

RESEARCH REPORT

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*Summary of
Men@WORK Focus Group*

Richie C. Stanley

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Purpose

The North American Mission Board's (NAMB) Mission Education Team (MET) sponsored a focus group on Saturday, March 20, 2004. Participants included men who agreed to field test preliminary material for Men@WORK, a new approach to involve Baptist men in missions. The purpose of the focus group was to get feedback from men who had used the materials in their ministry setting.

Participants

Participants included Scott Overby (Montgomery, AL), Kelly Anderson (Wichita Falls, TX), Gary Knapp (Hobbs, NM), Frank Green (Sparta, TN), and Terry Douglas (Peach Bottom, PA). The session was moderated by Richie Stanley, with assistance from Bob Rennie (both NAMB researchers). Observers from NAMB's MET were Bryan McAnally and Tim Seanor.

Introductions

As the men introduced themselves and told about their ministry setting, it became clear that none of them had actually worked through the test materials as requested. One had not even reviewed the materials. Thus, the focus group quickly changed from an evaluation of how the materials worked to opinion sharing about the concept of Men@WORK.

Comments/Opinions

Because the focus group became a time for sharing their opinions about the concept of Men@WORK, some of those opinions will be highlighted.

- ◆ I would describe it as an entry level missions possibility.
- ◆ It focuses on short Bible study.
- ◆ I like the simplicity of the organization of this.
- ◆ ...be intentional to involve an unengaged person with an engaged person.
- ◆ (Some) are not interested in doing those kinds of projects.

There was not much to be gleaned from what was said about enlisting men since they had not used to materials to assist with enlistment. It was mentioned that an audio CD might help with recruitment.

Promises Attainable

The materials promised to reduce stress, build friendships, and introduce men to missions. There was some back and forth discussion whether "reducing stress" was a good term to use, since some projects can create stress. Comment on introduction to mission was "you're going to have to be intentional." There was also a consensus that one 4 week rotation of projects may be better to an 8 week rotation.

Lacking Nuts and Bolts of Using the Materials

The guys had limited understanding of how the weekly sessions should be planned with Bible study, project work, and "Think About It" ideas for the following week. They seem to think this approach might work. After much discussion there were no practical implementation stories.

Cost

The men were asked “What do you think would be a fair price for the Men@WORK materials?” After some discussion there was agreement that about \$10 per workbook would probably be fair. They really liked the concept of providing a CD, and the price could depend on the types of helps included on a CD.

What do you like best?

- ◆ It goes straight to the hands on.
- ◆ It enables people to serve.
- ◆ It calls men out.
- ◆ Leadership development opportunity
- ◆ ...a good starting point...can be progressive in spiritual growth.

What one suggestion would you make?

- ◆ Use video clips in the weekly sessions.
- ◆ Be manly; get a life—wear a helmet.
- ◆ Keep it simple.

What is the one thing you would tell others who might be considering using these materials?

- ◆ “Do you want to see a really neat entry point into ministry?”
- ◆ This emphasizes field work, not head knowledge.
- ◆ “Experiencing God” was more head knowledge.

Session ended with lunch.

APPENDIX A

Moderator's Guide

Men at Work Field Test

Focus Group: Saturday, March 20, 2004 10:00 a.m. – 1:00 p.m.

I. Introduction

Welcome to the North American Mission Board. My name is Richie Stanley. I am part of the Research team at NAMB, and I will moderate our discussion today. Before I get to know you, let me introduce the other NAMB staff present. Bob Rennier, who works with me in research, will be taking notes and handling the recording equipment. Tim Seanor and Bryan McAnally are here as observers from NAMB's mission education unit. These staff members will not actively participate in our discussion.

- I hope had a good trip to Alpharetta. If you need to get more coffee, stretch, or use the restroom (give directions), you may do so quietly.
- We will be finished by 12:00, and we will not have a planned break. Lunch will be provided at the end of our session.
- Please be sure all cell phones and pagers are turned off.
- You can see that we are recording the session on audiotape. Please speak one at a time in full voice so the equipment can do its thing. This tape will help us summarize the session and will not be used to identify any individual's responses. After the final report is written, the tape will be destroyed (to protect the moderator!). Do you have any questions before we begin?

You were invited here today to participate in a discussion of the Men@WORK materials that you recently tested.

- The most important thing that will happen during this session is hearing your reactions to the materials and the experience of using them.
- There are no wrong answers.
- The best feedback you can give is honest feedback, whether positive or negative.

If you would, begin by introducing yourselves. Please share your name, where you serve, and the setting in which you tested the materials.

Let's start on my right....

II. Comparison to previous Baptist Men experience

Let's go around the table once more.

How would you compare the approach to Baptist Men presented in the Men@WORK test materials to what you have experienced previously?

III. Enlisting men

I would like to know more about your experiences in enlisting men for your Men@WORK team.

- Tell me what you understood to be the purpose of Men@WORK?
- How did the men you enlisted react to the concept of Men@WORK?
- How did the materials assist you in enlisting men to form a Men@WORK group?

IV. Involving the Men

Tell me about the types of projects the men needed help with at their homes?

V. Promises and expectations

- Stress will vanish
- Friendships will form and grow
- Men will be introduced to ministry and mission

How well were the promises and expectations met?

Tell me about any changes you observed in the men on your Men@WORK team.

VI. What did you think of the acronym WORK.

- Worship, Obedience, Relationships, and Commitment
- How were these topics viewed by you and the other men?
- In what ways did the discussion questions assist the men to grow in these areas?
- In what ways did the “Think About It” follow-up activities assist the men to grow in these areas?

VII. Conclusion

- ◆ What do you think would be a fair price for the final Men@WORK materials.
 - a. What is the one thing about the new materials that you liked best?
 - b. What is the most important suggestion you would make to improve the materials?
 - c. What would you tell others who were considering using these materials?

Thank you very much for giving us your time today. Your discussion will be a huge asset as our plans for Men@WORK move forward.

APPENDIX B

Begin Side A

RS: ...individual responses; that would just help us. We'll probably do a transcript of the session later. The tape, most likely will be destroyed to protect me. Do you have any generic questions about the facilities or anything before we begin? Okay. We invited you here today for a purpose to discuss the men at work pilot materials that you have received and had exposure with and used and we want you to feel very open about sharing your opinions, we don't want you to hold back, we want you to be either positive or negative, there's no wrong answers. The most important thing that will happen today is for us to receive your honest feedback. That's why we're here. I'd like to begin, even though I've probably met each of you, just so that we can get to know each other a little bit better let's go around the table, we'll start with Scott on this one, and as we go around, if you would, share your place of service, your name, and what setting did you use the materials in.

I'm Scott Overby, I'm from Montgomery, Alabama. I go to Morning View Baptist Church. We run about 500 in Sunday school. We recently did a neat thing where there was a church (whose) doors were closing and we adopted them as a satellite church. And we're pretty excited about that it just happened this past Sunday when we voted. I head up our men's ministry at MV Bapt. On the roll we have about 357 men over the age of 18. We're actively involved in construction missions, response team—Response team missions is like local missions—Saturday or evening or emergency. We try to limit that to widows or people in need. And then we have other facets of the RA ministry. We have a good men's prayer group—it's multidimensional. We have Promise Keepers group, we have just various men's activities. I've been doing that since 1996 at MV; love it. Been the association for the Montgomery area men's director for 3 years, that was 2 years ago. I've ended that. Needed to spend more time at the church and with my kids, too. I have 4 children; all teenagers

We'll pray for you.

Scott: I need it. It's an interesting thing raising teenagers. I've been married 23 years. My wife is just a super, she just completes me. And I'll meet them over at Six Flags later today. The material that I've been using, I was asked to evaluate it. And so I just went through and made some comments, and I ran it by a few men. Ideas, primarily, overall the idea of it is fantastic. I can't wait to put it into action.

RS: Have you actually used the material with a group at this point?

Scott: No.

RS: Okay. Kenny. How about you?

Kenny: I'm associate pastor in charge of music, family ministries, miscellaneous at Westside Baptist Church, Wichita Falls, Texas. I've been there 3 years. We have watched this church—my pastor's been there 4 years—and we've watched it grow into less of a strictly fellowship to actual outside the doors ministry type (comment: Amen) it's been hard though because it was the church that was predominately senior adults and they had it the way they wanted it, so we've been in the process of directing them outward in their ministry thinking. Bob Mayfield came and joined our church 2 years ago. He's the

regional men's director for our area there in Texas, and with him he brought Larry Robinson who is the regional RAs director for the area. Why God moved them to our church is only because my pastor and I had been praying that God would bring workers to His field. And they stepped into the church from a sister church in town. And God said "This is where I want you so start doing ministry." And they came in and Bob has put together a men's program that is just now beginning to leave the ground. And that's what I'm hoping this material will do for us is be the cohesion that brings our guys to a point. Right now, pretty much what they're doing is, they've developed a mission program: Children on Missions, on Wednesday nights that started with 6 kids on roll and now we have over 100 that come on routine basis. But see, that includes the RAs, GAs, Mission Friends, Acteens, and Challengers which we added this year. And Larry's in charge of everything including the RAs; Bob has the Challengers and his wife has the Acteens. So you can see the hands-on there. It's very up-front ministry. Now that that is rolling and our men are involved in these programs—see, they didn't have anyway to get involved, guys, they are still young Christians; I don't care if they've been Christians 20-30 years, they're still young in their thinking, and so getting them into ministry has been big-time awkward. So we've gotten them involved hands-on with the RAs and the Mission Friends and the Acteens. Now we'd like to move them into the community, and this is a perfect way to do it.

RS: Have any of the—you or your leaders—been able to have a team go through...

Kenny: We got it about a week and a half ago. And we've sat down and we've talked through it, but we haven't had a chance to implement—see, we're in the middle of spring break right now, and so nobody was available to actually do anything about it—but we sure like the idea of it, and that's why Bob and I decided that we'd try to represent ourselves here.

RS: Okay. Gary.

I'm Gary Knapp from Hobbs, New Mexico, with Northside Baptist Church. I'm over the men's ministry. I'm a director at a hospital in the local area. We run about 325 on our congregation. Our men's group we recently went out—a group of 25—we have a little lady that couldn't afford to put her house in order and it was falling down around her ears. A month ago she had been without hot water for 30 days. We went out and re-plumbed the, and got her back up on that. We went out 2 weeks ago—re-roofed a house, we cut off and put on new soffits, new fascia board, repainted, we put in new glass, we're sort of young in the group of men, but we've got about 65 total. We've got about 25-30 that's actually active with us. A lot of it we generated off of PK when we went to Lubbock, Texas. We started out year before last with 6 guys going to PK, last year we took 24 and this year we've got 47 signed up. (comment: Amen) We've chartered a bus, and it's changed a lot a lives.

RS: Just for my information: What is PK?

Gary: Promise Keepers. Sorry. Acronyms is the way of the world. Sorry. But, it's moving along real good.

RS: Frank

Frank Green. I'm a Mission Service Corps missionary with the North American Mission Board. I'm actually attached somewhat to the Mission Education Group. Right now I'm serving in Tennessee as the Royal Ambassador/Challenger field worker while they transition from one person to another or whatever they're going to need. They got caught in that mandate hiring freeze, so when the person retired, to keep from—they went to the contract field work to keep from losing that person completely. So I guess that's a maneuver—I don't know what that means except that's my place of service. I work real close with our men's ministries director there which is Gene Williams and we partner on a lot of things. Leadership training and involvement has always been a priority in my life as long as I can remember serving, and I've served in several places and done several different things related to mission education, and this continues that. I think—I attend a real small church in middle Tennessee—rural middle Tennessee—although it's an in-town church. And the church is out by the country club, it's by no means a country club church. We have not implemented any of the men at work. Our deacons have just realized that deacons are supposed to be ministers, and our pastor has implemented that plan and really a way of thinking in our church that they have not had before and that's that every member is a minister. We're not quite to the point where it looked like that we're ready to actually try to implement this thing. The fellas really need to be about six months further down the road on this, but they are looking at ways. They're looking at lots of different things such as disaster relief and everything like that. So, Joe asked me to look at it and review it from that perspective (112), what I do see is another strategy to this for involvement. Too many times we try to take a big chunk of the rock when we probably ought to take a chisel (comment: Amen) like the artist do and chisel a little bit at a time and leave what was there to begin with—the art work was there already sometimes churches think we have to create a whole big sculpture at one time, instead of getting around on the edges and this, I see this as that type as thing. I see that as a hammer and chisel in the big picture.

I'm Terry Douglas, retired director of evangelism Brotherhood from the Baptist Convention of PA/SJ; I accepted a pastorate at Whitesdale Baptist Church which is about a mile and a half off the Mason-Dixon line. War's still going on in case you hadn't heard. God has allowed this old church out in the cornfields to double in the last few years and we have some involvement a great deal of involvement with our men in community and doing activities: doing construction work, meeting the needs of some of the widow ladies. We have a men's prayer meeting that meets on Tuesday morning at 5:30 a.m. and I guess we've been doing this for about 4 weeks and we run about 250 in two morning worship services as far as the size of the church. We have a men's softball team which is very active in evangelism reaching guys in the community; usually we have one or two guys that are saved during the softball season. One of the areas that I have a concern is that the older guys in the church, when I say the older guys I'm talking about 70+, seem to be very active in the community, active around the church. The group that God sent to us is 25-35 in age bracket, but those guys had rather go run and play. If you need something done, we'll pay for it—get somebody else to do it. And I see this as a strategic need and a strategy to develop ways in which we can have an accountability group for these guys so they can grow and mentor one another. We have not had a chance to implement the materials. I thought it would be a way in which we could, perhaps, meet that need of this 25-35 age group where there is a lot of energy. Our church is located in a farming

community, but we don't have farmers in it. You know, they'll drive to Philly and Baltimore, you know, New Jersey to work. We've got engineers, guys that own their own business, and so we have a critical need you know for discipleship for these guys to learn to walk with the Lord and with one another in accountability

RS: Thank you. For the next question we'll go around the room once more and then after that we'll have more of a free-flowing discussion. So what I heard from each of you was that in every for all 5 of you you've looked over the material and studied it but no one has actually implemented it, and so we will talk about your opinions of the material, but any questions I had about implementation I'll just sort of shift gears out there. But as you looked over the material, what I'd like for you to say next is just one or two things about how you think this approach of getting men involved this approach to mission education with men. How does this compare with some of the things that you've tried in the past? Some of the things that you've been involved in. How do you think this would compare? Let's start with Gary this time, and we'll go around the room....

Gary: The way we compare is that we've seen a growth with the men now that's stepping up and taking their place in the church. Mainly because we've had a group for a year and basically called Iron Men. We've stepped out and done small things...this focus as it's...we put some small things to place just like the project we had a couple of weeks ago. It has helped to bring the guys to, not just one age group from early 20s up through 70s uh...

RS: In what way did it help?

Gary: It seemed that everybody was getting involved; that they were reaching out and doing God's will. I mean, it's not just a person thing, it's a God thing. It just, it helped in that way.

RS: Okay. (174) how would you compare this material to some of the things you've seen in the past?

Most of the stuff that, when I think of getting involved in the things that we've seen, such as disaster relief and you know a lot of laymen get involved in lay evangelism and renewal and things like that, all of which are good, a lot of churches, you know fellas, will take a weeks vacation, or something like that, and go on mission trip and it seems to me like that there is a whole little section of stuff, of possibilities, that all that sort of steps over. In other words, to me that requires a lot more of a time commitment, a lot more of a financial commitment on an individual's part to do these mission trips and these other things, and like that, and what I like about this is that that is this is less of an impact on several levels of commitment. Less of an impact on financial commitment, less of an impact on time commitment, you know, and it's less of an impact really on personal commitment on the front end. And, you know, I think that some men even have a hesitancy to say "well, you know, I can't get involved with that," or "I'm not close enough to the Lord to where I felt that I can maybe do one of these other things" and this is, to me this looks like a vehicle where a fella can say "well now, you know I might, I'll just go here this Saturday with these guys that they're going to do this little project here, and then you know, I'll stick my toe in the water here to see if it's cold but I'm not ready to go ahead knee deep or waist deep yet or even jump in yet" and I think that's why it can

be very effective—because of those commitments. Some of the other things we do, all of which are great, but here again I think we're seeing a generation, he talked about the generation 25-35, I think we're seeing and that is the, that is another, you know that's not the baby boomers—baby boomers are noncommittal but you know we've got another group the "Xes" or whatever you call them that come right after that that are also noncommittal people in general. They've seen the whole generation in front of them now not commit not to doing stuff, and so now I think there is in many cases you know we're seeing there's again a lot of people coming to the church now are do not have a heritage of even going to church like we grew up with. When I grew up everybody went to church that I knew; everybody that I new went to church. You didn't know people who didn't go to church. In the community you didn't associate with them and they were even the minority, now there are lots of people in our churches, lots of young people and men—men and women—that did not grow up going to church, so they don't know, they don't have that commitment level that they might need for some of these other things, so again, I see this as a way for them to ease themselves in to commitment and involvement in missions.

RS: So you see a niche, basically, where this material can fill a gap where maybe some of the other materials haven't been (213)

Yeah, I would describe it as an entry level missions possibility. And I know that, and this one deals primarily with home improvement, with that kind of thing, but I think that using this model here that there might be other levels or other areas, you know that you could use a similar low level, entry level found maybe in some other areas not just home improvements, you know which is this one deals primarily with, but I mean I think it's, I'm not saying it's not doing what we're trying to be here I'm just saying this is just one little, remember the chisel this is chisel A, there might be other places we can chisel.

RS: Terry, how would you compare this approach with what you've used in the past?

Basically what we, what I, what we've been involved in the past is the old traditional Brotherhood type material in development. And I've not had an opportunity to look through the material, but just understanding that we've got to have something to get a grip on who they are and what God wants to do with them. The commitment level is not very long and what I see the guys at church it's, if there's a genuine interest, even though the commitment may not be real high, they will seek to do the job. So, in this essence, or in this sense, you would really be a help.

RS: Scott, how would you compare this approach to some of the ones in the past?

Scott: Well, first off ours were pretty much event driven. If, for instance, we plug into a local community ministry and try to generate 30-40 people to go out on that single day, coordinate lunch, coordinate materials, coordinate leaders for different aspects of trying to help restore a house or whatever the situation may be, I like this for a lot of reasons. Number 1: it focuses on Bible study, and it's short. It's almost devotional in respect. I really think that that's an element that we miss in doing response or local mission project; although that in itself is the hands and feet of Jesus doing something. But I still think you need to couple it somewhere along the way—I think someone said that they're evangelistic still in nature with what they do. They try to thread that through everything

that they do. I think that's very important, too. But you're ministering to another brother in Christ as you go through and utilize this model. So I like the aspect of the Bible study coupled with the activity—'cause I feel like men are doers. They want to put their hands on something, they want to look back on it and say "Look what I did," or "Look what we did together." So I think that's important. I like the simplicity of organization of this. You don't have to sit there and put a team together to go out and try to who's going to coordinate this and this and this and this. It's very simple. We're just going to show up and we're at your house and we've got the CD or the audio tape and we're going to listen to the devotion, discuss it, see what our action points are for the next week and, man, we're going to get on your list and get busy fixing your place or fixing up, or whatever it is—'cause I also believe what Frank has to say: this has a lot of potential to be more than just work. It could be finances, helping one another with a budget, it could be... there's a lot of different aspects that you could get into with this. What Terry said was real interesting about having the older men and the younger men, so you know the strategy here is you'd like to get 3 or 4 guys that are good friends and all but you want to throw an older guy that has that commitment level in his life where he has been committed and not afraid to commit to something long term and maybe be able to express some of that through the process, you know, and I think about Promise Keepers, you know, they strongly encourage to get an older guy, a middle-age guy, and a younger guy, and you try to match them together so there's a mentoring process that takes place, and that may or may not work in this case 'cause you do want to kind of reach out and grab a guy or two that's not engaged or involved; it's a strategy. You have to implement it intentionally; like: old so-and-so, he comes to Sunday school, but he's not engaged in anything, else let's see if he'd like to be a part of our group for the next 6 weeks or so and we'll grow and we can split and get new groups going. I also like the idea of the short-term commitment. Although I believe in long-term commitment, but I think having a short-term study coupled with work will be very appealing—especially to the age group you're talking about. So, I can see that work; there's still a commitment level there and as you read through the material you think "well, all this has to be done on a Saturday or holiday or something," but you know depending on the workload or the level of it, that could be done during the week at night. You know those sort of things, you could pick a night of the week and make that happen, so... anyway I see it basically to help with Bible study, help simplify organization; maybe engage some older guys with some younger guys and then look at it short-term commitment.

RS: Kenny, I believe we haven't heard from you on this topic.

Kenny: We have tried a once-a-month breakfast—the Brotherhood thing—where you meet on Saturday morning, have breakfast, you have this big Bible study, and then we'd go out and do projects; we'd divide the men up and try to find things for them to do. It lasted two months. The main reason is not everybody could be there on Saturday you know for the breakfast, whether it's work or kids—you know it is a day off, this type of thing, or some men just flat forgot about it—no accountability there. There was too much programming. It was too much to have breakfast, to have a 30-minute Bible study, and then a prayer time, and then it's split the guys for work a couple of hours, they blew their whole morning so to speak. They also had the "everybody else" syndrome. Well, there'll be enough guys there, I won't have to go. And, you know a couple of months of that and

“where’d everybody go?” And so this idea that you have here of essentially three guys and the fact that you’ve got them personally involved with their own home—I mean is a grand idea because just from a selfish standpoint, my Saturday is designed for me to fix the leaky faucet—which by the way I had to do a couple of weeks ago and I wound up having to re-grout the entire sink, and my wife wanted—we have tile, ceramic tile countertops and we wound up re-grouting that too. See what I mean? And I’ve got a couple of projects around my house that I’d like to get to, but it’s going to require more than just one person and so that really resonated with me personally, and for me to, once we get those done, though, I don’t have anything else to do at my house, so let’s go to your house. That really appealed to me. To help them do this and then to break out into that fourth (289) and go help somebody like my next-door neighbor, who last week I put a different security light for all the driveway because it quit working, I changed the filter on the refrigerator, I swept out her garage because she got a pecan tree just right there, and she has just had a knee replacement and her husband has had a stroke and he only has one (293) to begin with; and so your talking about really major hardship here. And I can do those things for her when I want to but there’s still some projects that she needs done that I can’t do by myself. I can’t paint her trim by myself, or her (296). And this really appeals to me. I think about the program with my brother in mind. He’s ruled by how he feels. If he feels like it, he’ll do it. If he gets depressed, it’s really hard to get him motivated to do anything. And so, the timing on this is designed around the 3 guys when they can do it. It doesn’t have to be on Saturday—because my brother works 7 nights on, 7 nights off. He’s got a whole week where he doesn’t do anything. And so he really is available anytime during that week, but he’s great at work, great at projects but he’s not a finisher. He needs somebody who’ll come along behind him and clean up. He’ll do the first 90% wonderful, but then he’s bored with it; he’s ready to walk off. So he needs somebody who can work with him, like that, and of course I mentioned his weird schedule.

RS: Thank you for sharing, and as we, now we’re going to shift gears just a little bit. We’ve given you a chance to talk about your (309) and to hear what some of the approaches to involving men in missions has been. Try now(?) to focus a little bit more on this material. And we’ll turn this topic open for random discussion as long as everyone gets an opportunity, we’ll leave it that way for the rest of the session. Based on the materials as you had a chance to look at them, tell me how you understood the purpose of Men at Work.

Seemed like a starter kit and I like that.

RS: the starter kit to start what?

I like to get in specifically what (320) is really what it is. It’s kind of a backdoor approach. Let’s get ’em started on their own homes and then it’ll break out and help somebody else. I think once they do that they’ll be hooked. They’ll go back to a regular type ministry, they’ll enjoy it.

I think everybody in ministry comes to the point where you ask yourself why am I doing this for other people when I can’t keep my own business or my own house in order (326.5) cobbler’s children never have shoes, and I really think that if men (328) effect that question, and I’m talking, I’m not, you know, I’m talking about committed men. I

think that's one of the things that I always, you know, you know, serving in the full time ministry especially, and this is just a miniature version of that, and that's exactly what I saw was, okay, this was an opportunity for me to actually get some stuff done around my place that I need to get done, and help somebody else do the same thing that maybe have the same, you know, difficulties or faults or feelings that I do. And that starter kit I thought nails it. And I think there's a need for that. I really do.

You know, we've done the same thing, but one thing I did forget to mention is we do... we've had study groups every Monday morning and every Monday night and we've used John Eldredge's books to lead us and we've sort of (340-42) we've just finished, that's one thing that seemed to bring the guys closer together as far as far as brothers in Christ, (343-344) a lot of our guys is really great. You know we've finished up (346) you know by far we've not mastered it, but it's a good start. It's a real good start. And the (347) focus group is what we're looking at.

RS: Okay.

I've seen two or three things in the last couple of years, sort of like flip on the ear, you know, one of the things that we saw, and I wasn't there personally, but Kenny Raines did a men's breakfast in a little rural area in Tennessee a launch group and he used the Sons of Virtue model. The question was asked in the little video "What do the boys of your church need?" Well they need the men of the church. And there was a whole bunch of cases it was (357) every man in the place was crying, and he said you just don't see men do that. (358) just like flipin' you on the ear and there's been two or three other little things, I agree that the men, I think men are looking for something and that things like this, simple little things that just sort of flip you on the ear and say "Okay, I am listening, I just haven't found my place yet; or I didn't realize God that I could do that and that was ministry," all those little questions like that. I see this as another little flip on the ear, I guess.

RS: Okay. So we've almost got a consensus from the three that have spoken to this topic that see the purpose of Men at Work as sort of a starter kit to entice men to participate. Any other thoughts?

The only thing I had I think in the process that you'd want to be intentional to involve and unengaged person with an engaged person. If you've got somebody who's active and has done these things and that thing and the other thing, to begin to look outside of yourself, you know, like I could name three guys I'd love to do this with. I could also name three guys I wouldn't really want to do this with but maybe that's one of those guys that I need to pull in. So I think I would look at this not only just as another opportunity or entry point into ministry, but to actually engage an unengaged person.

Let's take that one step further. You're talking about a kind of leadership to a certain degree where you have an older person with a younger person—that does spiritually as well. You know as well as I do that you've probably got somebody who's between 40 and 50 who is your chairman of deacons or something—he's just a solid, solid individual, but you may want to pair him up the other direction with a senior adult who grew up culturally Christian, but doesn't have a lot of depth to him but the senior adult has the experience, the practical experience of woodworking and houseworking, etc., that I

wouldn't have. See what I mean? So that you're looking at mentorship on two different levels: one's spiritual and one's very practical.

I think, Richie, we're making a basic assumption that men like to do this. But this generation 25-35 guys that I deal with they'll hire a plumber to come in and fix a leak. We don't have time for that. They're not interested in doing those kind of projects. None whatsoever. I know with a couple of sons-in-law, one of them said I don't know the difference between a Phillips and a slat screwdriver and I'm not learning. And this guys 38 years old. My older guys, you know the projects around the house and helping everybody else with the projects—I've got one guy who's 73, a second a guy who's 60, and they have blended well together. But not down in the other area.

I seem to go in the other direction, I've got 22 year olds coming up to me saying "Man, I'm ready to go, you know, brother I missed you last week, when are we going to start this next, when are we going to do this next project?"

One thing y'all might want to consider here is this is an entry point, a beginning point, with this concept of short-term involvement. Recreational sports for these guys—white water rafting, rock climbing, you know, challenging things. This could be adapted to, hey, this week we're going to go camping to such and such a place; and next weekend we're going to go kayaking over here at such and such a place. So I'm just saying that the idea if you build from the concept, you might reach that group and see a concept develop.

And that may be for a whole nother bunch of guys.

It could be. You're going to have one bunch of guys that like this stuff and you may have another bunch, and then you have a bunch that says "Nah, I don't want to do that. You know, I want to go play ball or ride on a raft (?)." That's why I think this model is valuable for other things.

What if you rotated it?

Yeah.

Or you could spread it out on your ideas (?) list. I have a deal coming up at the end of the year and it's going to be a hotrod/motorcycle rally. There you go. Our pastor even rides a Harley.

What about your bike this weekend? He ain't touchin' my bike.

Let's have a time of Bible study, let's get together then let's go for a ride.

RS: So I hear you saying the purpose is sort of to involve the guys and it may actually become a foundation that some other things can be built off of.

Yeah. I know that part of the goal of this in reading through the material was to, I believe it's what you said Kelly, is to ultimately get 'em out of these four walls and involve them in the life of the community or construction missions, or like what y'all did—correct? you know, and that could be kept in mind, you know as you develop this, but I think as a model you could see maybe, you know if they'll put this together, if they'll come up with a like a working model, then you can adapt it for whatever—fill in the blank.

You might have a bunch of guys that are computer whizzes and how many people are like me that have to wait until their children come home so they can straighten out the problem (438)

You know it might be two or three days there's your fourth meeting to go help somebody that's having a crisis. It doesn't have to be the catchall for everybody. I see this just simply as an outline and you fill in this up here, finances up here, automobiles up here, you know home improvement projects up here, and then your (441)

In our neck of the woods automobiles is a big thing. My church is very... the people we've been meeting, their needs are... one of our neighbors is very low socio-economical and in fact we're hurting financially right now because the people who've come in have needed our help—not helping us and we've been needing to meet their needs. And in fact, Bob, the fella I talked about, fixed a guy's car the other night down at his printing shop (he's got a place in back he just uses as a garage). It took him about three nights but they managed to fix his car so he's able to drive. He'd been using mine for six weeks and I'd been using my next door neighbor's pickup, you know this type of thing just so they could have transportation. But I can't fix his car; Bob can. You see?

But you can loan him yours.

Yeah, and Bob can fix it.

It's just an interesting thing when you work off like that.

RS: Let me ask you a specific question about the materials and... how did the materials, as written, that you've received, assist you in enlisting men? And I don't know that each of you have reviewed the material and you haven't implemented it yet, but I'd like to get some feed back from you about it.

I like the fact that there's personal accountability. There's three of you guys or four of you guys and you're setting your own schedule and so you set it so that everybody can be there. Maybe you expect them to be there.

I think you're enlisting people and you can take something and offer them a project or a ministry situation that they've got a shot at doing, at meeting, that they've got a shot at meeting that's a plus to you if you're trying to enlist people. I think that's valuable. You know, sometimes your doing, you know I've had things such as needing (473) or something like that and I've known that I've had willing men, but that they probably couldn't do **that** thing. But, so, you know, you're going to have to know your guys a little bit, I understand that, but, then, if I know the guys are fairly good handymen, then I could offer him and I could enlist him as a men's leader of my church as a Brotherhood director or Baptist men's director, or whatever your title is, that I'm going to be able to offer that this person's sent to me that he's going to think that he can do to have something that you think you've got a shot at enlisting someone to do before you even go—in fact that part of the battle is already won because you have confidence already as a director and a leader.

You know, he has such a good point and how will this assist me in reaching men. It makes me begin to think about who would this work for. It is about knowing your men,

too. And when you see a new man come in your church and you don't know nothin' about him, this might be a good way to get to know a lot about him, to see if he'd want to be a part of this and begin to understand him.

I work with Challengers in our church and those guys are just a few years from this right here, you see. And one of the things that you do in Challengers—and you probably couldn't get men to do this, grown men to fill out a form, but you can find out that information in other ways of what they like to do. You have the Challengers fill out this sheet telling you the things that they like to do and things like that. Well, if you don't, you know, if you don't have, if they don't check bowling, or if they don't put that they like to bowl on there, it wouldn't be very smart of you to schedule a bowling outing. It just so happens that all our guys like to bowl and so do the leaders, so we go bowling every once in a while, because that's what they like to do. And so, you know, they, as they, as we discover the things that those guys like to do, that's what we try to do. We did a little missions booth at the street festival that, and when I think about short-term stuff, our your, when we started Challengers, they had never done anything. They hadn't even heard of World Changers. You know we're right smack in the middle of Tennessee. Haven't even heard of World Changers. When World Changers start, hadn't even heard of stuff like that. Didn't even know anything about doing any ministry. And when we suggested that we just have this deal at our street festival in this little town and that they were going to do puppets and give out puppets shows and give out water and these little animal balloons and all they had to commit was come and do that one Saturday morning. When we were debriefing that the next day, and we did it with the Acteens because, again, we're small and we only had about ten youth, total, they were ready to go out again and do something again because they had already decide...but before that if I had asked those kids, and again, they just, you know teenagers is not too much younger than some of the group that we're talking about here, if I'd asked them to join the group that we were going to do mission projects all the time, I probably wouldn't have got anywhere—but I said: "Let's do this on Saturday." And of the girls said, "Can we do that next week again? I want to do that again." She was a great puppeteer, and they were ready to do it again. So, you know, I just think that some of our folks in church are at least spiritually not much further up the road than that—maybe not even that far up the road in maturity. And again, you know enabling them to do something that they're going to want to do and realize that servanthood and ministry is not necessarily having to do something that you cannot do. It's doing something that God has already equipped you to do. You already like to work with your hands, so why not use your woodworking in your ministry? You already like to get in and (539) over your car, why not use that; you already like to ride a motorcycle God might have given you that love so you can use it in your ministry not because you could give it up when you got saved. I really think we're dealing with a whole row of things here, that fit together, that we're beginning to realize that some of the mindset is a lot of the biggest struggle of the challenge.

...In the beginning of it is, though, too, in another light is what they see in front of them to begin with is no matter what you're going to have 'em do is whether you're religious or whether you're real.

Right.

When they see a real ministry team standing up there, that was really real. That's what brought a lot of our guys forward. We've got a ministry team that's just outstanding. They're not above anybody else, but that's not what I'm trying to say, but they were real.

(550)

Yeah. It's just brought so many men forward, that it's already brought me out every month. Some of the older guys coming forward, you know they say "Well we didn't realize that all groups was able to do this.

That's what I was going to point out just as an idea. I can't remember who said it, I think it was Terry, mentioned something along this line and kind of peaked my interest. If you have a video camera, go around and take video shots, just clips, and put something together for your worship service. And show it on Sunday evening.

It's just amazing some of the guys work for companies that would have power buckets. This was a 2-story home. One guy says "You scared of heights?" I said, "yeah." I said "I'll rake the grass and you do the two-story" And that's what we had. I mean, it was just, and then we had break groups that we fellowshiped and just brought up thoughts, you know.

RS: So Gary, you see this material fitting in as far as enlisting and encouraging the guys to participate?

You've got men out there, and myself included, that's finally stepping up and taking their place in church.

I believe that God builds a church.

That's right.

And God sends people to a church that have gifts to do things. I believe we also have the responsibility to see that these people get plugged in in an effective ministry. And somehow, those of us who are in positions of leadership have to make a judgment call as to who's going to fit with who. And who's going to be able to work together. We had a project going on last year which we were putting siding on a house we had 2 guys who showed up who were in charge guys who knew what they both were doing. But they didn't do things exactly the same way. And so I put one on one side of the house and the other on the other side of the house so we could have compatibility and get the job done. I know as a pastor that when a man comes, when God sends a man to the church then I begin the process of assessment. Where can this guy with the gifts that he has plug in? Men At Work can help do that to facilitate a guys spiritual growth and relational growth one with the other.

I have a question. In the set of material they said there was a CD with it. I didn't see CD...

You didn't get it?

It was awesome.

RS: The CD was not yet, when the material was mailed to you—regardless of what, how Scott may want to pull your leg—the CD was a future product.

I've said this (604). What place will it have... is it devotional or is it supplementary material? Is it a weekly video? What's it have (607)?

If you're familiar with *Sons of Virtue* you might want to get a copy of that. It has a CD in it as an encouraging message. It's something you could hand out to a man to get him interested.

RS: So it would be a good enlistment tool.

I hadn't thought of that. Here again I'm thinking of my brother. He lives in Durant and lives in Denson, Texas, which is a 22 minute drive for him. He has a reading disability. When he studies the Bible it takes him forever. He does it, but it's kinda gets missed because of that. I get a lot of guys who don't read. They can; they just don't. What's the statistic? Eighty percent of the men when they graduate never read another book. And is there a way to implement this CD so that it has more than just an introduction on it, it would have something weekly on it for them to listen to. and scripture would be nice.

Well, some of your programs like this, I was just talking about with John Eldredge no only had a study time, it also had a video capture of the week. I look forward to Mondays.

This might be where you want to go somewhere down the road. I don't want to jump in too soon, but I've got some additional ideas along the line of CDs.

Can we save those?

We'll do that.

'Cause I appreciate what you're saying. That's great, and I've got some other ideas, too.

Make sure I don't forget to give you that opportunity. I think we'll go back to that.

RS: The materials as you received them, talked about some promises or some concepts that were mentioned and treated. Such things as reducing stress for the men, growing and developing fellowship among the team, that friendships would form and grow—I think was the terminology used, and that many more men would be introduced to ministry and mission. Do you think that the material as it's being developed has the opportunity to fulfill their promises. As we develop the materials, we don't want to promise something that the materials aren't going to be able to follow through on. So, I'd like for you to talk about—if you think this material, this approach to mission education and involvement with men has the potential to meet those promises? How well can we expect stress to be reduced, friendships to develop and introducing men to missions?

I think each question sort of answers its own self. I mean, they're going to introduced all the way down in the friendships and stress is going to be relieved because just like the studies we went through with our guys in the last six months we've actually seen that each one of us has the same set of problems that we deal with. You know, we're not all just flying at this level above everybody, but everybody's out here on the same level. And the way that this relates to stress is that we do see that people, other people are real and

that we can get down on this level and we can deal with today's problems without having to (681) through all the other stuff that's in front of us. We can therefore, form that relationship with our brothers that we don't have to put on false fronts. And in fact, we can come on with the ministry along with it.

RS: I hear you combining the concept of stress relief with building friendships.

Sure.

On the other hand, I would be cautious in using the term "reducing stress." Because there are many projects that we can get involved in that actually produce stress.

Sure. Especially for the leader.

My gut feeling is that reducing stress is not a good term. And I'm not so sure that that's a good objective for the materials. Friendships ought to be there, missions and ministry ought to be there, and sometimes friendships are going to be there before project or an event.

I interpret it a little differently... I was thinking about specifically pressure to do jobs around the house. See. Having guys come over to do those is what I interpret as stress relief. I've got a patio that hail knocked out my (707) and I need to replace those, but it's more than one man can do. And I'm thinking, "Man, if I had a couple of guys over here, I'd love to have them come to do that, and I'd be more than happy to go to their house and help them do something like that. Fix a fence or anything. And to me that's stress relief because I'm receiving pressure at home to fix this problem and it's only been since November.

I bet your wife reminds you everyday.

Oh boy!

...I think I know what that guy was talking about when he went over to his neighbor's house and helped him clean up, and you know that'd be a pretty nice neighbor—but now I'm changing my mind. **SPEAKING WITH BACKGROUND LAUGHTER TOO LOUD** It's an old house, let's just put it that way.

RS: Anybody else have anything...

The one thing on the introducing to missions, you're going to have to be intentional. You're going to have to say, "Guys, this has been a great six weeks, you know—five weeks, four weeks, whatever, this has been a great time together, you know as we begin to think about how we're going to reach out in the community does anyone have suggestions or ideas." And then afterwards you have to get back together and you have to be intentional about talking about it. You have to say, "You know, that's what the Bible talks about when it talks about being the hands and feet of Jesus to someone or reaching out to someone in Jesus' name, and you know, you almost have to be, you have to be intentional. "What we just did, we served in the name of Christ."

Could you use that as a slogan? When you go out?

You could. You know, one thing we do with our response team, we take a sandwich board and it's got Morning View Baptist Church on there and a little better, you know it has this Bible verse on there about, you know, embarrassed now; I forgot the verse. But when people drop by they see that big sign out there and they know—you know how when a contractor comes to your house and he's doing work, he puts his sign up—well, that's what we do. We do that with our folding sign in the name of Jesus. So you could do something like that. So that way you are glorifying the Lord as people drop by and see what's going on. But I just feel like the guys—especially the younger guy, the guy that just joined the church or just got saved through faith, you know, or whatever, he needs to be instructed. You know, man this is exactly, you know Paul was making tents with Aquila and Priscilla; you know that maybe they were helping people in the process.

We have to interpret missions.

Exactly.

It has to be intentional.

You call that missions to go over there and help Joe fix his house?

That's exactly what it is.

That's missions to you?

RS: We had one word of caution about over promising on the stress reduction. Let me follow that by asking your opinion on this. If the men say that they are making a four to eight week commitment to be involved with some type of project, maybe every week, is that going to create another expectation for them that there's going to be, there's going to offset the benefit they're going to receive from having some help with their project?

I think it could be an accountability issue.

I'm not sure you'd want to run it for long periods of time without some break or stop or change.

You'd have to. You'd burn 'em out.

As the material is designed at the moment, there would be two rotations, two four-week rotations or they may not necessarily be a week, but do you think that eight weeks is a workable concept?

It's long.

In teaching we try to keep everything to four or five weeks in discipleship we've been doing some of the things at church. I can get a pretty good commitment—both male and female—you know for about four weeks. But when you get past that the commitment level drops—at my place.

I think probably you can present it

End Side A

Begin Side B

...skip a week and come back...I've got another project at my house, men. By the way, guess what just happened... So, look at it as sessions and not so much consecutive weeks.

I like the terminology. Like you say "sessions." People can handle that terminology, it's just like "sale." You know how the work "sale" perks everybody's ears up. You know, eight weeks—well, we'll change that to, you know, session one is going to involve this. And they don't so much concept on the time.

Good idea.

But you could do as many as you wanted to just various subject matter, various scriptures as your focus (10). You're not going to be able to say just one thing. I mean you're going to want to do a month where you're going to talk about maybe you know, work-related stuff or (11) or something like that. Then you may want another one about how you be the spiritual leader of your family for example. And there's lots of different subjects I think. So I could see a multitude of subject matters no matter what your session is that you could choose from.

Now the pastor, that would scare him a little bit. 'Cause he wants everybody at Discipleship Training on Sunday nights (16)

You hurt my feelings. I'm gonna leave.

Our pastor's a part of all this. Our whole ministry is.

Well, you know, that's one thing I've always said

In fact, he's the one tearing the roof off (18). ——jokes, laughter——

He said "Lo, I'm with you always." ——jokes, laughter——

To be successful, your pastor has to be on board with this. That doesn't mean he has to be a part of one of the groups, but it would be nice. 'Cause he's involved somewhat, and he might need the help—but, the expectation doesn't need to be there, you just need his endorsement.

Is there any point in this that you get back together? Does it ever mention groups getting together?

You know when the 72 went out they came back and had a great time of celebration. And is that something you could at least mention in the book?

RS: Do you mean having the team come back and—tell me what you're asking...

I just put on here "Celebrate your personal growth; have someone document the activities with digital camera or video, put into a slide presentation, share this with the church by slides and testimony about the past eight weeks. I just think there needs to be a reporting time, in some situations, it may not always be that way, but, you know, you could create interest, another sales pitch, nothing's better than personal testimony.

I started a year ago. We've got an annual steak dinner with our men and my (32). And I've been a Christian all my life always as an observer, even with PK last year, always, it lasted about 10 minutes and I became a participant. It's so much easier to be a participant. This is what we need to draw in some of the guys to come on board with workgroups. It's just a powerful tool. It's sort of like my sons build racecars, and when they throttle those engines my hair stands up on the back of my neck. The same thing happens when God comes into your life, ya know. And it's just (39)

Just to elaborate a little on what he said. I would like to see an opportunity for the group to get together and talk about what they've done.

That could be your breakfast.

Yeah. It sure could.

You know if you do a quarterly breakfast. It doesn't have to be every month. That's just the focus.

You could even do that on Sunday morning.

Well, you could if you could get the pastor to give you a little time.

——jokes, laughter——

RS: As I looked at the material, I believe one of the suggested possibilities for that fourth session when you're going outside of your own three homes was to perhaps do something for the pastor. So that may be another way to encourage the pastor to be involved and support. In exchange for having a project done at your house, we'd like to...

Richie, are we all intentionally staying away from working at the church? I noticed it was left out; and I wasn't sure if it may be a good thing to leave that out.

That's a thankless job.

But you know I feel like that's going to happen. What's not going to happen is the personal relationship that's going to be established when you're over at somebody's house and they're going to get more relaxed about things. And you know you see their dirty laundry. You know what I'm saying? It's like—man, that looks like my place.

Some of the comments from that if I can insert these real quick. This lady is a cripple lady and she uses a walker and wheelchair and she said "I've been a part of different churches all my life, but I've never seen anything like it. These men literally swarmed my house and transformed it into something beautiful." As it comes down, the men maybe states that "these two days have been powerful. I've actually been a part of a bigger picture that's sharing the love of Christ in a practical way." "When's the next project? I'm ready. This really fueled my fire." "How can we minister to the widows in our community? I want to be a part of it." "I think maybe God's calling me to do this on a larger scale. I'm now looking for a box trailer to haul everything needed to do the work." We've even had guys—I'm 56, and some of the older men at church have come up and said "You know I've really found a purpose in God's reasoning for me to be here."

That's it right there. Being a part of the bigger picture.

That was one job.

Just one?

Yeah. That's all it took.

RS: As we think about sort of the title: Men at Work, and we think about the acronym WORK, it stands for Worship Obedience Relationship and Commitment (Keeping Commitment). The materials that you received, you had two sections in the materials: one on worship and one on obedience. I'd like to hear your feelings about these four topics. Are these four topics; do you think men relate to and enjoy studying together?

Well, the short answer's yes. I think they're core values. That's the core value of a Christian man. You know you get a young man just coming to know Christ or an older man just coming to know Christ, or a guy that's been in your church 30 years and has never matured in Christ, it's core values. So, I think the short answer to this is yes. These are, and they're only going to come across as enthusiastic as whoever the presenter is; the personal application of how that has affected him or how it may affect someone else. So, I just feel like those are core values of a Christian man. And as someone says "Starter kit; great starter kit."

But leadership has got to do a good job; that's just the presentation of core values, otherwise they're going to look at it and say "that's work(?); that's work(?) (85)."

Can you get one out of three men to lead a (86)? Are you going to be able to come up with enough men in your group to have one in three?

Yeah.

You could because you've got a long history of it. I couldn't. I think I would be pushed hard. I've got a bunch of new guys that have come in that really do not even...

Mine didn't catch on overnight. I mean I'm not saying...

Right, right.

I think the main cue was just... Promise Keepers kicked it all off, even for our ministry team. I mean, it became real. It wasn't religious, it became real. And that was the thing that kept sticking in everybody's mind is that man, he cries over that scripture—and it's not all about crying, it just being real. And I think that's what kicked everybody off. Just everybody got (83) for what they had. We want some of what you've got.

But how can you address the problem that Terry's going to have?

I have a suggestion for that. As a pastor you might be able to identify maybe three or four men in your church that have that foundational understanding ...

From older guys?

From older guys.

Oh, yeah. There won't be any problem with the older guys. The younger guys is where I'd have the problem.

But to train them intentionally that hey, let's walk through this together for the next four weeks. Let me model for you what I'd like to see each one of you do to take a group and get this started. You know, you get two guys and you go get two guys. So as a suggestion, I'm just saying, let's walk through it together leadershipwise and this is how, and you know, be, you get these real high C personalities you know that "Well, that's not exactly the way we did it the first time." But to have some flexibility with it to understand, so I think you could train your leaders who in turn could lead the groups.

RS: Scott, you've mentioned there's a theme in what you're saying about the mentoring and some other people have followed up and said that was a good idea. Would you, as a leader, would you go through the group with the men, would you go through the process with the men that you were training?

I think you should to work out the bugs. To experience it personally. To help equip the guys that will need to lead the next session. Yeah. I think it's important to. I think as the leader that, you know, we understand it, and we're beginning to understand it more and more, ultimately we'll understand it better or is it we'll understand it better by and by? Anyway, ultimately, though, we need to experience it, and we're sold on it. We just need to implement it. So, it may start with us; it may need to start with us or we could buy (invite?) someone else in on it and be a part of it. Whatever approach you use, you know the idea here is another entry point in the ministry. An opportunity for men to plug in where they have openings.

I have a deep commitment in my life to everything that I've ever tried to model exactly what Jesus did, okay? I think every Christian if they said "What do you want to be?" You say "Well, I want to be like Jesus. I want to be exactly like" but meantime we are not and our churches are not. And what you said is right down there with the discipleship example that Jesus loves us because we ought to step over that model and go in to enlargement campaigns and all these good programs and everything where that is not what Jesus told us to do. It is a simple basic concept, but we get way outside of that all the time. And I've been reminded in the last about year and a half that those things that the reason that we're not reaching the world and the reason we're not doing what needs to be done in the church is that we've forgotten what he told us to do and that was disciple. That was take that one or two guys and teach him so they can teach others so they can teach others so they can teach others. And of course there's a big mathematical example about how fast you would reach the world if you did that. And it's 31 years. If you followed his discipleship example, the world would be reached in 31 years.

We don't do that, obviously.

But, still, I think that everything that we try to do and I think that this right here where we as leadership, it's going to be our responsibility to take a core group and disciple them in it so they could take a few more and disciple them so they could take a few more and disciple them. And I think that's what the model has to be in anything new and this included in there.

I was looking at your literature (138) it is a very short Bible study. And it just has one verse that you just kind of focus on.

That's about all I preach on every Sunday is one verse.

That's all you've got time for. —joking and laughter—

—joking and laughter—

—joking and laughter—

When they get that , all right, you're gonna preach on another one. —laughter—

That's right.

The host of the house could actually bring the, essentially just read what's there on the page to you. What I'd like, and I can't remember, I had my copy on Thursday morning at breakfast and I couldn't remember if there were questions given at the end for discussion. That was a little confusing.

It is in there, though.

Let me tell you what's confusing. When it's done because, my concept is, I could probably get somebody to read that off a page to me, and, over at his house. And then we'd look at the scripture. But he's not going to be able to wax eloquently on it, you see. He would need discussion questions that he could ask us to kind of get us started in the discussion. I don't know where you're headed with it.

RS: It, I think the, I'm looking at session 1 right now in the material. And there's a blueprint for worship. So, the concept is, there's some discussion starters as you, as was mentioned, a very brief Bible study or Bible verse related to worship. And then the opportunity exists for the guys to talk about worship while they're actually working on the project. So, the concept would be that it's something they could be discussing while they're working. They could be discussing that day's topic.

So, you're really looking at 5, 10 minutes and then boom, you're off to work.

RS: Yes

Ah. That's perfect. Perfect.

RS: And then there's also the... there are discussion questions for, there's follow up suggestions.

Love those.

RS: Think about it. How did you react to those "Thing About It" suggestions? For instance, under the areas of worship "This week take responsibility for a job that normally belongs to your wife. Whether you wash the dishes or clean the bathroom, do it as an act of worship to God."

When did you cover that, though, in your group?

Did you come back to talk about it the next week?

Or does each individual just look at that—I was confused on that.

RS: I believe that, and Brian I'll let you correct me, I believe those are, the "Think About It" items are for individual use during the following week. Is that right, Brian?

Brian: Yes. The bottom of the "Get to Work" section says "We've got to change the name to "Do Something About It" instead of just "Think About It." Those suggestions follow the section and "Choose at least one." And (170) for the individual at some point during the week. And then at the bottom we say, "You'll have a chance to talk further about with the other guys." So then you go to section 2 and it'll say, it says, "Share your experience, start with previous session."

Where I guess I was unclear is where it said, "These are things for you to think about." You know.

Could you change that to "Doing It"?

We don't say it in terms of "These are things for you." We give them a (175).

That's where you (178) from the previous week. I missed that. Where, "Okay, guys, this week it's a great day, enjoyed being, let's pray together, and listen, by the way, let's be thinking about it.

Now, something that we have added to address this I want (179) we have added on session in the chapter 2 The Brass Tacks(?) that gives kind of How Tos. We've added a small section before the Stick to It that is called Work the Plan and it talks about the four elements of each session and how to do it. So, um, to answer to answer your question on "What do we do with each of these four components (185)"

RS: Brian, tell us what those four components of each session are...just briefly, just the four topics of each session.

Brian: The four components of each session are the Get Ready, which is, the corollary is Get Ready is all about worship. You're praying together, you're talking about the memory verse. (188) is obedience, it's where you give an anecdote, illustrate the concept. The third component is the Get to Work (189) relationships (189) while we're doing the work together. And then (190) is to do something about it where we're keeping our commitment by doing something between sessions. So you're actually modeling the sessions. You're working the model (192) sessions.

That helps.

RS: With those components of the session in mind, and understanding that the, when the group first comes together it will be that brief Bible study time or focus on that weeks topic, Terry, let's hear your response. Are you still concerned about men in your church being able to do that? Can you see being able to incorporate men who may not be leaders yet to...

Yeah. I can see the possibility. And while Brian was talking I was running through my mind a scenario with my guys, they're the ones I know the best, they're going to be more project oriented than they are worship oriented. They're going to want to hurry up and get the job done. It's going to take a lot of stress on the part of the leader of those three to keep this focus. So I was asking myself "What is the purpose of this? Is the purpose to

grow accountability to God, to one another, or to get the project done?” So, I was just feeling somewhere along the line we’re going to have to make a judgment, a decision on, and it may vary with one event or another. Is this going to be a project we’re going to try to get accomplished as I talked about it for a widow lady, or is the objective to build relationships and friendship between the three guys or is the objective for us to come together for this four sessions to really learn how to worship God and be obedient to God in the fulfillment of missions? So, that to me is a little ambiguous.

(126) priority, then, aren’t you?

RS: Do you think it’s, talk to me about if you think it’s possible for all of that to happen.

I think it is possible for all of that to happen. But I think...

RS: You sense some contradiction there.

Uh-huh. Right. I think it’s possible, but the key is going to be in the leader and his ability to lead knowing where these other two guys are to get all of this accomplished. If he doesn’t have it, it’s not going to happen.

But maybe in your young group, you’ve got one individual that stands out more than the rest of them that you might be able to enlist that they would look up to.

Well, that’s possible. It is possible, but...

I know it’s a tough deal, it’s going to be tough, but you can switch it just the opposite direction. I’ve got a 60 year old that works for me at the hospital that does like you’re talking about. He fights everything that comes along. This day and time you have to be able to say “My 35-year old boss comes up with projects everyday and I can’t fight everything that comes along.”

Right.

So, I went around him and I assigned; I’ve got a kid that’s just, he’s hungry to do, and he can do. And it’s not a resolution, but maybe with your younger group it’d take one individual that they see him doing this stuff and they’ll follow him. It’s a tough deal.

Even if you have one, that’s a start. But when you may be dealing with 40 to 50 men, one can’t do it. You’re going to have to have multiple

Sort of a catchall.

Really good point. In the mentoring process you may not get another leader. I think the goal here then is what do you want to accomplish? Like what you said. And I think, what is it, it’s not a rule of management but it’s a philosophy of management: Find someone that can do something 80 percent as good as your best leader, then give him that responsibility. Empower him and enable him to do the work.

Right. I’ve lowered it to 50 percent.

I can see the value with the objective switching between the different groups. There may be three guys over here that really need to know how to worship God. There may need to be a project over here that’s going to take priority over worshipping God.

It's a mule in the ditch situation.

Right. You understand where I'm coming from? It may depend upon the event or the project whether you got these guys together. Here again, it goes back to leadership. Being able to make the judgment on a person's gifts and can be accomplished.

So you're talking about reassigning the groups probably every session to a certain degree or at least keep it hyper-mobile in that respect.

You could. And you may need to.

You're probably going to have to.

In my situation is I look at my guys. In order for the interest to keep going you're going to have to keep this baby rolling.

If I were to make just a judgment call, if you were to ask me as I looked at this if I had to give a 1-2-3, I would have to give first priority to getting the project done. It has to be physical for the guys. That's just personal. I don't know how y'all feel on this.

Their sense of accomplishment is going to be greater with the completion of the project than, say, we studied a Bible verse.

You can gauge that. You can gauge the completion of a project, you can't really gauge: has the worship increased in this guy's life; or has the obedience in this guy's life increased.

Well, it's still not going to help me to get in the middle of a project at the house, at somebody's house, and then we not finish the project, you see. It's going to leave him in the (265).

Keep it simple. You know we could complicate this really, really (bad? fast?).

RS: One of the topics that I sort of skipped over here was, because no one had implemented it, I didn't ask what projects did the men choose. But let's go back to that for a minute since you brought it up and say what type of project would be a reasonable choice?

You ought to pick a one-day project or a one afternoon project.

I'm thinking a half-day project.

I would say a couple of hours.

You're talking about three people...

You could help somebody clean out their garage. For a man that's, you know, they want their garage clean, but golly, it's overwhelming. It's too much. You know, so guys could come over, help reorganize.

That's why you keep that door closed.

You should have been my next-door neighbor. (274) was always doing projects that she had. We have ladies in our church who will call us and say, "I need a light bulb

changed.” They can’t afford to get on a chair to change light bulb because they’re afraid they’ll fall off. Their balance...

How many Baptists does it take...

Just last week she needed an electric (279-80) to put on her fence because of the dog in the next-door neighbor, her neighbor on the other side. I went over and helped her hooking it up. But that would have been about a two-hour project for a couple of three guys.

We’re talking about three guys, this house, this house, and this house not doing mission work until the widow lady’s house. To me that’s a different...

Ultimately, though, that’s where you want to go with it.

That’s the fourth session.

What around your house do you need done that would require more than one person?
That’s the question.

That is such a great question.

My house is over 100 years old. You know exactly what I’m talking about.

Be selective.

Don’t hurt nobody.

RS: I think, would the material, did the material help you understand that the projects to be done were to be negotiated up front?

Not really. I don’t, I don’t feel like, well, I put a note on here—

How long does it take to finish the work?

Yeah, and what each of your lists of work needed to be done. You see that’s the big question right there.

Then I guess there needs to be emphasis on, you know, time, you don’t want to restrict anybody because if that groups willing, you let them go. You know.

My son plays baseball at 9 o’clock on Saturday morning. I mean these are the kind of guys that I’m dealing with to try to implement....

...walk with God and accountability. Time is going to be a key. Afternoon if you’re available that Saturday.

Terry, how often do you guys have to trim a hedge?

We don’t have hedges.

You don’t?

No sir. That’s by design.

So that type of work is not something that you could rack out(?) every month or so?

No.

Okay.

... keeps making the same statement. I don't believe I've read it in here. Is it in here where it says something that you need more than your help to accomplish? Is that in the material?

It was in the very, very, very first introductory line.

But that is a good point.

It's a key point.

Because if I can do it, why have I got two other guys...

He gave some suggestions, but I think what he's saying don't just create busywork for me to come over and help you. I can't do it on my own. I need your help. Now there's ownership given in that project.

If you create busywork for me to go over and help you I won't be over there a second time(?).

But I think that he's, I really think that what Kelly's(?) saying is key here, that, and it may just need to be those simple things, but I think somewhere in this material it needs to state something you couldn't do on your own or not able to accomplish. You know. Need some help to accomplish.

Who has carpentry work that needs to be done around the house? You said that you guys replaced the soffits and fascia there.

I couldn't do that.

Well, you know, that's where this group, like I said, this wasn't formed yesterday.

And that's true, but...

It took time to get there.

I mean we put siding on my house last year. I guess all together we had about 12-15 guys.

How long did it take you?

It probably took six weeks. We're talking about afternoons and a Saturday.

I think you need to remain with the "keep it simple" concept.

Very short term.

There needs to be a decision process on what do we do and what needs to be done. May have to do that in a large group situation.

Well, it could be. Just say for example we shell out 5 projects around here and I say, "Well, you three guys, you think you could handle this?" or "Can we go on over to

Kelly's house and help him paint?" or whatever the case may be. That in a large group setting you could do that and perhaps segments (331).

RS: And I will remind you that under the Chapter two under Brass Tacks, there are instructions for how to meet and how to form as a group, and making a plan would be something that the group would negotiate together. But the suggestion is made that maybe a 2-hour time limit...

It does say that.

RS: is suggested. Now, the group can negotiate that, but there are suggested guidelines in the materials.

You think you might have a problem if you get 3 or 4 guys together and one of them has a project is really too big for the situation that might try to push it through? That is the reason why I mentioned that you might want to

Then you plug in your whole men's group in that situation.

You make an analysis of his financial situation. If he can afford to hire somebody qualified to do it...

It probably needs to be done in large group, then, that type of project. Otherwise you're going to get some hurt feelings.

And that's where your leader is going to be key, isn't it.

Always.

To assess. Guys, let's just try to keep this in mind. We're going to try to, a project we can do within two hours.

Three guys, a couple of hours.

See I think these other things that we keep landing on here is what we're trying, is what we want as an end result that this is not necessarily designed to meet that need. But what it is designed to do is get peoples' feet wet so they ultimately will meet these other needs and that this is not going to address that. This is just simply, again, to start the thing. And we have, you know, we talked about, well, what if you need to (355) and all that stuff, well, I think that when this works like we hope it will, that we pray it will, that we think it will, that those things will begin to see 'em, and then we'll begin to see oh, yeah (358) and that the larger needs of people in the community... one of the best stories in Tennessee that I've ever heard was a church that was sending their men to Chili and Venezuela and all that stuff, and it was a big church in upper east Tennessee, outside of Kingsport, and they were doing big stuff all over the world—these men were. And one of the men discovered that there was a lady's house down the street that literally the church steeple's shadow fell on her house and somebody was in her house for some reason and her chifforobe had fallen through the floor and was on the ground in this lady's house.

What is a chifforobe?

It's a big wardrobe type...

And it fell through the floor?

Yeah. They are usually huge big wooden pieces because older houses were not built with closets so you had a wardrobe or chifforobe.

Like a free-standing closet.

It's like a portable closet, sort of.

But anyway, they sort of backed in to that. And they did it backwards and I think they will tell you that "We wish we had been aware of that need before we went all over the world doing all this other stuff." And they had literally done that. They had impacted whole countries because it was a big church. But they had not bothered to meet a need down the street. And this sort of is the other end of that, but I can see also that there is men that don't realize, like some comments that was made in your Iron Men that don't realize that there's ministry that they can do. And from that perspective they need to grow up, so it's an opposite thing. They need to grow up into being able to do that. And I think this could be...

Maybe we need to be strategic in planning of starting that group that we have a big project in mind at the end of our four weeks...

I would look the other way, Scott.

Okay.

And I say that, I think that if we're looking for these projects to be step by step by step into a bigger project, that we loose something of the spiritual nature of it that we are trying to help a guy have a closer walk with God.

Don't look at it that way.

My personal viewpoint is that that if I can get a guy to walk with Jesus everyday, then all this other kind of stuff just falls in place without my intent would be for these guys to just really....

'cause the motivation is to serve Christ and resolve

...and if a big project comes it comes.

Okay. Good.

RS: Because I have my clock out and I'm looking at it, and I've got a couple more wrap-up questions that I want you all to have an opportunity to answer, let's move in that direction and the first question you may need to think about this for a minute, but this is sort of a quick question. Obviously, North American Mission Board plans to produce the Men At Work materials as a product that will be promoted and will be available for purchase. One question that I was asked to get your feedback on is "What do you think would be a fair price?"

What do they get for the money?

RS: Brian can help me at this point, but I know the materials are going to cover 8 sessions, so there will be two rotations through the work acronym, this introductory CD.... Brian, what else will there be besides the workbook which covers 8 sessions and the CD?

Brian: There's the two intro chapters that the third chapter which is the 8 sessions, the fourth chapter is the wrap-up, and then there's an appendix with ideas for family involvement, suggestions for different types of activities, there's a gospel presentation as well as how to lead someone else to Christ, and then there's the CD.

He wanted to talk about the CD. When do you want to talk about the CD?

It's probably more just ideas for the CD. You want some ideas on pricing? Ten bucks.

I would say that we need to remember that NAMB's a Cooperative Program agency. I would look for cost recovery. I mean the support comes from Cooperative Program and cost recovery. Maybe some profit margin in there somewhere, but I wouldn't look for much.

You know what we do at our church for discipleship training and we offer six to eight classes once a quarter—some are six week study, some are twelve week study, thirteen week study—what we do is we say the cost of the study is the cost of the workbook \$12.95, \$10.95, whatever. But if you can't afford it, just pay \$5.00. And if you still can't afford it, we'll give you the book because we want people involved and so we try not to let the cost be the issue or driving force whether somebody's going to be involved or not. But if you take the cost of the book, that's always our starting point. So, average discipleship training study book, I'm talking about the other guys—LifeWay—but you know they're anywhere from \$10.95 to \$12.95 for 12-13 week study workbook.

But they have to make a profit in order to continue to exist.

They do, I agree.

But if you make it too cheap, people interpret that as being no good.

RS: So I've heard one suggestion of about \$10 per book that would be for... each individual is going to need to buy the workbook.

Does he get the CD?

Right.

Incredible stuff on there.

RS: Okay. \$9.95, \$10 Anybody else want to throw out a different opinion? or is there a consensus about...

Just a question. It depends on what you're going to put on the CD as to your production costs. If you put as much as what is being mentioned here at the table, it's not going to cost another \$3 or \$4. Do you think \$15 would be too much if you were getting quite a bit on the CD to help you each week as opposed to just an introduction?

...the cost of a book, you know...

...the cost on our studies is running right at 20 bucks. Between 10 to 20 bucks. I mean, it's not; it's pretty much across the board. But you can't do it for nothing.

As a men's ministry director, I would put, we have money in our budget to offset the cost where the people may or may not be able to, you know, pay that money. So, you know, I would be sensitive to that. So, I would agree. It's got to be somewhere between 10 and 20 bucks.

You get outside of that, you're overstretching.

Unless you're giving them more. One of the thoughts about the CD is you have the how to projects on there with like some of the Home Time videos, they "this is how you fix the shingles on a roof; this is how you fix the window; this is how pull the glass out, put the glazing on; and you know, it's a how-to little book involved in the CD. So you just go to whatever project it is that you need to do and if nobody's an expert on it, there's your steps and a video—watch to see somebody do it. You know. You understand what I'm saying?

That would be a good companion product.

I think you need that, especially...

Go down to Home Depot and borrow one of theirs.

They've got a free one now.

Yeah, I know.

They do?

Yeah. I just got it in the mail the other day.

Well, that's awesome then. I didn't know that.

Well, there you go—resource. Reference or resource. You may want to consider this before getting started. Or something like that.

RS: What we may want to do, well, we'll see—I'll ask two other questions and then we'll come back to the CD and if we run out of time, Scott, what we may do is make a list of things that you would like to see on the CD and just hand it to Brian as we leave. So, as a classic wrap-up kind of question, I'd like to hear from each of you one thing that you like best about these new materials. And then we'll come back and say one important suggestion that you think needs to be heard. So, let's start with what you see as the most positive thing. What do you like best about these materials or this approach?

Hands on. It goes straight to the hands on.

I like the fact that it enables people to serve which is I think what needs to be done. I just think it creates a possibility that might not have already been out there—whether it be a thought or an actual just thought that somebody, that I can do something. That this is something that I can do for the Lord. I look at it as an enabling tool.

I see it as has been talked about a good starting point, but also that it...of getting guys involved but that it can be very progressive and spiritual growth and development.

I see it that line(?) (487) also as far as spirituality. It's showing them to stand up, step forward, and reach out and get what you've got coming.

It's open ended, too—I like that.

And I think it calls men out. I mean, it calls you as...

There's a big uprising going on, you know, it's just growing more and more with men taking their place that they gave up to women years ago, now they're stepping back up and taking back over. But they need to be in that position... waiting for God.

RS: (Name) did you have a chance to respond to that?

No. I agree with everything that's been said.

Chicken.

The very best quality I see here as a men's ministry leader is that it gives me an opportunity maybe to raise some more leaders. That's what I see.

Leadership development.

Yeah. Leadership development; that's...because it's everything we do, in a sense, but it's here hitting more dimensions than we normally do because we're getting the Bible study, we're talking about how God's at work in your life right now this week, we're praying for one another on a weekly basis, and we're getting something done in the process with something in mind.

It's almost like working with primary colors.

I like it.

Foundational, grass roots.

RS: If you could only make one suggestion to those who are developing these materials, what would your suggestion be? A suggestion for improvement, or it could be something—be sure you don't leave this out. You know, that kind of thing. What would your most important suggestion be?

On your video, there's, this is a suggestion from our steak supper, I showed the video clip from uprising this year's theme for PK. It shifts the insight that they see with men working in big groups with spirituality (533), and that's a big subject in a small sentence, but...

RS: How would you encourage our folks to incorporate that into these materials?

Just use your video clips through, I mean don't focus just in one area, but focus in a lot of areas, in you know, in a combined way.

That's really good. Hit all the letters of WORK, the worship, the obedience—what does that look like, or maybe some suggested...

I would like a weekly video.

I would too.

So you say weekly video.

If you're going to have a weekly session, then I'd like a 3-4 minute clip.

And it does, it adds a lot...

or a CD

CDs get played more.

Under present circumstances, CD would be played before the VHS.

Yeah, well.

Or the DVD.

Yeah, that's what I was thinking about—a DVD.

My brother's liable to stick it in and listen while at work.

They'll watch before they'll read.

I taught college for a year and a half and I could read to my students, but they wouldn't read.

But then they'll watch forever.

They'll watch that computer screen, though.

Yep.

Mine(?) had better be appealing. This needs to be appealing—to me it needs to be manly, you know, something that's gonna say to a man, you know, hey are you a man? be a man.

Get a life—wear a helmet.

It needs to be manly, it needs to be appealing

So they need to wear jeans on this video.

Take that helmet off, ride the bike, you're gonna fall, you're gonna skin your knee.

I don't want to chase any man away with that either. You know, there's a balance in there somewhere. Because, you know, I don't know if y'all saw *The Passion*, we ain't gonna chase a rabbit, but man that scene where he was, if you didn't see it, if you did see it, he was building a piece of furniture. You know, that looked like a man. You know, working with his hands.

Sittin' on it to see if it's sturdy enough.

But yet he's still mama's little boy when it came to having to wash your hands before you come in and eat.

That's right.

But it appealed to me. And so, you know, it's gotta be Christ in nature, but manly all at the same time. I'd just like to see it be a man thing, you know.

It's a power thing.

I would say, based on some of the experience, there needs to be a good plan for distribution, development of leadership (572). I think if we just want to hang it out there somewhere, that's where it's going to stay, but if we could have leadership from here—state organization, associational organizations—where that leadership actually fall into it. In other words, whoever does the Brotherhood work in Pennsylvania, if he would come say to me as a pastor, "Here's Men at Work. Now this is a new product out of NAMB and you can do what you want to." I want that guy to tell me he went through it. You know what I'm saying. When someone calls me up and says to me "This is something I want you to consider," I want to know that that guy has been through it.

So, like an introductory for the leadership.

Yes, yes.

You know, what we do in Alabama, we have the State Board of Missions—Alabama State Board of Missions—they put on training sessions twice a year at Shocco Spring which is central location. Like *Wild at Heart* this year we've got that dude coming and talking about *Wild at Heart*. So you're going to have to have somebody that's a good salesman that has experienced this, but that can come do the training. And if you put the video, this is something I've always hit our leadership guy on is that why don't we video tape what this guy does and send that out to the association or to churches that have expressed some interest in it, for the training of the leadership. Because that's such a good point.

In our particular area the director of missions is more of a church planter than he is a DOM. So his focus is going to be a little bit different. And I'm sure that every convention will need to have some kind of strategy...

That's so wise.

RS: I believe everybody but Frank might have responded to this.

I wanted to just throw this in... we were talking about these guys doing one of the things that the staff here at the Board has done recently to show you how they are doing things is they have begun to model things, rather than say this is it, this is what I'm talking about.

When they introduced *Sons of Virtue*, you know, it's a great book you listen to the CD, you get fired up, you look at the material, you say, "This is great stuff." But they recommend that you have some type of kick off even one of which was called "A few good men," and they showed a video of Gaither singing "God just needs a few good men." And during that time, then, they had different people, three or four different people from the audience give testimony related to their father or something like that, and they did that at one meeting that we had in Greenville and another meeting I was at Toccoa

they did it again, so they're beginning to see the value of that and in Tennessee we're beginning to use that also as a model. That we don't just stand up and tell the fellas how to do, RA chapter meeting that we're going to have a sample. When they're doing the writer's conference, one of the things I noticed on the sheet, on the program schedule, was that there was going to be a sample chapter meeting now, you know, I've been through a million chapter meetings myself, so I really don't need that sample. I know that not everybody that writes has ever been to an RA chapter meeting—so I have confidence in our leadership is gonna do—so this is a commercial for them, okay. Because they are catching on and this idea of modeling things is something that they have used, and if they will do that with this as well, and create some models, then that will be successful.

RS: To follow up on that thought. I know that some of the guys on the staff here are working through this material as we speak, and as the moderator for focus group I didn't allow them to come and participate.

If I was encouraging them to do one thing, my rule would be to keep it simple. I think that we have from time to time made things so complicated that we have scared the men away or at least put a little barrier up there or a fence that was difficult to maneuver around. And, I think it is simple, I think it's straight forward, I think it has value and some of the other attributes that we've talked about. But I also think that it's simple enough that it can be easily implemented in any size situation.

RS: I promise this is the last question. We've got about a minute, so, if you want to finish on time, be brief. If you were going to a church that was considering whether or not to use this approach, this material, what's the one thing that you would say to others who might be considering this material?

You mean like if I was speaking in a church?

RS: If you were speaking in a church or if somebody, a neighboring minister came up and asked you about it. It could be either.

Well, I would just, from what I've seen, without having gone through it, I would say, "Do you want to see a really neat entry point into ministry?" Let me share this with you. That would be my hook. And it would grow out of the personal testimony.

Mine's along the same lines. I would simply say we have enough materials that are head knowledge, we need something that will get them out in the field, and this is it.

And it joins forces to work for God.

Hands on spiritual...

I'd just say you're going to get your men started in ministry.

Experiencing God is a great study, but it's all head knowledge. Once you've gone through it, you're done. And this would be the next step.

RS: Well, I'm officially through all my topics that I intended to cover today and we certainly appreciate your being here and being willing to share. There are some goodies for you in the back. One of which is, Brian in particular has been working diligently to

flesh out the whole eight session program, and he's got—I guess that's still a draft—
Brian, is that pretty much final?

Brian: Pretty close.

RS: Pretty close to final, but they should still treat it sort of confidentially?

Brian: Yes. It's not for distribution.

RS: Not for distribution. You're going to get a much fuller version of materials...

END OF TAPE