with the utmost confidentiality, and the substance of the Mentor-Mentee discussions should not be included in the Mentee's program evaluation.



Spiritual Responsibility

Christ Centered. All Mentor / Mentee interaction must be Christ Centered and Bible based reflecting Christ Like Life style.

Christian Conduct. All Mentor / Mentee interaction is to be conducted on a Christian basis reflecting the highest level of integrity and Christ like standards.

Church Connection. All Mentor / Mentee interaction is to be conducted on a Church Connection basis reflecting the vision and direction of the church.

A MENTORING COVENANT

The mentoring relationship is not a casual, but a covenant relationship between God and man. We created mentoring covenants – one for the man being mentored and one for the mentor.

EACH CHURCH MAY CHOOSE TO DEVELOP THEIR OWN.....

I _____ agree to be spiritually trained and

mentored by _____

I pledge to: { nine suggested areas of commitment }

1. Attend at least two of the regular church services each week unless providentially hindered.
2. Attend the mentoring sessions – if unable to attend, I will notify my mentor as much in advance as possible.
3. Complete curriculum and other assignments as required.
4. Receive instruction without being offended because I want to grow spiritually and mature in the things of God.
5. Lead my family in a devotional style – to support our church and its ministries.
6. Begin recruiting other men as soon as possible.



7. Refuse to complain and criticize the church and others.
8. Live as best I can with my priorities in order – which I believe to be:
God and His will for my life and the life of my family
My family – to cherish and guide my family in Christian lifestyle
My Church and the church family
My job – to exhibit Christ like life style on the job
9. I will concentrate my thoughts toward God and His Word.

COMMITMENT FOR THE MENTOR – I PLEDGE TO:

1. Be available to those I mentor
2. Provide support to each one
3. Pray for each one daily
4. Give only Word – based counsel
5. Be on time for mentoring sessions
6. Challenge each one and hold each accountable
7. Always be completely honest in discussions etc
8. Encourage integrity and godly character in each
9. Evaluate the performance
10. Keep records of progress and etc

Some other suggestions concerning Spiritual Commitments.

As Christian men and spiritual – we are to....

Honor Jesus Christ through prayer, worship, and obedience to His Word.

1. Practice spiritual, moral and ethical integrity
2. Endeavor in building strong family relationships
3. Support the ministries and mission of our church
4. Support the ministries and mission of our Association
5. Submit our lives to the Lordship of Christ
6. Develop a servant attitude
7. Participate in disciple making of others
8. Create opportunities for men to build Christ centered relationships and equip others to grow in Christ likeness

EACH CHURCH MAY DEVELOP THEIR OWN AREAS!



FATHER FRIENDLY ASSESSMENT

This survey is designed to help you assess the degree to which your church addresses father absence and encourages father involvement in your church or men's ministry efforts.

Addressing father absence and promoting father involvement are critical tasks for your church for several reasons.

First, and most importantly, growing up without an involved, responsible and committed dad creates a barrier to an individual's understanding and appreciating the love of God as expressed in the gospel (Mal. 4:6a; Matt. 7:11; 2 Cor. 5:19). As your church promotes father involvement, you will prepare rich soil in which the gospel can grow.

The second reason is that fathers are often the gateway to reach and pass on the Christian faith to the next generation.

The third reason is that to embrace the task of reaching fathers wholeheartedly is one of the best ways to serve our nation's women. One of the hardest jobs in America is to be a single mom. Our communities are filled with single parent families.

The final reason is that as your church becomes more father-friendly, dads will be more likely to become involved with and stay connected to their children. Studies show that even the finest secular institutions cannot provide the "focus on the sacred" and the "sense of relationship with God" that creates the accountability that makes a positive difference in men. Neither do these institutions provide the "close associations and positive role models" that reinforce sacred motivations to be a better father. Be assured that, by God's grace and with your intentional effort, your church can be on the front lines of civilization to change fatherless communities into fathered ones, to connect lost hearts that often bear the wounds of earthly fathers with the healing and transforming grace of the Heavenly Father. What an exciting vision to be a part of!



THE ASSESSMENT

You will apply the assessment categories included in this package to your church in regards to its “father friendly” concept. We will consider 7 different categories.

- Ministry Philosophy
- Constitution, Bylaws, Policies and Procedures
- Ministry Tools { tools provided to assist fathers }
- Ministry Programs { programs designed for men }
- Facilities and Physical Environment
- Leadership Development
- Community Outreach

This assessment will also encourage you to examine your own attitudes about enhancing the ministry efforts of your church to meet the growing needs of fathers and their families.

Assessment Checklists

You will complete a series of assessment checklists that are designed specifically for churches. There is one checklist for each assessment category.

The checklists consist of statements that might or might not be true about your church. Quite simply, you will assess whether the statements are true of your church. Complete the checklists by a TRUE or FALSE for each statement. Simply place a “T” for true and an “F” for false. Please consider each carefully and assess as honestly as possible.

DO NOT SIGN THE FORMS!

Each church will be responsible for evaluating the results. Quite simply, you will be looking at whether or not you have more positives than negatives. This survey will also allow you to begin working on improving the atmosphere of your church toward making it more “father friendly”.



MINISTRY PHILOSOPHY

PLEASE MARK EACH WITH A “T” OR “F” — Our Church Believes

1. _____ In Experimenting and Remaining flexible in creating, promoting, conducting and evaluating ministry events, programs and services.
2. _____ In getting the church to “buy in” and involving its members in all of its mission and ministry programs etc
3. _____ That fathers absence in its physical sense is a serious matter for the 24 million children growing up without a father in the house.
4. _____ That the absence of a father is one of the most consequential and damaging social trends in our country today.
5. _____ That the church is responsible to do all possible in helping families, especially single parent families.
6. _____ That a preventive program is a wiser strategy than intervention alone { after a crisis }
7. _____ That the church needs an effective Men’s Ministry—more than simply a “brotherhood fellowship”
8. _____ That fathers are just as important as mothers in raising “spiritually healthy children”
9. _____ That fathers are the gateway to reach, teach, and strengthen families in spiritual matters.
10. _____ Our church will support an effective Men’s Ministry that is designed to reach men—using a variety of methods in doing this—which involves “getting out of the box”



CHURCH ADMINISTRATION—Policies and Procedures

PLEASE MARK “T” OR “F” — OUR CHURCH

1. _____ Policies are fair and balanced toward both men and women—toward both fathers and mothers.
2. _____ Has an intentional plan and process to lead men on a path toward spiritual transformation.
3. _____ Policies Provides programs designed especially for men; Especially for fathers
4. _____ Policies provides for events, services, and ministries designed to encourage and support non—custodial parents.
5. _____ Policies has a system that provides for regular communication with non—custodial parents in regards to their children’s participation in our church services, events and etc
6. _____ Polices provides for classes designed for single Parents and relevant to their particular situations.
7. _____ Provides for training events for church leaders, Sunday School Teachers, workers and others that help them Understand single parenting.
8. _____ Has lists of referrals for resources, counseling and etc That would be helpful to single parents.
9. _____ Has the capacity to effectively work with fathers / men As single parents.
10. _____ Is willing to change its policies if needful in order to be more effective in ministering to men / fathers.



MINISTRY TOOLS—Tools available to assist with Ministry

PLEASE MARK WITH “T” OR “F” — Our Current Ministry

1. _____ Offers a men’s ministry that prioritizes to fathers.
2. _____ Provides opportunities for older boys and young men to discuss and reflect upon their relationships to men and fathers.
3. _____ Provides effective measurement tools and methods for evaluating efforts directed at fathers.
4. _____ Uses activities, etc in its programs or services that appeal directly to men / fathers
5. _____ Uses curriculum and educational materials that reflect the diversity of the fathers served by our church
6. _____ Uses activities and group exercises that are directed toward men and their interests.
7. _____ Presents information through the church that matches men / fathers typical learning styles { hands on—interactive }
8. _____ Avoids sponsoring groups and discussions that get too personal too soon that would be offensive to men / fathers
9. _____ Conducts special services, seminars, and workshops, of specific interest to men / fathers
10. _____ Periodically provides surveys for men / fathers to target needs, interests and etc relating directly to men / fathers and their children



MINISTRY PROGRAMS—Programs directed toward men / fathers

PLEASE MARK WITH “T” OR “F” — Our Church has programs that

1. _____ Includes fathers in its events and services for more than just attendance.
2. _____ Begin working with the man / father in where he is spiritually and not so much as where we want him to be
3. _____ Schedules its programs and services directed to men at convenient times for their participation. { Classes and etc }
4. _____ Are in groups for men / fathers who are holistic and comprehensive.
5. _____ Have equal value in regard and respect for parenting approaches typical of fathers as well as mothers.
6. _____ Encourages seasoned fathers to serve as mentors in the lives of children and or in the life of another father who needs support in being the best dad possible
7. _____ Are directed toward pre—fathering courses for young men to teach them the importance of making good choices as a dad.
8. _____ Encourages support groups for men / fathers.
9. _____ Uses curriculum and materials that are relevant to the needs and circumstances affecting men / fathers as much as mothers.
10. _____ Our church is willing to purchase curriculum and or materials to be used strictly in an effective men’s ministry.



FACILITIES AND ENVIRONMENT

PLEASE MARK WITH “T” OR “F” — Our Facilities

1. _____ Express a “Fathers / Men” welcome atmosphere.
2. _____ Includes a specific place for fathers to read, meet, pray together and etc.
3. _____ Includes materials for reading that are updated and relevant to fathers / men and their interests.
4. _____ Includes a diaper deck in the men’s restrooms
5. _____ Includes space for fathers and children to interact together while waiting for services or assistance or when children are visiting with non—custodial parents.
6. _____ Exhibits positive portrayals of fathers / men and children in posters, bulletins and display materials.
7. _____ Uses a gender friendly—gender neutral color scheme
8. _____ If there is a form of media—our church uses it all in regards to be certain that its appeal is equal for men and women in all aspects
9. _____ If a library is available—Our church provides books and resources on parenting that are relevant to fathers as well as mothers
10. _____ Our church uses training event space and advertisement space such as bulletin boards etc to promote men’s events, services and etc in an equal basis as to other promotions



LEADERSHIP DEVELOPMENT—

PLEASE MARK WITH “T” OR “F” — The leadership in our church

1. _____ **Believes that all members are “ministers” not just paid staff and or the pastor.**
2. _____ **Are open to constructive criticism regarding their area of ministry including any bias against men / fathers**
3. _____ **Are comfortable with different parenting styles typical of fathers in comparison with mothers**
4. _____ **Believe that fathers are important to the healthy development of children and that fathers can be excellent parents**
5. _____ **Perceive our programs and ministries to be as much for fathers / men as for women / mothers**
6. _____ **Make every attempt to interact with fathers and mothers equally when they come together for worship and or service**
7. _____ **Seek fathers / men’s input in decision making situations involving important aspects of children**
8. _____ **Invite fathers / men to participate in all activities, and include them in events such as baby showers etc if they are willing**
9. _____ **Encourage mothers to cooperate with fathers in raising children / especially in non—custodial situations unless legal complications would hinder**
10. _____ **Our church leadership is willing to change practices and conduct classes that would enable us to be more effective in reaching men for Christ**



COMMUNITY OUTREACH—

PLEASE MARK WITH “T” OR “F” — Our church.....

1. _____ Is perceived by the community as “father—friendly” and by the media as a reliable resource for parenting etc
2. _____ Develops outreach plans targeting fathers that are specific, measurable and tangible
3. _____ Develops relationships with local child support groups and legal child enforcement agencies
4. _____ Encourages visits to places where fathers / men might hang out to develop relationships as long as those places are proper places to visit
5. _____ Makes its programs and events easily accessible for men / fathers
6. _____ Uses outreach materials such as posters, brochures and etc that reflect a commitment to reach and disciple men / fathers
7. _____ Uses all materials in a positive manner in regards to its concepts concerning men / fathers in regards to church etc
8. _____ Promotes responsible fatherhood in the community as a preventive measure to make sure children are provided for and protected in the best possible manner
9. _____ Connects fathers with church and community support groups when possible
10. _____ Is willing to do more—and will do all possible to learn more about how to reach and disciple men

CONCLUSION—

It is our desire that this manual will be of some assistance to your church in its establishing, developing, and maintaining an Effective Men's Ministry that will be successful in its efforts to reach and disciple men for the honor and glory of our Lord Jesus Christ.

We are available to come to any church and do a presentation and or conduct training sessions for the Watchmen's Men's Ministry.

CONTACT INFORMATION:

Altamaha Baptist Association
230 W Bay St.—PO Box 1001
Jesup, Ga. 31590
912-427-4991

New Sunbury Baptist Association
49 N Bypass Rd—PO Box 70
Hinesville, Ga. 31310
912-876-4268

Toll free # 877-202-2508

Cell Phone 912-256-1676

